

Big Hollow School District #38 Ingleside, IL 60041

REGULAR BOARD OF EDUCATION MEETING MINUTES

Monday, December 12, 2022

1. Call to Order and Roll Call:

The regular meeting of the Board of Education was called to order at 6:01 p.m. on Monday December 12, 2022.

Roll Call:

The following member were in attendance: Bennett, Cernuska, Dollinger, Kueter, Lyons, Pedersen, Plescia

The following members were absent: None

The following administration was present: Gold

2. Motion to move to Closed Session:

A motion was made by Cernuska and seconded by Dollinger to move to closed session at 6:02 pm

Motion carried.

Aye: All

Nay: None

3. Resume to Open Session:

Open session began at 6:30 pm.

The following members were in attendance: Bennett, Cernuska, Dollinger, Kueter, Lyons, Pedersen, Plescia

The following members were absent: None

The following administration were present: Gold, Cornwell, McCulley

4. Pledge of Allegiance:

The Pledge of Allegiance was recited.

5. Added Items/Approval of the Agenda:

A motion was made by Cernuska and seconded by Kueter to approve the agenda with as presented.

Motion carried.

Aye: All

Nay: None

6. Accomplishment Recognition

*BHSD 38 recognized student athletes from Cross Country and Girls Soccer as well as members of Fine Arts that received straight A's for the 1st Trimester.

*BHSD 38 recognized members of the Grant Jr. Bulldogs football program that received a 3.5 or higher for the 1st Trimester.

For the month of November the administration honored the following individuals who have been nominated and voted upon by staff for the following awards:

- o Student of the Month: Kaiti Gardner, 8th Grader
Ms. Wilhelm, 8th Grade Girls Basketball coach nominated Kaiti for her commitment to her teammates on and off the court. Kaiti has a great work ethic and is respectful. She gives 110% effort at all practices and games.
- o Employee of the Month: Julie Dee, Middle School Choir Director
Mrs. Wegrzyn, MS Reading Specialist, nominated Julie for her excellence as an educator by creating an environment in which students feel belonging and want to learn. She shows her motivation in taking on and excelling in after school, community-building projects!

7. Board Member "Code of Conduct" Review:

Item #12: "I will strive to keep my board focused on its primary work of clarifying the district's purpose, direction and goals, and monitoring district performance."

8. Approve Consent Agenda Items:

A motion was made by Pedersen and seconded by Plescia to approve the consent agenda items as presented.

Motion carried.

Aye: Pedersen, Plescia, Cernuska, Dollinger, Kueter, Lyons, Bennett

Nay: None

9. Public Comments:

There were no public comments.

10. Superintendent's Report:

- a. HumanEx Data Presentation

The HumanEx staff survey results which were completed in November 2022 was exhibited, reviewed and discussed.

Mr. Gold briefly touched base on the results, pointing out the increase from last year. Any goals that are in the bottom 5 will be reviewed by the Leadership Teams and goals will be set to improve them.

b. School Resource Officer (SRO) Update

Mr. Gold provided the board with an update in the process of adding a SRO to the BHSD38 campus. Further discussions and additional work on obtaining a grant will continue.

c. Board Policy Review

Press Plus Issue 110 was reviewed. Additional guidance from our attorney on policy 4:140 will be obtained.

A motion was made by Cernuska and seconded by Bennett to approve Board Policy update 110 on 1st reading.

Motion carried.

Aye: all

Nay: none

11. Other Action Items:

a. Tax Levy 2022

A background summary to support the 2022 tax levy was presented. No additional questions or comments were raised.

A motion was made by Dollinger and seconded by Pedersen to approve the 2022 Certificate of Tax Levy and Resolution for BHSD38 as well as the Resolution to levy special taxes for SEDOL IMRF.

Motion carried.

Aye: Dollinger, Pedersen, Lyons, Bennett, Kueter, Plescia, Cernuska

Nay: None

b. Abatement Resolution

A resolution for abating a portion of the taxes levied for the year 2022 to pay debt service on the General Obligation School Bonds, Series 2005 was exhibited.

A motion was made by Bennett and seconded by Dollinger to approve the abatement of a portion of taxes levied for 2022.

Motion carried.

Aye: Bennett, Dollinger, Pedersen, Plescia, Cernuska, Kueter, Lyons
Nay: None

c. Dismissal Resolution

A resolution regarding the dismissal of education support personnel employee for reasons other than reduction-in-force was exhibited.

A motion was made by Cernuska and seconded by Bennett to approve the resolution regarding the dismissal of Monika Bruchert, education support personnel employee, for reasons other than reduction-in-force.

Motion carried.

Aye: Cernuska, Bennett, Plescia, Kueter, Lyons, Dollinger, Pedersen
Nay: None

d. Substitute Teacher Compensation

A summary comparison of substitute teacher pay rates at local Districts was exhibited as well as a recommendation for new BHSD38 substitute teacher rates.

A motion was made by Cernuska and seconded by Plescia to approve the new rates for BHSD38 substitute teachers.

Motion carried.

Aye: Cernuska, Plescia, Kueter, Lyons, Pedersen, Bennett, Dollinger
Nay: None

e. November 2022 Employment Report

A motion was made by Cernuska and seconded by Dollinger to approve the November 2022 employment report with the addition of Ryan Schlottman, Wrestling Coach.

Motion carried.

Aye: Cernuska, Dollinger, Bennett, Kueter, Lyons, Pedersen, Plescia
Nay: None

12. Resignations Accepted:

- Accepted a resignation from Vera Florov, Paraprofessional, effective December 21, 2022.

13. Informational Items:

- a. Freedom of Information Act (FOIA) Requests
A FOIA from November 21, 2022 was exhibited. No questions or comments.
- b. Monthly Report
The Monthly Administrator Report and Monthly Attendance Report for the month of November were presented to the board.
- c. Meeting Agendas
*Administrator meeting agenda for the month of November was exhibited.
*African American Parent Advisory Council meeting agenda from December 8, 2022 was exhibited.
No questions or comments were made.
- d. The next regularly scheduled Board Meeting will take place on Monday, January 9, 2023.

14. Motion to move to Closed Session:

Not needed

15. Return to Open Session:

Not needed

16. Take any necessary action following closed session regarding minutes, employment of personnel, resignations, terminations or leaves of absence:

None

17. Adjournment:

A motion was made by Cernuska and seconded by Kueter to adjourn the meeting at 7:17 p.m.

Motion carried.

Aye: All

Nay: None

Board of Education President
Big Hollow School District #38

Board of Education Secretary
Big Hollow School District #38

	EDUCATION FUND (10)	OPER. & MAINT. FUND (20)	DEBT SVC FUND (30)	TRANS. FUND (40)	SS/MED/IMRF FUND (50/51)	CAPITAL PROJ FUND (60)	WORKING CASH FUND (70)	TORT FUND (80)	TOTAL ALL FUNDS
ASSETS									
Cash & Investments									
Imprest Fund	2,000	0	0	0	0	0	0	0	2,000
Cash in Bank BMO	0	0	0	0	0	0	0	0	0
Student Activity	1,671	0	0	0	0	0	0	0	1,671
*Cash in Bank Win Trust Land of Lakes Bank	987,879	882,681	3,818,257	-8,448	287,674	939,365	799,849	-113,990	7,593,266
PMA Investment	3,979,996	871,069	1,820,873	633,155	200,843	1,050,202	724,573	15,484	9,296,194
PMA Savings Deposit Account	0	0	0	0	0	0	0	0	0
TOTAL CASH & INVESTMENTS	4,971,546	1,753,750	5,639,129	624,707	488,517	1,989,567	1,524,422	-98,506	16,893,131
Due From Education Fund	0	0	0	0	0	0	0	0	0
TOTAL ASSETS	4,971,546	1,753,750	5,639,129	624,707	488,517	1,989,567	1,524,422	-98,506	16,893,131
LIABILITIES									
Tax Anticipation Warrants Payable	0	0	0	0	0	0	0	0	0
Accounts Payable	74,927	-39,575	0	-9,808	-320	0	0	0	25,225
Due To Working Cash Fund	0	0	0	0	0	0	0	0	0
TOTAL LIABILITIES	74,927	-39,575	0	-9,808	-320	0	0	0	25,225
*YTD Revenue	9,292,077	975,477	2,796,510	791,427	420,884	104,657	60,980	115,840	14,557,853
Sale of Assets									0
YTD Expenditures	-9,296,058	-765,286	-128,750	-1,115,081	-312,341	-141,323	0	-253,138	-12,011,977
YTD Excess/ (Deficiency)	-3,981	210,191	2,667,760	-323,653	108,543	-36,666	60,980	-137,298	2,545,876
Beginning Fund Balance 07/01/22	5,050,454	1,503,984	2,971,369	938,553	380,294	2,026,233	1,463,442	38,792	14,373,119
Ending Fund Balance	5,046,473	1,714,175	5,639,129	614,899	488,837	1,989,567	1,524,422	-98,506	16,918,995
TOTAL LIABILITIES & FUND BAL.	4,971,546	1,753,750	5,639,129	624,707	488,517	1,989,567	1,524,422	-98,506	16,893,131

Date

Board of Education Secretary

Date

Education Fund						
Revenue	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Local Sources	\$9,515,400	\$98,109	\$5,138,820	\$4,376,580	54%	
State Sources	\$7,057,264	\$636,522	\$3,284,403	\$3,772,861	47%	
Federal Sources	\$1,500,577	\$38,017	\$863,246	\$637,331	58%	
Fees	\$15,500	\$1,310	\$5,608	\$9,892	36%	
Total Revenue	\$18,088,741	\$773,959	\$9,292,077	\$8,796,664	51%	
Expenses	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Salary	\$13,456,140	\$1,114,503	\$6,324,007	\$7,132,133	47%	
Benefits	\$1,642,735	\$131,138	\$737,231	\$905,504	45%	
Purchased Services	\$1,170,391	\$56,809	\$537,211	\$633,180	46%	
Supplies and Mat	\$1,402,912	\$65,974	\$660,275	\$742,637	47%	
Capital Outlay	\$308,000	\$0	\$291,653	\$16,347	0%	
Dues and Fees/Tuition	\$0	\$0	\$0	\$0	0%	
Non-Capital Equipment	\$0	\$0	\$0	\$0	0%	
Other Objects	\$1,498,274	\$130,753	\$745,682	\$752,592	50%	
Transfers	\$39,000	\$0	\$0	\$39,000	0%	
Total Expenses	\$19,517,452	\$1,499,177	\$9,296,058	\$10,221,394	48%	

Operations and Maintenance						
<u>Revenue</u>	<u>Budget</u>	<u>Month to Date</u>	<u>Year to Date</u>	<u>Budget Balance</u>	<u>% of Budget</u>	
Local Sources	\$1,627,000	\$24,232	\$908,546	\$718,454	56%	
State Sources	\$0	\$0	\$0	\$0	0%	
Federal Sources	\$50,000	\$50,000	\$66,931	-\$16,931	0%	
Other Sources Sale of Land	\$0	\$0	\$0	\$0	0%	
Grant Maintenance	\$0	\$0	\$0	\$0	0%	
Fund Transfers	\$0	\$0	\$0	\$0	0%	
Total Revenue	\$1,677,000	\$74,232	\$975,477	\$701,523	58%	
<u>Expenses</u>	<u>Budget</u>	<u>Month to Date</u>	<u>Year to Date</u>	<u>Budget Balance</u>	<u>% of Budget</u>	
Salary	\$594,000	\$48,737	\$275,934	\$318,066	56%	
Benefits	\$72,315	\$5,957	\$32,768	\$39,547	45%	
Purchased Services	\$682,400	\$56,494	\$290,591	\$391,809	43%	
Supplies and Materials	\$487,500	\$58,491	\$165,993	\$321,507	34%	
Capital Outlay	\$0	\$0	\$0	\$0	0%	
Dues, Fees, Tuition	\$0	\$0	\$0	\$0	0%	
Total Expenses	\$1,836,215	\$169,679	\$765,286	\$1,070,929	42%	

Debt Service Fund						
<u>Revenue</u>	<u>Budget</u>	<u>Month to Date</u>	<u>Year to Date</u>	<u>Budget Balance</u>	<u>% of Budget</u>	
Local Sources	\$5,092,000	\$43,251	\$2,796,510	\$2,295,490	55%	
State Sources	\$0	\$0	\$0	\$0	0%	
Federal Sources	\$0	\$0	\$0	\$0	0%	
Fund Transfers	\$0	\$0	\$0	\$0	0%	
Total Revenue	\$5,092,000	\$43,251	\$2,796,510	\$2,295,490	55%	
<u>Expenses</u>	<u>Budget</u>	<u>Month to Date</u>	<u>Year to Date</u>	<u>Budget Balance</u>	<u>% of Budget</u>	
Purchased Services	\$1,000	\$0	\$0	\$1,000	0%	
Principal and Interest	\$0	\$0	\$0	\$0	0%	
Other Objects	\$5,201,327	\$0	\$128,750	\$5,072,577	2%	
Total Expenses	\$5,202,327	\$0	\$128,750	\$5,073,577	2%	

Transportation Fund						
Revenue	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Local Sources	\$690,792	\$1,876	\$410,057	\$280,735	59%	
State Sources	\$732,883	\$0	\$381,370	\$351,513	52%	
Federal Sources	\$0	\$0	\$0	\$0	0%	
Total Revenue	\$1,423,675	\$1,876	\$791,427	\$632,248	56%	
Expenses	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Salary	\$973,600	\$76,883	\$373,010	\$600,590	38%	
Benefits	\$29,900	\$2,195	\$9,978	\$19,922	33%	
Purchased Services	\$172,500	\$82,749	\$201,787	(\$29,287)	117%	
Supplies and Materials	\$203,500	\$51,304	\$121,072	\$82,428	59%	
Capital Outlay	\$0	\$0	\$0	\$0	0%	
Other Objects	\$411,200	\$30	\$409,233	\$1,967	100%	
Total Expenses	\$1,790,700	\$213,161	\$1,115,081	\$675,619	62%	

IMRF/SS Fund						
Revenue	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Local Sources	\$652,800	\$25,923	\$420,884	\$231,916	64%	
State Sources	\$0	\$0	\$0	\$0	0%	
Federal Sources	\$0	\$0	\$0	\$0	0%	
Total Revenue	\$652,800	\$25,923	\$420,884	\$231,916	64%	
Expenses	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Salary	\$0	\$0	\$0	\$0	0%	
Benefits	\$684,395	\$53,951	\$312,341	\$372,054	46%	
Purchased Services	\$0	\$0	\$0	\$0	0%	
Supplies and Mat	\$0	\$0	\$0	\$0	0%	
Capital Outlay	\$0	\$0	\$0	\$0	0%	
Dues and Fees	\$0	\$0	\$0	\$0	0%	
Total Expenses	\$684,395	\$53,951	\$312,341	\$372,054	46%	

Capital Projects						
Revenue	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Local Sources	\$77,000	\$31,366	\$104,657	(\$27,657)	136%	
State Sources	\$0	\$0	\$0	\$0	0%	
Federal Sources	\$0	\$0	\$0	\$0	0%	
Fund Transfers	\$0	\$0	\$0	\$0	0%	
Total Revenue	\$77,000	\$31,366	\$104,657	(\$27,657)	136%	
Expenses	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Salary	\$0	\$0	\$0	\$0	0%	
Benefits	\$0	\$0	\$0	\$0	0%	
Purchased Services	\$17,500	\$0	\$13,953	\$3,547	80%	
Supplies and Mat	\$0	\$588	\$588	(\$588)	0%	
Capital Outlay	\$125,000	\$10,300	\$126,782	(\$1,782)	101%	
Transfers	\$0	\$0	\$0	\$0	0%	
Total Expenses	\$142,500	\$10,888	\$141,323	\$1,177	99%	

Working Cash Fund						
<u>Revenue</u>	<u>Budget</u>	<u>Month to Date</u>	<u>Year to Date</u>	<u>Budget Balance</u>	<u>% of Budget</u>	
Local Sources	\$99,500	\$4,567	\$60,980	\$38,520	61%	
State Sources	\$0	\$0	\$0	\$0	0%	
Federal Sources	\$0	\$0	\$0	\$0	0%	
Total Revenue	\$99,500	\$4,567	\$60,980	\$38,520	61%	
<u>Expenses</u>	<u>Budget</u>	<u>Month to Date</u>	<u>Year to Date</u>	<u>Budget Balance</u>	<u>% of Budget</u>	
Salary	\$0	\$0	\$0	\$0	0%	
Benefits	\$0	\$0	\$0	\$0	0%	
Purchased Services	\$0	\$0	\$0	\$0	0%	
Supplies and Mat	\$0	\$0	\$0	\$0	0%	
Capital Outlay	\$0	\$0	\$0	\$0	0%	
Dues and Fees/Tuition	\$0	\$0	\$0	\$0	0%	
Total Expenses	\$0	\$0	\$0	\$0	0%	

Total All Funds						
Revenue	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Local Sources	\$17,965,492	\$229,934	\$9,956,294	\$8,009,198	55%	
State Sources	\$7,790,147	\$636,522	\$3,665,773	\$4,124,374	47%	
Federal Sources	\$1,550,577	\$88,017	\$930,177	\$620,400	60%	
Other Sources Sale of Land	\$0	\$0	\$0	\$0	0%	
Fees	\$15,500	\$1,310	\$5,608	\$9,892	36%	
Maintenance Grant	\$0	\$0	\$0	\$0	0%	
Fund Transfers	\$0	\$0	\$0	\$0	0%	
Total Revenue	\$27,321,716	\$955,784	\$14,557,853	\$12,763,863	53%	
Expenses	Budget	Month to Date	Year to Date	Budget Balance	% of Budget	
Salary	\$15,023,740	\$1,240,123	\$6,972,951	\$8,050,789	46%	
Benefits	\$2,429,345	\$193,241	\$1,092,318	\$1,337,027	45%	
Purchased Services	\$2,290,791	\$205,885	\$1,296,680	\$994,111	57%	
Supplies and Mat	\$2,093,912	\$176,357	\$947,928	\$1,145,984	45%	
Capital Outlay	\$433,000	\$10,300	\$418,435	\$14,565	97%	
Dues and Fees/Tuition	\$0	\$0	\$0	\$0	0%	
Transfers	\$39,000	\$0	\$0	\$39,000	0%	
Other Objects	\$7,110,801	\$130,783	\$1,283,665	\$5,827,136	18%	
Total Expenses	\$29,420,589	\$1,956,689	\$12,011,977	\$17,408,612	41%	

**Big Hollow School District #38
Accounts Payable Approval Form for January 9, 2023**

<u>Fund</u>	<u>Fund #</u>	<u>Accounts Payable</u>
Education	10	566,264.72
O & M	20	124,473.63
Debt Service	30	
Transportation	40	134,341.27
IMRF/SS	50	53,950.96
Capitol Projects	60	10,450.00
Working Cash	70	
TORT	80	9,833.00
Fire Prev/Safety	90	
Totals		\$899,313.58

Board of Education Secretary
Big Hollow School District #38

Date

Board of Education President
Big Hollow School District #38

Date

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52588	-35.91	Amazon	EDUCATION/ELEMENTARY /HEALTH SERVICES/SUPPLIES	Elem-- Nurse Supp/Mat	
12/09/2022	52588	-191.80	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	115.99	Amazon	EDUCATION/PRIMARY/Pr incipals/SUPPLIES	Pri-- Principal furniture	
12/09/2022	52588	15.99	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	15.99	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	-16.59	Amazon	EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri- Dual Lang start-up	
12/09/2022	52588	-107.94	Amazon	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/09/2022	52588	-191.80	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	-191.80	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	58.30	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem--- Classroom spec request	
12/09/2022	52588	-16.99	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/09/2022	52588	-147.24	Amazon	EDUCATION/District/D ATA PROCESSING SERVICES/SUPPLIES	Tech--- Supp/Mat	
12/09/2022	52588	-35.78	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52588	-30.98	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52588	-20.00	Amazon	EDUCATION/District/R EGULAR PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	
12/09/2022	52588	-37.98	Amazon	EDUCATION/District/S	SPED--- Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52588	15.99	Amazon	PECIAL EDUCATION/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	-30.98	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52588	-679.05	Amazon	DLE-JUNIOR HIGH/SUPPLIES	MS--- Library Books	
12/09/2022	52588	-44.76	Amazon	EDUCATION/MIDDLE/MID CATIONAL MEDIA	MS-- Supp/Mat	
12/09/2022	52588	-20.00	Amazon	SERVICES/SUPPLIES DLE-JUNIOR	MS-- Supp/Mat	
12/09/2022	52588	-188.96	Amazon	HIGH/SUPPLIES EDUCATION/District/R	Dist--- Convenience Acct S/M	
12/09/2022	52588	-44.19	Amazon	EGULAR PROGRAMS/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	-30.98	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	MS-- Supp/Mat	
12/09/2022	52588	-370.99	Amazon	DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52588	-79.98	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR	MS--- PBIS Supp/Mat	
12/09/2022	52588	-55.92	Amazon	HIGH/SUPPLIES EDUCATION/PRIMARY/EL	Pri- Dual Lang start-up	
12/09/2022	52588	-473.33	Amazon	EDUCATION/SUPPLIES EDUCATION/District/S	SPED--- Supp/Mat	
12/09/2022	52588	10.30	Amazon	PECIAL EDUCATION/SUPPLIES	Dist--- Convenience Acct S/M	
12/09/2022	52588	-20.00	Amazon	EGULAR PROGRAMS/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	-473.33	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Dist--- Convenience Acct S/M	
12/09/2022	52588	-473.33	Amazon	EDUCATION/District/R PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	
12/09/2022	52588	-473.33	Amazon	EDUCATION/District/S PECIAL	SPED--- Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52588	-36.27	Amazon	EDUCATION/SUPPLIES EDUCATION/District/D IRECTION OF CENTRAL SUPPORT S/SUPPLIES	Dir of Curr/Inst Sup/Mat	
12/09/2022	52588	-96.01	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	58.30	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem--- Classroom spec request	
12/09/2022	52588	14.97	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52588	44.03	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem--- Music Supp/Mat	
12/09/2022	52588	-72.37	Amazon	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/09/2022	52588	53.36	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- Science Supp/Mat	-2,865.38
12/05/2022	52970	20.00	Illinois Dept Of Rev	EDUCATION/District	EDUCATION ILLINOIS TAX	
12/05/2022	52970	22,728.50	Illinois Dept Of Rev	EDUCATION/District	EDUCATION ILLINOIS TAX	
12/05/2022	52970	1,073.79	Illinois Dept Of Rev	O & M/District	Building- IL State Withholding	
12/05/2022	52970	1,586.60	Illinois Dept Of Rev	TRANSPORTATION/Distr ict	Transportation - IL State With	25,408.89
12/05/2022	52971	12,431.04	Lake County Federati	EDUCATION/District/B enefit Accrual	EDUCATION IMRF Deduction	12,431.04
12/05/2022	52972	3,398.72	Teacher's Health Ins	EDUCATION/District/E	EDUCATION Employee Deductions mployee Deductions	
12/05/2022	52972	96.59	Teacher's Health Ins	EDUCATION/District/E	EDUCATION Employee Deductions mployee Deductions	
12/05/2022	52972	200.98	Teacher's Health Ins	EDUCATION/District/E	EDUCATION Employee Deductions mployee Deductions	
12/05/2022	52972	2,530.11	Teacher's Health Ins	EDUCATION/District/E	EDUCATION Employee Deductions mployee Deductions	
12/05/2022	52972	445.71	Teacher's Health Ins	EDUCATION/District/E	EDUCATION Employee Deductions mployee Deductions	
12/05/2022	52972	16.97	Teacher's Health Ins	TRANSPORTATION/Distr ict/Employee Deductions	Transportation-Insurance With	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/05/2022	52972	598.95	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52972	22.80	Teacher's Health Ins	TRANSPORTATION/Distr ict/Employee Deductions	Transportation-Insurance With	
12/05/2022	52972	71.89	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52972	149.63	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	7,532.35
12/05/2022	52973	33,986.89	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	965.73	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	2,009.82	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	2,190.24	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	1,300.19	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	5,989.41	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	227.98	Teachers Retirement	TRANSPORTATION/Distr ict/Employee Deductions	Transportation-Insurance With	
12/05/2022	52973	385.96	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	14.69	Teachers Retirement	TRANSPORTATION/Distr ict/Employee Deductions	Transportation-Insurance With	
12/05/2022	52973	68.44	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	62.27	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/05/2022	52973	129.53	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	47,331.15
12/05/2022	52974	5,435.00	United States Treasu	EDUCATION/District	EDUCATION FICA	
12/05/2022	52974	1,468.58	United States Treasu	O & M/District	Building - FICA Withholding	
12/05/2022	52974	2,155.34	United States Treasu	TRANSPORTATION/Distr ict		

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/05/2022	52974	1,985.83	United States Treasu	EDUCATION/District/Federal Tax Withheld	EDUCATION FED W/H TAX	
12/05/2022	52974	170.00	United States Treasu	TRANSPORTATION/District/Federal Tax Withheld	Transportation-Federal Withhold	
12/05/2022	52974	43,172.60	United States Treasu	EDUCATION/District/Federal Tax Withheld	EDUCATION FED W/H TAX	
12/05/2022	52974	1,423.04	United States Treasu	O & M/District/Federal Tax Withheld	Building - Federal Withholding	
12/05/2022	52974	1,878.24	United States Treasu	TRANSPORTATION/District/Federal Tax Withheld	Transportation-Federal Withhold	
12/05/2022	52974	7,971.14	United States Treasu	EDUCATION/District	EDUCATION Medicare Withiheld	
12/05/2022	52974	343.45	United States Treasu	O & M/District	Building- Medicare Withholding	
12/05/2022	52974	537.49	United States Treasu	TRANSPORTATION/District	Transportation-Medicare With	
12/05/2022	52974	9,058.92	United States Treasu	SOCIAL SECURITY/MEDICARE/District	SS/Medicare - FICA Withholding	
12/05/2022	52974	8,768.10	United States Treasu	SOCIAL SECURITY/MEDICARE/District	SS/Medicare-Medicare Withheld	84,367.73
12/05/2022	52975	92.00	Voya Institutional T	EDUCATION/District	EDUCATION ANNUITY	
12/05/2022	52975	1,589.00	Voya Institutional T	EDUCATION/District	EDUCATION ANNUITY	1,681.00
12/05/2022	52976	543.68	Wisconsin Dept Of Re	EDUCATION/District	EDUCATION WISC ST TAX	
12/05/2022	52976	42.76	Wisconsin Dept Of Re	TRANSPORTATION/District	Transportation -WI State With	586.44
12/09/2022	52977	8,061.45	Alexander Leigh Cent	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	8,061.45
12/09/2022	52978	1,078.92	Allendale Associatio	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	1,078.92

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52982	35.91	Amazon	Tuition EDUCATION/ELEMENTARY /HEALTH SERVICES/SUPPLIES	Elem-- Nurse Supp/Mat	
12/09/2022	52982	191.80	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	-115.99	Amazon	EDUCATION/PRIMARY/Pr incipals/SUPPLIES	Pri-- Principal furniture	
12/09/2022	52982	-15.99	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	-15.99	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	16.59	Amazon	EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri- Dual Lang start-up	
12/09/2022	52982	107.94	Amazon	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/09/2022	52982	191.80	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	191.80	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	-58.30	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem--- Classroom spec request	
12/09/2022	52982	16.99	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/09/2022	52982	147.24	Amazon	EDUCATION/District/D ATA PROCESSING SERVICES/SUPPLIES	Tech--- Supp/Mat	
12/09/2022	52982	35.78	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52982	30.98	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52982	20.00	Amazon	EDUCATION/District/R EGULAR PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52982	37.98	Amazon	EDUCATION/District/S PEECIAL EDUCATION/SUPPLIES	SPED--- Supp/Mat	
12/09/2022	52982	-15.99	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	30.98	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52982	679.05	Amazon	EDUCATION/MIDDLE/EDU CATIONAL MEDIA SERVICES/SUPPLIES	MS--- Library Books	
12/09/2022	52982	44.76	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/09/2022	52982	20.00	Amazon	EDUCATION/District/R EGULAR PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	
12/09/2022	52982	188.96	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	44.19	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/09/2022	52982	30.98	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/09/2022	52982	370.99	Amazon	EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri- Dual Lang start-up	
12/09/2022	52982	79.98	Amazon	EDUCATION/District/S PEECIAL EDUCATION/SUPPLIES	SPED--- Supp/Mat	
12/09/2022	52982	55.92	Amazon	EDUCATION/District/R EGULAR PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	
12/09/2022	52982	-10.30	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	20.00	Amazon	EDUCATION/District/R EGULAR PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	
12/09/2022	52982	473.33	Amazon	EDUCATION/District/S	SPED--- Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52982	36.27	Amazon	PECIAL EDUCATION/SUPPLIES EDUCATION/District/D IRECTION OF CENTRAL SUPPORT S/SUPPLIES	Dir of Curr/Inst Sup/Mat	
12/09/2022	52982	96.01	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	-58.30	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem--- Classroom spec request	
12/09/2022	52982	-14.97	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	-44.03	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem--- Music Supp/Mat	
12/09/2022	52982	72.37	Amazon	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/09/2022	52982	-53.36	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- Science Supp/Mat	
12/09/2022	52982	19.95	Amazon	EDUCATION/ELEMENTARY /EDUCATIONAL MEDIA SERVICES/SUPPLIES	Elem--- Library Books	
12/09/2022	52982	200.24	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Math resources	
12/09/2022	52982	119.52	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/TEXTBOOKS	MS-- Textbks (Schoolwide)	
12/09/2022	52982	48.60	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/09/2022	52982	19.99	Amazon	EDUCATION/District/F ISCAL SERVICES/SUPPLIES	Business-- Supp/Mat	
12/09/2022	52982	97.17	Amazon	EDUCATION/District/D ATA PROCESSING SERVICES/SUPPLIES	Tech--- Supp/Mat	
12/09/2022	52982	149.49	Amazon	O & M/District/VEHICLE SERVICING AND	Vehicle Repairs and Maint	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52982	14.99	Amazon	MAINTENA/REPAIR AND MAINTENANCE SERVICE	EDUCATION/PRIMARY/EL	Pri--- PE Supp/Mat
12/09/2022	52982	97.98	Amazon	EDUCATION/DISTRICT/SPECIAL	EDUCATION/SUPPLIES	SPED--- Supp/Mat
12/09/2022	52982	61.90	Amazon	EDUCATION/DISTRICT/SPECIAL	EDUCATION/SUPPLIES	SPED--- Supp/Mat
12/09/2022	52982	139.65	Amazon	EDUCATION/MIDDLE/IMPROVEMENT OF INSTRUCTION	MS-- Impr of Inst. Supp/Mat	
12/09/2022	52982	129.68	Amazon	EDUCATION/ELEMENTARY/IMPROVEMENT OF INSTRUCTION	Elem-- Impr of Inst. Supp/Mat	
12/09/2022	52982	129.67	Amazon	EDUCATION/PRIMARY/IMPROVEMENT OF INSTRUCTION	Pri-- Impr of Inst. Supp/Mat	
12/09/2022	52982	22.53	Amazon	EDUCATION/DISTRICT/MIDDLE-JUNIOR	Distr-- Copy Supp/Mat	
12/09/2022	52982	116.23	Amazon	HIGH/COPY SUPPLIES	EDUCATION/ELEMENTARY	Elem-- Math resources
12/09/2022	52982	51.96	Amazon	EDUCATION/ELEMENTARY	EDUCATION/ELEMENTARY	Elem-- Copy Paper
12/09/2022	52982	14.15	Amazon	EDUCATION/ELEMENTARY	EDUCATION/ELEMENTARY	Elem-- Math resources
12/09/2022	52982	178.68	Amazon	EDUCATION/DISTRICT/DATA PROCESSING	Tech--- Supp/Mat	
12/09/2022	52982	154.95	Amazon	EDUCATION/ELEMENTARY	EDUCATION/ELEMENTARY	Elem--- Classroom spec request
12/09/2022	52982	30.34	Amazon	EDUCATION/MIDDLE/MIDDLE-JUNIOR	MS--- Science Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52982	131.94	Amazon	HIGH/SUPPLIES EDUCATION/MIDDLE/Int erscholastic Programs/SUPPLIES	Athletics--- Awards	
12/09/2022	52982	71.55	Amazon	EDUCATION/MIDDLE/Int erscholastic Programs/SUPPLIES	Athletics--- Awards	
12/09/2022	52982	14.99	Amazon	EDUCATION/District/D IRECTION OF CENTRAL SUPPORT S/SUPPLIES	Dir of Curr/Inst Sup/Mat	
12/09/2022	52982	39.28	Amazon	EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri-- Supp/Mat	
12/09/2022	52982	44.20	Amazon	EDUCATION/PRIMARY/HE ALTH SERVICES/SUPPLIES	Pri-- Nurse Supp/Mat	
12/09/2022	52982	150.78	Amazon	EDUCATION/MIDDLE/EDU CATIONAL MEDIA SERVICES/SUPPLIES	MS--- Library Books	5,115.79
12/09/2022	52983	579.58	Ancora Publishing	EDUCATION/MIDDLE/IMP ROVEMENT OF INSTRUCTION SER/SUPPLIES	MS-- Impr of Inst. Supp/Mat	
12/09/2022	52983	579.59	Ancora Publishing	EDUCATION/ELEMENTARY /IMPROVEMENT OF INSTRUCTION SER/SUPPLIES	Elem-- Impr of Inst. Supp/Mat	
12/09/2022	52983	579.58	Ancora Publishing	EDUCATION/PRIMARY/IM PROVEMENT OF INSTRUCTION SER/SUPPLIES	Pri-- Impr of Inst. Supp/Mat	1,738.75
12/09/2022	52984	350.00	Associated Graphics	EDUCATION/District/B ILINGUAL PROGRAMS/SUPPLIES	LIPLEPS--- Supp/Mat	350.00
12/09/2022	52985	75.00	Bakota, Daniel	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED SERVICES	Boys Basketball Officials	75.00
12/09/2022	52986	75.00	Basbagill, Paul	EDUCATION/MIDDLE/Int erscholastic	Boys Basketball Officials	75.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52987	113.62	Bennett, Ashley	Programs/PURCHASED SERVICES EDUCATION/District/BOARD OF EDUCATION SERVICES/PROFESSIONAL AND TECHNICAL SERVICES	Board--- School Board Conf.	113.62
12/09/2022	52988	170.65	Borelli, Lorna	EDUCATION/PRIMARY/Interscholastic Programs/SUPPLIES	Pri-- Academic Enrch Supp/Mat	
12/09/2022	52988	125.11	Borelli, Lorna	EDUCATION/PRIMARY/Interscholastic Programs/SUPPLIES	Pri-- Academic Enrch Supp/Mat	295.76
12/09/2022	52989	75.00	Boyke, John	EDUCATION/MIDDLE/Interscholastic Programs/PURCHASED SERVICES	Boys Basketball Officials	75.00
12/09/2022	52990	145.60	Brooks Publishing	EDUCATION/District/SPECIAL EDUCATION/TEXTBOOKS	SPED--- Curriculum	145.60
12/09/2022	52991	3,925.00	Carroll, Megan	EDUCATION/District/HEALTH SERVICES/PROFESSIONAL AND TECHNICAL SERVICES	SPED-- OT/PT/Health Pur Svc	3,925.00
12/09/2022	52992	7,955.00	Chain O Lakes Transp	TRANSPORTATION/SEDOL/SpecED/PUPIL TRANSPORTATION SERVICES/PUPIL TRANSPORTATION	Trans--- SPED P/S Off Campus	
12/09/2022	52992	10,535.00	Chain O Lakes Transp	TRANSPORTATION/SEDOL/SpecED/PUPIL TRANSPORTATION SERVICES/PUPIL TRANSPORTATION	Trans--- SPED P/S Off Campus	18,490.00
12/09/2022	52993	75.00	Chase, Kyla	EDUCATION/MIDDLE/Interscholastic Programs/PURCHASED SERVICES	Boys Basketball Officials	75.00
12/09/2022	52994	150.00	Clark, Steve	EDUCATION/MIDDLE/Interscholastic	Boys Basketball Officials	150.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	52995	863.45	ComEd	Programs/PURCHASED SERVICES O & M/District/CARE AND UPKEEP OF BUILDING SE/ELECTRICITY	Energy Electricity	
12/09/2022	52995	1,196.18	ComEd	O & M/District/CARE AND UPKEEP OF BUILDING SE/ELECTRICITY	Energy Electricity	2,059.63
12/09/2022	52996	199.00	Committee for Childr	EDUCATION/PRIMARY/EL	Pri-- Supp/Mat	199.00
12/09/2022	52997	2,250.00	Comprehensive Psycho	EDUCATION/District/P SYCHOLOGICAL SERVICES/PROFESSIONA	SPED--- Psych Testing	2,250.00
12/09/2022	52998	669.44	Daily Herald/Paddock	L AND TECHNICAL SER	EDUCATION/District/B Board-- Communication	669.44
12/09/2022	52999	470.00	DiMaggio, Nicole	EDUCATION/District/E	Distr-- Tuition Reimb.	470.00
12/09/2022	53000	189.16	Dollinger, Gary	LEMENTARY/TUITION REIMBURSEMENT	EDUCATION/District/B Board--- School Board Conf.	189.16
12/09/2022	53001	1,202.00	Elite Door Service L	O & M/District/OPERATION AND MAINTENANCE OF P/PROFESSIONAL AND TECHNICAL SER	Dist--- Door repairs	1,202.00
12/09/2022	53002	150.00	Escobedo, Adan	EDUCATION/MIDDLE/Int	Boys Basketball Officials	150.00
12/09/2022	53003	3,079.00	Feuling, Jerry	erscholastic Programs/PURCHASED SERVICES	EDUCATION/MIDDLE/Int MS-- Boys Bball Coach	3,079.00
				erscholastic Programs/REGULAR		

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	53004	106.87	Flinn Scientific Inc	SALARIES EDUCATION/MIDDLE/Int erscholastic	MS-- Acadm Enrich Supp/Mat	106.87
12/09/2022	53005	435.55	Flood Brothers Dispo	Programs/SUPPLIES O & M/District/CARE AND UPKEEP OF BUILDING SE/SANITATION SERVICES	Sanitation Services	435.55
12/09/2022	53006	55.00	Gold, Robert	EDUCATION/District/I MPROVEMENT OF INSTRUCTION SER/PROFESSIONAL AND TECHNICAL SER	Impr. of Instr--- Admin	
12/09/2022	53006	11.25	Gold, Robert	EDUCATION/District/O FFICE OF THE SUPERINTENDENT S/TRAVEL	Supt---Travel	
12/09/2022	53006	9.38	Gold, Robert	EDUCATION/District/O FFICE OF THE SUPERINTENDENT S/TRAVEL	Supt---Travel	75.63
12/09/2022	53007	100.00	GreatWorks Theatre	EDUCATION/District/R EGULAR PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	100.00
12/09/2022	53008	125.75	Hagen, Christina	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- Science Supp/Mat	125.75
12/09/2022	53009	470.00	Huemann, Linda Jean	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	470.00
12/09/2022	53010	93.00	ITsavvy LLC	EDUCATION/District/O PERATIONS SERVICES/PROFESSIONA L AND TECHNICAL SER	Tech--- Upkeep/Warranties	
12/09/2022	53010	360.00	ITsavvy LLC	EDUCATION/District/O PERATIONS SERVICES/PROFESSIONA L AND TECHNICAL SER	Tech--- Upkeep/Warranties	453.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	53011	75.00	Kehr, Dean	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED SERVICES	Boys Basketball Officials	75.00
12/09/2022	53012	475.00	Kellmann, Michelle	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	475.00
12/09/2022	53013	75.00	Kick, Brendan	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED SERVICES	Boys Basketball Officials	75.00
12/09/2022	53014	2,440.90	Krueger Internationa	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/SUPPLIES	District-- Office furniture	2,440.90
12/09/2022	53015	146.59	Kueter, Vivian	EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA L AND TECHNICAL SER	Board--- School Board Conf.	146.59
12/09/2022	53016	88.56	Kully Supply	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	MS--- O&M Repairs and Maint	88.56
12/09/2022	53017	1,030.04	Lake County Dept of	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER SERVICES	Pri--- Water/Sewer Services	
12/09/2022	53017	1,217.32	Lake County Dept of	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER SERVICES	MS--- Water/Sewer Services	
12/09/2022	53017	1,030.04	Lake County Dept of	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER	Elem--- Water/Sewer Services	3,277.40

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	53018	1,416.00	Maifield, Denise	SERVICES EDUCATION/MIDDLE/Int erscholastic Programs/REGULAR	MS-- Play Director/Assist.	1,416.00
12/09/2022	53019	75.00	Marshall, Jim	SALARIES EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Boys Basketball Officials	75.00
12/09/2022	53020	2,456.65	Martin-Upton, Eileen	SERVICES EDUCATION/District/H EALTH SERVICES/PROFESSIONA L AND TECHNICAL SER	SPED-- OT/PT/Health Pur Svc	2,456.65
12/09/2022	53021	65.00	McCulley, Matthew	EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA L AND TECHNICAL SER	Board--- School Board Conf.	65.00
12/09/2022	53022	24.00	McHenry Specialties	EDUCATION/MIDDLE/Int erscholastic Programs/SUPPLIES	Athletics--- Supp/Mat	24.00
12/09/2022	53023	470.00	Miller, Carrie	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	470.00
12/09/2022	53024	150.00	Ming, Jerry	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Boys Basketball Officials	150.00
12/09/2022	53025	362.97	Morley, Melissa	SERVICES EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA L AND TECHNICAL SER	Board--- School Board Conf.	362.97
12/09/2022	53026	236.05	N2Y	EDUCATION/District/S PECIAL EDUCATION/SUPPLIES	SPED--- Supp/Mat	236.05
12/09/2022	53027	375.00	Nickell, Jim	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Boys Basketball Officials	375.00
12/09/2022	53028	75.00	Ohlwein, Tom	SERVICES EDUCATION/MIDDLE/Int	Boys Basketball Officials	75.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
				erscholastic Programs/PURCHASED SERVICES		
12/09/2022	53029	475.00	Olney, Erin	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	475.00
12/09/2022	53030	77.14	Pedersen, Doug	EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA L AND TECHNICAL SER	Board--- School Board Conf.	77.14
12/09/2022	53031	2,302.00	Pegarsch, Nicholas	EDUCATION/MIDDLE/Int erscholastic Programs/REGULAR SALARIES	MS-- Boys Bball Coach	2,302.00
12/09/2022	53032	84.38	Philippsen, Michelle	EDUCATION/District/O THER FOOD SERVICES/TRAVEL	FoodSvc--- Travel	84.38
12/09/2022	53033	470.00	Polark, Kelly	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	470.00
12/09/2022	53034	561.00	Quadient Finance USA	EDUCATION/District/B OARD OF EDUCATION SERVICES/COMMUNICATI ON	Board-- Communication	561.00
12/09/2022	53035	304.52	ReadyRefresh by Nest	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER SERVICES	MS--- Water/Sewer Services	
12/09/2022	53035	295.53	ReadyRefresh by Nest	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER SERVICES	Elem--- Water/Sewer Services	
12/09/2022	53035	365.92	ReadyRefresh by Nest	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER	Pri--- Water/Sewer Services	965.97

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/09/2022	53036	75.00	Russo Hardware	SERVICES EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Boys Basketball Officials	
12/14/2022	53036	-75.00	Russo Hardware	SERVICES EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Boys Basketball Officials	
12/09/2022	53037	184.70	Schiller, Kathryn	SERVICES EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem--- Music Supp/Mat	184.70
12/09/2022	53038	4,004.60	Special Education Se	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	4,004.60
12/09/2022	53039	290.48	Sposato-Jucha, Chiar	EDUCATION/MIDDLE/EDU CATIONAL MEDIA SERVICES/SUPPLIES	MS--- Library Books	290.48
12/09/2022	53040	225.00	Stephenson, Terry	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Boys Basketball Officials	225.00
12/09/2022	53041	475.00	Sterbenz, Alexis	SERVICES EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	475.00
12/09/2022	53042	14.00	T-Mobile	EDUCATION/District/M TSS/Title I/SUPPLIES	Title I-- Hellenic sup/mat	14.00
12/09/2022	53043	75.00	Tengler, Steve	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Boys Basketball Officials	75.00
12/09/2022	53044	300.00	Westfall, James	SERVICES EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED	Girls Basketball Officials	300.00
12/09/2022	53045	11.25	Wiley, Stephaney	SERVICES EDUCATION/District/F	FoodSvc-- Purch Svc	11.25

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
				OOD		
				SERVICES/PROFESSIONAL AND TECHNICAL SERVICES		
12/09/2022	53046	225.00	Williams, Dave	EDUCATION/MIDDLE/Interscholastic Programs/PURCHASED SERVICES	Girls Basketball Officials	225.00
12/09/2022	53047	75.00	Wilmot, Mike	EDUCATION/MIDDLE/Interscholastic Programs/PURCHASED SERVICES	Girls Basketball Officials	75.00
12/09/2022	53048	475.00	Zonsius, Jennifer	EDUCATION/District/Elementary/Tuition Reimbursement	Distr-- Tuition Reimb.	475.00
12/15/2022	53049	3,902.47	Ill Municipal Retirement	EDUCATION/District/Benefit Accrual	EDUCATION IMRF Deduction	
12/15/2022	53049	1,093.04	Ill Municipal Retirement	O & M/District/Benefit Accrual	Building - IMRF Withholding	
12/15/2022	53049	1,578.55	Ill Municipal Retirement	TRANSPORTATION/District/Benefit Accrual		
12/15/2022	53049	9,320.60	Ill Municipal Retirement	IMRF/District/Benefit Accrual	IMRF - IMRF Withholding	
12/15/2022	53049	3,786.04	Ill Municipal Retirement	EDUCATION/District/Benefit Accrual	EDUCATION IMRF Deduction	
12/15/2022	53049	1,100.14	Ill Municipal Retirement	O & M/District/Benefit Accrual	Building - IMRF Withholding	
12/15/2022	53049	1,662.17	Ill Municipal Retirement	TRANSPORTATION/District/Benefit Accrual		
12/15/2022	53049	9,284.18	Ill Municipal Retirement	IMRF/District/Benefit Accrual	IMRF - IMRF Withholding	31,727.19
12/15/2022	53050	20.00	Illinois Dept Of Revenue	EDUCATION/District	EDUCATION ILLINOIS TAX	
12/15/2022	53050	21,846.07	Illinois Dept Of Revenue	EDUCATION/District	EDUCATION ILLINOIS TAX	
12/15/2022	53050	1,085.00	Illinois Dept Of Revenue	O & M/District	Building- IL State Withholding	
12/15/2022	53050	1,668.28	Illinois Dept Of Revenue	TRANSPORTATION/District	Transportation - IL State Withholding	24,619.35
12/15/2022	53051	12,431.04	Lake County Federation	EDUCATION/District/Benefit Accrual	EDUCATION IMRF Deduction	12,431.04

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/15/2022	53052	3,398.72	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53052	109.08	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53052	27.58	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53052	2,530.11	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53052	445.71	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53052	16.97	Teacher's Health Ins	TRANSPORTATION/Distr ict/Employee Deductions	Transportation-Insurance With	
12/15/2022	53052	598.95	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53052	22.80	Teacher's Health Ins	TRANSPORTATION/Distr ict/Employee Deductions	Transportation-Insurance With	
12/15/2022	53052	81.19	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53052	20.53	Teacher's Health Ins	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	7,251.64
12/15/2022	53053	33,986.89	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	1,090.41	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	275.85	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	2,190.24	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	1,221.50	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	5,989.41	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	227.98	Teachers Retirement	TRANSPORTATION/Distr ict/Employee Deductions	Transportation-Insurance With	
12/15/2022	53053	385.96	Teachers Retirement	EDUCATION/District/E mployee Deductions	EDUCATION Employee Deductions	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/15/2022	53053	14.69	Teachers Retirement	TRANSPORTATION/District/Employee Deductions	Transportation-Insurance With	
12/15/2022	53053	68.44	Teachers Retirement	EDUCATION/District/Employee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	70.30	Teachers Retirement	EDUCATION/District/Employee Deductions	EDUCATION Employee Deductions	
12/15/2022	53053	17.78	Teachers Retirement	EDUCATION/District/Employee Deductions	EDUCATION Employee Deductions	45,539.45
12/15/2022	53054	5,269.96	United States Treasu	EDUCATION/District	EDUCATION FICA	
12/15/2022	53054	1,478.56	United States Treasu	O & M/District	Building - FICA Withholding	
12/15/2022	53054	2,261.19	United States Treasu	TRANSPORTATION/District		
12/15/2022	53054	1,985.83	United States Treasu	EDUCATION/District/Federal Tax Withheld	EDUCATION FED W/H TAX	
12/15/2022	53054	170.00	United States Treasu	TRANSPORTATION/District/Federal Tax Withheld	Transportation-Federal Withhold	
12/15/2022	53054	39,993.96	United States Treasu	EDUCATION/District/Federal Tax Withheld	EDUCATION FED W/H TAX	
12/15/2022	53054	1,435.19	United States Treasu	O & M/District/Federal Tax Withheld	Building - Federal Withholding	
12/15/2022	53054	2,093.35	United States Treasu	TRANSPORTATION/District/Federal Tax Withheld	Transportation-Federal Withhold	
12/15/2022	53054	7,685.35	United States Treasu	EDUCATION/District	EDUCATION Medicare Withheld	
12/15/2022	53054	345.79	United States Treasu	O & M/District	Building- Medicare Withholding	
12/15/2022	53054	562.29	United States Treasu	TRANSPORTATION/District	Transportation-Medicare With	
12/15/2022	53054	9,009.71	United States Treasu	SOCIAL SECURITY/MEDICARE/District	SS/Medicare - FICA Withholding	
12/15/2022	53054	8,509.45	United States Treasu	SOCIAL SECURITY/MEDICARE/District	SS/Medicare-Medicare Withheld	80,800.63
12/15/2022	53055	92.00	Voya Institutional T	EDUCATION/District	EDUCATION ANNUITY	
12/15/2022	53055	1,576.00	Voya Institutional T	EDUCATION/District	EDUCATION ANNUITY	1,668.00
12/15/2022	53056	543.68	Wisconsin Dept Of Re	EDUCATION/District	EDUCATION WISC ST TAX	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/15/2022	53056	50.05	Wisconsin Dept Of Re	TRANSPORTATION/Distr	Transportation -WI State With	593.73
12/16/2022	53057	115.00	Accurate Biometrics	EDUCATION/District/B	Board--- Purch Svc	115.00
12/16/2022	53058	19.12	Alpha Baking Co, Inc	EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53058	80.32	Alpha Baking Co, Inc	EDUCATION/District/F	FoodSvc--- Food Pur (Non-Prog)	
12/16/2022	53058	104.70	Alpha Baking Co, Inc	EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53058	94.23	Alpha Baking Co, Inc	EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53058	34.55	Alpha Baking Co, Inc	EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm)	332.92
12/16/2022	53059	1,355.00	Alpine Valley Resort	EDUCATION/District/R	Dist--- Convenience Acct S/M	1,355.00
12/16/2022	53060	779.00	Amazon	EDUCATION/District/F	Business-- Dues/Fees	
12/16/2022	53060	130.13	Amazon	EDUCATION/MIDDLE/Int	Athletics--- Supp/Mat	
12/16/2022	53060	5.42	Amazon	EDUCATION/MIDDLE/MID	MS--- Novels	
12/16/2022	53060	56.38	Amazon	EDUCATION/PRIMARY/HE	Pri-- Nurse Supp/Mat	
12/16/2022	53060	35.96	Amazon	EDUCATION/MIDDLE/MID	MS--- Textbooks	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53060	18.00	Amazon	EDUCATION/MIDDLE/Int erscholastic Programs/SUPPLIES	Athletics--- Supp/Mat	
12/16/2022	53060	329.90	Amazon	EDUCATION/District/D ATA PROCESSING SERVICES/SUPPLIES	Tech--- Supp/Mat	
12/16/2022	53060	29.92	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	1,384.71
12/16/2022	53061	1,480.00	APCP Pizza Inc	EDUCATION/District/F OOD SERVICES/SUPPLIES	FoodSvc--- Food Purch. (Prgrm)	1,480.00
12/16/2022	53062	47.20	Aramark Uniform & Ca	EDUCATION/District/F OOD SERVICES/SUPPLIES	FoodSvc--- S/M (Program)	
12/16/2022	53062	47.20	Aramark Uniform & Ca	EDUCATION/District/F OOD SERVICES/SUPPLIES	FoodSvc--- S/M (Program)	94.40
12/16/2022	53063	100.00	Arndt, Christine	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53064	100.85	Atlas Bobcat, LLC	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/REPAIR AND MAINTENANCE SERVICE	Trans--- Rep/Maintenance	100.85
12/16/2022	53065	100.00	Biancalana, Venette	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53066	165.00	Black Diamond Plumbi	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	Pri--- O&M Repair & Maint	
12/16/2022	53066	1,798.95	Black Diamond Plumbi	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE	Pri--- O&M Repair & Maint	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53066	235.00	Black Diamond Plumbi	O & M/MIDDLE/CARE SERVICE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	MS--- O&M Repairs and Maint	2,198.95
12/16/2022	53067	37.80	Blick Art Materials	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- Art Supp/Mat	37.80
12/16/2022	53068	1,820.00	Brillion, Lindsay	EDUCATION/MIDDLE/Int erscholastic Programs/REGULAR SALARIES	MS-- Play Director/Assist.	1,820.00
12/16/2022	53069	450.00	Carnegie Learning, I	EDUCATION/District/D ATA PROCESSING SERVICES/SOFTWARE	Tech--- Fast Forward	450.00
12/16/2022	53070	505.01	Cernuska, Joseph	EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA L AND TECHNICAL SER	Board--- School Board Conf.	505.01
12/16/2022	53071	140.00	Community Mechanical	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	Elem--- O&M Repairs and Maint	
12/16/2022	53071	140.00	Community Mechanical	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	MS--- O&M Repairs and Maint	
12/16/2022	53071	748.00	Community Mechanical	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	MS--- O&M Repairs and Maint	
12/16/2022	53071	140.00	Community Mechanical	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/REPAIR	Pri--- O&M Repair & Maint	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53071	420.00	Community Mechanical	AND MAINTENANCE SERVICE O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	Pri--- O&M Repair & Maint	1,588.00
12/16/2022	53072	100.00	Cornwell, Joshua	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53073	86.00	Cozzini Bros., Inc.,	EDUCATION/District/F OOD SERVICES/SUPPLIES	FoodSvc--- S/M (Program)	86.00
12/16/2022	53074	42.55	Daily Herald/Paddock	EDUCATION/District/B OARD OF EDUCATION SERVICES/COMMUNICATI ON	Board-- Communication	42.55
12/16/2022	53075	150.00	Dee, Noah	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/PROFESSIONAL AND TECHNICAL SER	MS--- Chorus Pur Svc	150.00
12/16/2022	53076	100.00	DeNovo, Kira	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53077	60.00	DiTusa, Lindsay Dyan	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	60.00
12/16/2022	53078	962.00	Elite Door Service L	O & M/District/OPERATION AND MAINTENANCE OF P/PROFESSIONAL AND TECHNICAL SER	Dist--- Door repairs	962.00
12/16/2022	53079	4,362.76	ENGIE Resources LLC	O & M/District/CARE AND UPKEEP OF BUILDING SE/ELECTRICITY	Energy Electricity	
12/16/2022	53079	4,276.91	ENGIE Resources LLC	O & M/District/CARE	Energy Electricity	8,639.67

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53080	2,012.00	Flood Brothers Dispo	AND UPKEEP OF BUILDING SE/ELECTRICITY O & M/District/CARE	Sanitation Services	
12/16/2022	53080	28.00	Flood Brothers Dispo	AND UPKEEP OF BUILDING SE/SANITATION SERVICES TRANSPORTATION/Distr	Trans--- Garbage pickup ict/PUPIL	
12/16/2022	53080	405.00	Flood Brothers Dispo	TRANSPORTATION SERVICES O & M/District/CARE	Sanitation Services	2,445.00
12/16/2022	53081	100.00	Gold, Robert	AND UPKEEP OF BUILDING SE/SANITATION SERVICES EDUCATION/District/E	Admin cell phone stipend XECUTIVE	100.00
12/16/2022	53082	1,649.28	Gordon Food Service	ADMINISTRATION SERVI/Other Benefit EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm) OOD	
12/16/2022	53082	3,147.25	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm) OOD	
12/16/2022	53082	554.09	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F	FoodSvc--- Food Pur (Non-Prog) OOD	
12/16/2022	53082	2,818.92	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm) OOD	
12/16/2022	53082	500.19	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F	FoodSvc--- S/M (Program) OOD	
12/16/2022	53082	2,316.42	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F	FoodSvc--- Food Purch. (Prgrm) OOD	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53082	63.39	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	667.71	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Pur (Non-Prog)	
12/16/2022	53082	2,658.83	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53082	582.46	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	575.62	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53082	292.71	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	164.53	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Pur (Non-Prog)	
12/16/2022	53082	1,550.61	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53082	549.63	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	2,388.59	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53082	136.74	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	625.42	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Pur (Non-Prog)	
12/16/2022	53082	2,674.15	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53082	116.95	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	2,209.43	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53082	1,035.43	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Pur (Non-Prog)	
12/16/2022	53082	1,174.92	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53082	83.97	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	270.12	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Purch. (Prgrm)	
12/16/2022	53082	474.11	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- S/M (Program)	
12/16/2022	53082	329.38	Gordon Food Service	SERVICES/SUPPLIES EDUCATION/District/F OOD	FoodSvc--- Food Pur (Non-Prog)	29,610.85
12/16/2022	53083	1,641.81	Granite Telecommunic	O & M/District/CARE AND UPKEEP OF BUILDING SE/At&t	Phone Services (AT&T)	1,641.81
12/16/2022	53084	12,811.01	Grant Township Highw	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/GASOLINE	Trans--- Fuel	12,811.01
12/16/2022	53085	100.00	Hagen, Christina	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	100.00
12/16/2022	53086	271.25	Hetrovicz, Michelle	EDUCATION/District/D IRECTION OF CENTRAL SUPPORT S/TRAVEL	Dir of Curr/Inst Travel	
12/16/2022	53086	23.75	Hetrovicz, Michelle	EDUCATION/District/D	Dir of Curr/Inst Travel	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53086	84.00	Hetrovicz, Michelle	EDUCATION/District/D Dir of Curr/Inst Sup/Mat	Dir of Curr/Inst Sup/Mat	
12/16/2022	53086	60.00	Hetrovicz, Michelle	EDUCATION/MIDDLE/Pri ncipals/DUES & FEES	MS-- Principal Dues/Fees	
12/16/2022	53086	100.00	Hetrovicz, Michelle	EDUCATION/District/E Admin cell phone stipend	Admin cell phone stipend	539.00
12/16/2022	53087	838.46	Hodges, Loizzi, Eise	EDUCATION/District/B Board-- Legal Services	Board-- Legal Services	
12/16/2022	53087	908.95	Hodges, Loizzi, Eise	EDUCATION/District/B Board-- Legal Services	Board-- Legal Services	1,747.41
12/16/2022	53088	43.92	Home Depot Credit Se	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Pri--- Maintenance Supp/Mat	
12/16/2022	53088	43.92	Home Depot Credit Se	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Elem--- Maintenance Supp/Mat	
12/16/2022	53088	43.94	Home Depot Credit Se	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/16/2022	53088	46.06	Home Depot Credit Se	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/16/2022	53088	96.84	Home Depot Credit Se	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING	Pri--- Maintenance Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53088	96.84	Home Depot Credit Se	SE/SUPPLIES O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING	Elem--- Maintenance Supp/Mat	
12/16/2022	53088	96.87	Home Depot Credit Se	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Maintenance Supp/Mat	
12/16/2022	53088	155.65	Home Depot Credit Se	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Maintenance Supp/Mat	
12/16/2022	53088	608.08	Home Depot Credit Se	SE/SUPPLIES EDUCATION/District/D ATA PROCESSING SERVICES/SUPPLIES	Tech--- Supp/Mat	
12/16/2022	53088	616.97	Home Depot Credit Se	SE/SUPPLIES O & M/District/CARE AND UPKEEP OF BUILDING	Dist--- Maintenance Supp/Mat	
12/16/2022	53088	93.44	Home Depot Credit Se	SE/SUPPLIES O & M/District/CARE AND UPKEEP OF GROUNDS	Dist--- Grounds Supp/Mat	1,942.53
12/16/2022	53089	33.98	Hubbard, Kerry	SER/SUPPLIES EDUCATION/PRIMARY/In terscholastic Programs/SUPPLIES	Pri-- Academic Enrch Supp/Mat	33.98
12/16/2022	53090	246.57	Hyatt Regency Chicag	EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA L AND TECHNICAL SER	Board--- School Board Conf.	246.57
12/16/2022	53091	100.00	Janusz, Lenayn	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53092	4,243.70	Johnson Controls Fir	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/REPAIR	MS--- O&M Repairs and Maint	4,243.70

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
				AND MAINTENANCE SERVICE		
12/16/2022	53093	950.00	K & M Printing	EDUCATION/ELEMENTARY /ELEMENTARY/Workbooks	Elem--- Math Workbooks	950.00
12/16/2022	53094	100.00	Kumpula, Sara	EDUCATION/District/EXECUTIVE ADMINISTRATION	Admin cell phone stipend	100.00
12/16/2022	53095	183.95	Lakeshore Learning C	EDUCATION/PRIMARY/EL	Pri--- PE Supp/Mat	183.95
12/16/2022	53096	100.00	Laske, Jacquelyn	TRANSPORTATION/District/SERVICE AREA	Trans-- cell phone stipend	100.00
12/16/2022	53097	468.00	Learning A-Z	EDUCATION/District/DATA PROCESSING SERVICES/SOFTWARE	Tech--- RazKids	468.00
12/16/2022	53098	551.00	Lit N Glow Electric	O & M/District/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	Dist--- O&M Repairs and Maint	551.00
12/16/2022	53099	168.39	Lyons, Kevin	EDUCATION/District/BOARD OF EDUCATION SERVICES/PROFESSIONAL AND TECHNICAL SERVICES	Board--- School Board Conf.	168.39
12/16/2022	53100	2,832.00	Maifield, Denise	EDUCATION/MIDDLE/Interscholastic Programs/REGULAR SALARIES	MS-- Play Director/Assist.	2,832.00
12/16/2022	53101	1,197.00	Manullang, Korinne	EDUCATION/District/ELEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	1,197.00
12/16/2022	53102	100.00	McCulley, Matthew	EDUCATION/District/EXECUTIVE ADMINISTRATION	Admin cell phone stipend	100.00
12/16/2022	53103	36.47	Menards	EDUCATION/District/DATA PROCESSING SERVICES/SOFTWARE	Tech--- Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53103	8.47	Menards	ATA PROCESSING SERVICES/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/16/2022	53103	186.22	Menards	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/16/2022	53103	9.86	Menards	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/16/2022	53103	12.96	Menards	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/16/2022	53103	39.99	Menards	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Pri--- Maintenance Supp/Mat	
12/16/2022	53103	40.00	Menards	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Elem--- Maintenance Supp/Mat	
12/16/2022	53103	39.98	Menards	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/16/2022	53103	24.99	Menards	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Pri--- Maintenance Supp/Mat	
12/16/2022	53103	24.99	Menards	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING	Elem--- Maintenance Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53103	24.99	Menards	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Maintenance Supp/Mat	448.92
12/16/2022	53104	150.00	Mendoza, Taylor Lane	SE/SUPPLIES CAPITAL PROJECTS/District/BU ILDING ACQUISITION, CONSTRUC/SUPPLIES	HLS replacements (FY23)	150.00
12/16/2022	53105	1,757.60	Midland Paper	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/Copy Paper	MS-- Copy Paper	1,757.60
12/16/2022	53106	362.12	Midwest Transit Equi	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/REPAIR AND MAINTENANCE SERVICE	Trans--- Rep/Maintenance	362.12
12/16/2022	53107	470.00	Miller, Carrie	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	470.00
12/16/2022	53108	4,921.54	Mitel	O & M/District/CARE AND UPKEEP OF BUILDING SE/At&t	Phone Services (AT&T)	4,921.54
12/16/2022	53109	100.00	Morley, Sunny	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53110	100.00	Mullen, Rachel Ann	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53111	53.16	Napa Auto Supply Fox	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/REPAIR AND MAINTENANCE SERVICE	Trans--- Rep/Maintenance	53.16
12/16/2022	53112	504.00	NCC - Peterson Produ	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Maintenance Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53112	130.94	NCC - Peterson Produ	SE/SUPPLIES O & M/PRIMARY/CARE AND UPKEEP OF BUILDING	Pri--- Maintenance Supp/Mat	
12/16/2022	53112	134.91	NCC - Peterson Produ	SE/SUPPLIES O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING	Elem--- Maintenance Supp/Mat	
12/16/2022	53112	130.95	NCC - Peterson Produ	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Maintenance Supp/Mat	
12/16/2022	53112	198.40	NCC - Peterson Produ	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Custodial Supp/Mat	
12/16/2022	53112	99.20	NCC - Peterson Produ	SE/SUPPLIES O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING	Elem--- Custodial Supp/Mat	
12/16/2022	53112	99.20	NCC - Peterson Produ	SE/SUPPLIES O & M/PRIMARY/CARE AND UPKEEP OF BUILDING	Pri--- Custodial Supp/Mat	
12/16/2022	53112	57.92	NCC - Peterson Produ	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Maintenance Supp/Mat	
12/16/2022	53112	1,580.02	NCC - Peterson Produ	SE/SUPPLIES O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING	Elem--- Custodial Supp/Mat	
12/16/2022	53112	1,580.02	NCC - Peterson Produ	SE/SUPPLIES O & M/PRIMARY/CARE AND UPKEEP OF BUILDING	Pri--- Custodial Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53112	3,535.38	NCC - Peterson Produ	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Custodial Supp/Mat	
12/16/2022	53112	320.59	NCC - Peterson Produ	SE/SUPPLIES O & M/PRIMARY/CARE AND UPKEEP OF BUILDING	Pri--- Maintenance Supp/Mat	
12/16/2022	53112	330.36	NCC - Peterson Produ	SE/SUPPLIES O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING	Elem--- Maintenance Supp/Mat	
12/16/2022	53112	320.58	NCC - Peterson Produ	SE/SUPPLIES O & M/MIDDLE/CARE AND UPKEEP OF BUILDING	MS--- Maintenance Supp/Mat	9,022.47
12/16/2022	53113	662.20	Nelco	EDUCATION/District/F ISCAL SERVICES/SUPPLIES	Business-- Supp/Mat	662.20
12/16/2022	53114	1,271.20	Net56	O & M/District/CARE AND UPKEEP OF BUILDING SE/Net56	Internet Services (Net 56)	1,271.20
12/16/2022	53115	1,358.13	Nierman Landscape &	O & M/District/CARE AND UPKEEP OF GROUNDS SER/PROFESSIONAL AND TECHNICAL SER	Grounds Upkeep Service	1,358.13
12/16/2022	53116	64.23	Oriental Trading Com	EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri-- Supp/Mat	
12/16/2022	53116	390.67	Oriental Trading Com	EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri-- Supp/Mat	454.90
12/16/2022	53117	100.00	Philippsen, Michelle	EDUCATION/District/E XECUTIVE ADMINISTRATION	Admin cell phone stipend	100.00
12/16/2022	53118	100.00	Pittman, Erin	SERVI/Other Benefit EDUCATION/District/E XECUTIVE	Admin cell phone stipend	100.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
				ADMINISTRATION		
				SERVI/Other Benefit		
12/16/2022	53119	575.85	PMA Leasing, INC	EDUCATION/District/C	Dist-- Copy Machine Lease	
				ARE AND UPKEEP OF		
				EQUIPMENT S/RENTALS		
12/16/2022	53119	700.00	PMA Leasing, INC	EDUCATION/District/C	Dist-- Copy Machine Lease	
				ARE AND UPKEEP OF		
				EQUIPMENT S/RENTALS		
12/16/2022	53119	865.00	PMA Leasing, INC	EDUCATION/District/C	Dist-- Copy Machine Lease	
				ARE AND UPKEEP OF		
				EQUIPMENT S/RENTALS		
12/16/2022	53119	1,865.00	PMA Leasing, INC	EDUCATION/District/C	Dist-- Copy Machine Lease	
				ARE AND UPKEEP OF		
				EQUIPMENT S/RENTALS		
12/16/2022	53119	547.00	PMA Leasing, INC	EDUCATION/District/C	Dist-- Copy Machine Lease	4,552.85
				ARE AND UPKEEP OF		
				EQUIPMENT S/RENTALS		
12/16/2022	53120	545.00	Prostka, Jennifer	EDUCATION/District/E	Distr-- Tuition Reimb.	545.00
				LEMENTARY/TUITION		
				REIMBURSEMENT		
12/16/2022	53121	470.00	Provo, Jeanette	EDUCATION/District/E	Distr-- Tuition Reimb.	470.00
				LEMENTARY/TUITION		
				REIMBURSEMENT		
12/16/2022	53122	1,039.80	Quill Corp	EDUCATION/MIDDLE/MID	MS-- Copy Paper	
				DLE-JUNIOR		
				HIGH/Copy Paper		
12/16/2022	53122	27.89	Quill Corp	EDUCATION/District/B	Board-- staff gifts	1,067.69
				BOARD OF EDUCATION		
				SERVICES/SUPPLIES		
12/16/2022	53123	61.99	Ray Chevrolet	TRANSPORTATION/Distr	Trans--- Rep/Maintenance	
				ict/PUPIL		
				TRANSPORTATION		
				SERVICES/REPAIR AND		
				MAINTENANCE SERVICE		
12/16/2022	53123	82.28	Ray Chevrolet	TRANSPORTATION/Distr	Trans--- Rep/Maintenance	144.27
				ict/PUPIL		
				TRANSPORTATION		
				SERVICES/REPAIR AND		
				MAINTENANCE SERVICE		

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53124	3,268.00	Read Naturally	EDUCATION/ELEMENTARY /ELEMENTARY/SOFTWARE	Elem-- Software (Read Nat)	3,268.00
12/16/2022	53125	75.00	Russo, John	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED SERVICES	Girls Basketball Officials	75.00
12/16/2022	53126	630.92	Schindler Elevator C	O & M/District/OPERATION AND MAINTENANCE OF P/PROFESSIONAL AND TECHNICAL SER	Dist--- Elevator Inspection	630.92
12/16/2022	53127	31,140.00	SEDOL	EDUCATION/SEDOL/Spec ED/TuitionOtherDistri	SPED--- SEDOL Tuition	
12/16/2022	53127	23,771.52	SEDOL	cts/Private Tuition	SPED--- SEDOL Tuition	
12/16/2022	53127	50.70	SEDOL	EDUCATION/SEDOL/Spec ED/PAYMENTS FOR SPECIAL EDUCATION/PROFESSIONAL AND TECHNICAL SER	SPED--- SEDOL Itenerant	
12/16/2022	53127	24,731.00	SEDOL	O & M/District/PAYMENTS FOR SPECIAL EDUCATION/OTHER PURCHASED SERVICES	O&M SEDOL	79,693.22
12/16/2022	53128	495.00	Sievert Electric Ser	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/REPAIR AND MAINTENANCE SERVICE	MS--- O&M Repairs and Maint	495.00
12/16/2022	53129	169.00	Smekens Education	EDUCATION/ELEMENTARY /IMPROVEMENT OF INSTRUCTION SER/PROFESSIONAL AND TECHNICAL SER	Elem-- Impr of Inst. (staff)	
12/16/2022	53129	139.00	Smekens Education	EDUCATION/MIDDLE/IMP	MS-- Impr of Inst. (staff)	308.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53130	60.00	Smithereen Pest Mana	ROVEMENT OF INSTRUCTION SER/PROFESSIONAL AND TECHNICAL SER O & M/District/OPERATION AND MAINTENANCE OF P/PROFESSIONAL AND TECHNICAL SER	Dist--- Pest Control Services	
12/16/2022	53130	60.00	Smithereen Pest Mana	ROVEMENT OF INSTRUCTION SER/PROFESSIONAL AND TECHNICAL SER O & M/District/OPERATION AND MAINTENANCE OF P/PROFESSIONAL AND TECHNICAL SER	Dist--- Pest Control Services	
12/16/2022	53130	78.00	Smithereen Pest Mana	ROVEMENT OF INSTRUCTION SER/PROFESSIONAL AND TECHNICAL SER O & M/District/OPERATION AND MAINTENANCE OF P/PROFESSIONAL AND TECHNICAL SER	Dist--- Pest Control Services	198.00
12/16/2022	53131	42.70	Sportdecals	EDUCATION/District/R EGULAR PROGRAMS/SUPPLIES	Dist--- Convenience Acct S/M	42.70
12/16/2022	53132	100.00	Summers, Brian	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53133	100.00	Swiderski, Derek	EDUCATION/District/E XECUTIVE ADMINISTRATION SERVI/Other Benefit	Admin cell phone stipend	100.00
12/16/2022	53134	543.38	Techstar America Cor	EDUCATION/District/M IDDLE-JUNIOR HIGH/Copy Supplies	Distr-- Copy Supp/Mat	
12/16/2022	53134	263.00	Techstar America Cor	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/Copy Supplies	MS-- Copy Supplies	806.38
12/16/2022	53135	325.48	Thomson Reuters-West	EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA	Board--- Residency Purch Svc	325.48

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53136	299.80	TPRS Books	L AND TECHNICAL SER EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/Workbooks	MS--- Spanish Workbooks	299.80
12/16/2022	53137	30,375.00	Tyler Technologies,	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/SOFTWARE	Trans--- Routing software	
12/16/2022	53137	2,100.00	Tyler Technologies,	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/SOFTWARE	Trans--- Routing software	
12/16/2022	53137	4,375.00	Tyler Technologies,	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/SOFTWARE	Trans--- Routing software	36,850.00
12/16/2022	53138	189.00	Uline	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Pri--- Maintenance Supp/Mat	
12/16/2022	53138	189.00	Uline	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Elem--- Maintenance Supp/Mat	378.00
12/16/2022	53139	278.30	Voyager Sopris Learn	EDUCATION/District/G RANTS/SUPPLIES	ESSER2-- Follet grab&go	278.30
12/16/2022	53140	90.38	Wahls, Anne	EDUCATION/MIDDLE/IMP ROVEMENT OF INSTRUCTION SER/PROFESSIONAL AND TECHNICAL SER	MS-- Impr of Inst. (staff)	90.38
12/16/2022	53141	10,300.00	Warehouse Direct Bus	CAPITAL PROJECTS/PRIMARY/FAC ILITIES ACQUISITION AND CON/IMPROVEMENTS OTHER THAN BUILDI	Pri--- building improvements	10,300.00
12/16/2022	53142	120.00	Waukegan Safe And Lo	O & M/District/CARE	Dist--- Maintenance Supp/Mat	120.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/16/2022	53143	22.77	Wegrzyn, Courtney	AND UPKEEP OF BUILDING SE/SUPPLIES EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	22.77
12/16/2022	53144	1,698.41	Wells Fargo Vendor F	EDUCATION/District/C ARE AND UPKEEP OF EQUIPMENT S/RENTALS	Dist-- Copy Machine Lease	1,698.41
12/16/2022	53145	3,225.00	Wilson, Judith	EDUCATION/District/H EALTH SERVICES/PROFESSIONAL AND TECHNICAL SER	SPED-- OT/PT/Health Pur Svc	3,225.00
12/16/2022	53146	1,225.00	Wolframski, Laura	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	1,225.00
12/21/2022	53148	15.22	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/21/2022	53148	46.36	Amazon	EDUCATION/ELEMENTARY /HEALTH SERVICES/SUPPLIES	Elem-- Nurse Supp/Mat	
12/21/2022	53148	5.80	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/21/2022	53148	24.30	Amazon	EDUCATION/District/D IRECTION OF CENTRAL SUPPORT S/SUPPLIES	Dir of Curr/Inst Sup/Mat	
12/21/2022	53148	75.68	Amazon	EDUCATION/ELEMENTARY /ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/21/2022	53148	79.45	Amazon	EDUCATION/MIDDLE/EDU CATIONAL MEDIA SERVICES/SUPPLIES	MS--- Library Supp/Mat	
12/21/2022	53148	144.14	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/21/2022	53148	31.98	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/21/2022	53148	296.73	Amazon	O & M/District/CARE	Sanitation Services	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53148	37.77	Amazon	AND UPKEEP OF BUILDING SE/SANITATION SERVICES	EDUCATION/District/D Dir of Curr/Inst Sup/Mat	
12/21/2022	53148	139.92	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/21/2022	53148	29.99	Amazon	EDUCATION/District/S PECIAL	SPED--- Supp/Mat	
12/21/2022	53148	204.94	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/21/2022	53148	3.95	Amazon	EDUCATION/District/S PEECH PATHOLOGY AND AUDIOLOGY/SUPPLIES	SPED-- S/L/Aud Supp/Mat	
12/21/2022	53148	72.88	Amazon	EDUCATION/District/S PECIAL	SPED--- Supp/Mat	
12/21/2022	53148	1,375.03	Amazon	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/SUPPLIES	Trans--- Supp/Mat	
12/21/2022	53148	56.97	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/21/2022	53148	949.99	Amazon	EDUCATION/District/S PECIAL	SPED--- Supp/Mat	
12/21/2022	53148	158.00	Amazon	O & M/District/CARE AND UPKEEP OF GROUNDS	Dist- Snow removal suppl/mat	
12/21/2022	53148	44.99	Amazon	EDUCATION/District/B OARD OF EDUCATION SERVICES/SUPPLIES	Board-- Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53148	88.00	Amazon	EDUCATION/PRIMARY/ELEMENTARY/SUPPLIES	Pri-- Supp/Mat	
12/21/2022	53148	29.65	Amazon	EDUCATION/ELEMENTARY/ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/21/2022	53148	40.12	Amazon	O & M/District/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Dist--- Maintenance Supp/Mat	
12/21/2022	53148	311.83	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/21/2022	53148	23.87	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- PBIS Supp/Mat	
12/21/2022	53148	107.76	Amazon	EDUCATION/ELEMENTARY/ELEMENTARY/SUPPLIES	Elem-- Supp/Mat	
12/21/2022	53148	87.40	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/Workbooks	MS--- Workbooks (Misc)	
12/21/2022	53148	9.46	Amazon	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	
12/21/2022	53148	79.90	Amazon	EDUCATION/MIDDLE/IMP ROVEMENT OF INSTRUCTION SER/SUPPLIES	MS-- Impr of Inst. Supp/Mat	4,572.08
12/21/2022	53149	320.00	Amita Health St Jose	EDUCATION/District/ELEMENTARY/PROFESSIONAL AND TECHNICAL SER	Distr-- Health Pur Svc	320.00
12/21/2022	53150	378.00	Apple, Inc	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS--- Media Supp/Mat	
12/21/2022	53150	378.00	Apple, Inc	EDUCATION/District/SPECIAL EDUCATION/SUPPLIES	SPED--- Supp/Mat	
12/21/2022	53150	299.00	Apple, Inc	EDUCATION/MIDDLE/MID DLE-JUNIOR HIGH/SUPPLIES	MS-- Supp/Mat	1,055.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53151	4,943.75	Carroll, Megan	EDUCATION/District/H EALTH SERVICES/PROFESSIONA L AND TECHNICAL SER	SPED-- OT/PT/Health Pur Svc	4,943.75
12/21/2022	53152	15,635.00	Chain O Lakes Transp	TRANSPORTATION/SEDOL /SpecED/PUPIL TRANSPORTATION SERVICES/PUPIL TRANSPORTATION	Trans--- SPED P/S Off Campus	15,635.00
12/21/2022	53153	9,833.00	CLIC	TORT FUND/District/Proper ty Insurance/CLIC Property Insurance	CLIC Property Insurance	9,833.00
12/21/2022	53154	4,375.00	Comprehensive Psycho	EDUCATION/District/P SYCHOLOGICAL SERVICES/PROFESSIONA L AND TECHNICAL SER	SPED--- Psych Pur Svc	4,375.00
12/21/2022	53155	5,966.82	Connection's Day Sch	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	
12/21/2022	53155	5,966.82	Connection's Day Sch	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	
12/21/2022	53155	5,966.82	Connection's Day Sch	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	17,900.46
12/21/2022	53156	5,205.24	Connections Day Scho	EDUCATION/Connection Day SC-Palatine/Spec Ed Private	SPED--- Private School Tuition	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53156	5,205.24	Connections Day Scho	Tuition/Private Tuition EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	
12/21/2022	53156	400.00	Connections Day Scho	Tuition/Private Tuition EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	10,810.48
12/21/2022	53157	7,528.14	Connection's Academy	Tuition/Private Tuition EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	
12/21/2022	53157	7,528.14	Connection's Academy	Tuition/Private Tuition EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	15,056.28
12/21/2022	53158	31.25	Cullotta, Stephanie	DLE-JUNIOR HIGH/TRAVEL	MS--- Travel	
12/21/2022	53158	31.25	Cullotta, Stephanie	DLE-JUNIOR HIGH/TRAVEL	MS--- Travel	
12/21/2022	53158	10.00	Cullotta, Stephanie	DLE-JUNIOR HIGH/TRAVEL	MS--- Travel	72.50
12/21/2022	53159	150.00	Dee, Noah	DLE-JUNIOR HIGH/PROFESSIONAL AND TECHNICAL SER	MS--- Chorus Pur Svc	150.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53160	255.00	Filas Media Consulti	EDUCATION/District/B OARD OF EDUCATION SERVICES/PROFESSIONA L AND TECHNICAL SER	Board--- Purch Svc	255.00
12/21/2022	53161	106.80	Follett School Solut	EDUCATION/District/B ILINGUAL PROGRAMS/SUPPLIES	EL-- Supp/Mat	106.80
12/21/2022	53162	50.00	Fox Lake/Round Lake	EDUCATION/District/O FFICE OF THE SUPERINTENDENT S/DUES & FEES	Supt--- Dues & Fees	50.00
12/21/2022	53163	9,349.87	Grade A Transportati	TRANSPORTATION/SEDOL /SpecED/PUPIL TRANSPORTATION SERVICES/PUPIL TRANSPORTATION	Trans--- SPED P/S Off Campus	
12/21/2022	53163	1,560.13	Grade A Transportati	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/OTHER TRANSPORTATION SERVICES	Trans--- Homeless Pur Svc	
12/21/2022	53163	18,150.00	Grade A Transportati	TRANSPORTATION/SEDOL /SpecED/PUPIL TRANSPORTATION SERVICES/PUPIL TRANSPORTATION	Trans--- SPED P/S Off Campus	
12/21/2022	53163	1,968.00	Grade A Transportati	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/OTHER TRANSPORTATION SERVICES	Trans--- Homeless Pur Svc	31,028.00
12/21/2022	53164	30.00	Heinemann	EDUCATION/District/I MPROVEMENT OF INSTRUCTION SER/SUPPLIES	Impr. of Instr--- Supplies/Mat	30.00
12/21/2022	53165	214.54	Huemann, Linda Jean	EDUCATION/PRIMARY/In terscholastic	Pri-- Academic Enrch Supp/Mat	214.54

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53166	678.00	Illinois Principals	Programs/SUPPLIES EDUCATION/PRIMARY/Principals/DUES & FEES	Pri--- Admin Dues & Fees	678.00
12/21/2022	53167	1,056.00	Integrated Systems C	EDUCATION/District/OPERATIONS SERVICES/PROFESSIONAL AND TECHNICAL SER	Tech--- Web Hosting	1,056.00
12/21/2022	53168	60.00	Kabrin, Jennifer	TRANSPORTATION/District/PUPIL TRANSPORTATION SERVICES/OTHER PURCHASED SERVICES	Trans--- CDL Permits	60.00
12/21/2022	53169	57.82	Kellmann, Michelle	EDUCATION/PRIMARY/Interscholastic Programs/SUPPLIES	Pri-- Academic Enrch Supp/Mat	57.82
12/21/2022	53170	62.50	Loessl, Sarah	EDUCATION/MIDDLE/MIDDLE/JUNIOR HIGH/TRAVEL	MS--- Travel	
12/21/2022	53170	1,225.00	Loessl, Sarah	EDUCATION/District/ELEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	1,287.50
12/21/2022	53171	2,871.53	Martin-Upton, Eileen	EDUCATION/District/HEALTH SERVICES/PROFESSIONAL AND TECHNICAL SER	SPED-- OT/PT/Health Pur Svc	2,871.53
12/21/2022	53172	90.97	Menards	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Custodial Supp/Mat	
12/21/2022	53172	27.54	Menards	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Pri--- Maintenance Supp/Mat	
12/21/2022	53172	17.98	Menards	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Elem--- Maintenance Supp/Mat	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53172	37.17	Menards	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Pri--- Maintenance Supp/Mat	
12/21/2022	53172	37.17	Menards	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Elem--- Maintenance Supp/Mat	
12/21/2022	53172	37.18	Menards	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/21/2022	53172	38.00	Menards	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Pri--- Maintenance Supp/Mat	
12/21/2022	53172	38.00	Menards	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Elem--- Maintenance Supp/Mat	
12/21/2022	53172	38.02	Menards	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	MS--- Maintenance Supp/Mat	
12/21/2022	53172	99.00	Menards	TRANSPORTATION/District/PUPIL TRANSPORTATION SERVICES/SUPPLIES	Trans--- Supp/Mat	
12/21/2022	53172	71.64	Menards	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Elem--- Maintenance Supp/Mat	532.67
12/21/2022	53173	55.00	Midwest Transit Equi	TRANSPORTATION/District/PUPIL TRANSPORTATION SERVICES/REPAIR AND	Trans--- Rep/Maintenance	55.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53174	10.20	Mullen, Rachel Ann	MAINTENANCE SERVICE EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri-- Supp/Mat	
12/21/2022	53174	19.98	Mullen, Rachel Ann	EDUCATION/PRIMARY/EL EMENTARY/SUPPLIES	Pri-- Supp/Mat	30.18
12/21/2022	53175	114.73	Napa Auto Supply Fox	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/SUPPLIES	Trans--- Supp/Mat	
12/21/2022	53175	53.91	Napa Auto Supply Fox	TRANSPORTATION/Distr ict/PUPIL TRANSPORTATION SERVICES/SUPPLIES	Trans--- Supp/Mat	168.64
12/21/2022	53176	6,409.62	New Connections Acad	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	6,409.62
12/21/2022	53177	75.00	Nickell, Jim	EDUCATION/MIDDLE/Int erscholastic Programs/PURCHASED SERVICES	Girls Basketball Officials	75.00
12/21/2022	53178	2,405.93	Nicor Gas	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/NATURAL GAS	MS--- Natural Gas	
12/21/2022	53178	1,793.18	Nicor Gas	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/NATURAL GAS	Elem--- Natural Gas	
12/21/2022	53178	2,312.46	Nicor Gas	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/NATURAL GAS	Pri--- Natural Gas	6,511.57
12/21/2022	53179	3,681.59	Onyx Asset Services	O & M/District/CARE AND UPKEEP OF BUILDING	Energy Electricity	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53179	4,751.12	Onyx Asset Services	SE/ELECTRICITY O & M/District/CARE AND UPKEEP OF BUILDING	Energy Electricity	
12/21/2022	53179	5,158.57	Onyx Asset Services	SE/ELECTRICITY O & M/District/CARE AND UPKEEP OF BUILDING	Energy Electricity	
12/21/2022	53179	5,688.68	Onyx Asset Services	SE/ELECTRICITY O & M/District/CARE AND UPKEEP OF BUILDING	Energy Electricity	
12/21/2022	53179	6,332.14	Onyx Asset Services	SE/ELECTRICITY O & M/District/CARE AND UPKEEP OF BUILDING	Energy Electricity	25,612.10
12/21/2022	53180	154.76	Quill Corp	EDUCATION/District/D IRECTION OF CENTRAL SUPPORT S/SUPPLIES	Dir of Curr/Inst Sup/Mat	
12/21/2022	53180	84.57	Quill Corp	EDUCATION/District/F ISCAL SERVICES/SUPPLIES	Business-- Supp/Mat	
12/21/2022	53180	14.39	Quill Corp	EDUCATION/District/F ISCAL SERVICES/SUPPLIES	Business-- Supp/Mat	
12/21/2022	53180	24.29	Quill Corp	EDUCATION/District/D IRECTION OF CENTRAL SUPPORT S/SUPPLIES	Dir of Curr/Inst Sup/Mat	278.01
12/21/2022	53181	207.75	R & G Consultants	EDUCATION/District/R ECEIVING AND DISBURSING FUNDS/PROFESSIONAL AND TECHNICAL SER	Distr--- Medicaid FFS Vendor	207.75
12/21/2022	53182	375.97	ReadyRefresh by Nest	O & M/MIDDLE/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER SERVICES	MS--- Water/Sewer Services	

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
12/21/2022	53182	106.86	ReadyRefresh by Nest	O & M/ELEMENTARY/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER SERVICES	Elem--- Water/Sewer Services	
12/21/2022	53182	123.77	ReadyRefresh by Nest	O & M/PRIMARY/CARE AND UPKEEP OF BUILDING SE/WATER/SEWER SERVICES	Pri--- Water/Sewer Services	606.60
12/21/2022	53183	1,192.32	Schoolwide Inc	EDUCATION/District/G RANTS/SUPPLIES	ESSER2 (FY23) Supp/Mat	1,192.32
12/21/2022	53184	7,891.06	Spectrum Center Inc	EDUCATION/Connection Day SC-Palatine/Spec Ed Private Tuition/Private Tuition	SPED--- Private School Tuition	7,891.06
12/21/2022	53185	12,442.50	Speech Path Speciali	EDUCATION/District/P SYCHOLOGICAL SERVICES/PROFESSIONAL AND TECHNICAL SER	SPED--- Psych Pur Svc	12,442.50
12/21/2022	53186	470.00	Stewart, Vicki	EDUCATION/District/E LEMENTARY/TUITION REIMBURSEMENT	Distr-- Tuition Reimb.	470.00
12/21/2022	53187	53.90	Strickler, Amanda	EDUCATION/ELEMENTARY /ELEMENTARY/PROFESSIONAL AND TECHNICAL SER	Elem--- Pur Svc	53.90
12/21/2022	53188	1,600.00	Warehouse Direct Bus	O & M/District/CARE AND UPKEEP OF GROUNDS SER/SUPPLIES	Dist--- Grounds Supp/Mat	
12/21/2022	53188	1,972.89	Warehouse Direct Bus	O & M/District/CARE AND UPKEEP OF BUILDING SE/SUPPLIES	Dist--- Custodial Supp/Mat	3,572.89
12/21/2022	53189	75.00	Westfall, James	EDUCATION/MIDDLE/Int	Girls Basketball Officials	75.00

CHECK DATE	CHECK NUMBER	AMOUNT	VENDOR	ACCOUNT DESCRIPTION	ACCOUNT LEVEL DESCRIPTION	TOTAL
				erscholastic Programs/PURCHASED SERVICES		
12/21/2022	53190	128.00	Wex Health, Inc	EDUCATION/District/BOARD OF EDUCATION SERVICES/DUES & FEES	Board--Dues/Fee RevTrck & Bank	128.00
12/21/2022	53191	11.25	Wiley, Stephaney	EDUCATION/District/FOOD SERVICES/PROFESSIONAL AND TECHNICAL SERVICES	FoodSvc-- Purch Svc	11.25
12/21/2022	53192	1,101.48	WM Corporate Service	O & M/District/CARE AND UPKEEP OF BUILDING SE/SANITATION SERVICES	Sanitation Services	1,101.48
12/21/2022	53193	333.02	Zeiger, Elyse	EDUCATION/PRIMARY/Interscholastic Programs/SUPPLIES	Pri-- Academic Enrch Supp/Mat	333.02
		899,313.58	Totals for checks			

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATION	302,190.90	0.00	264,073.82	566,264.72
20	O & M	10,846.58	0.00	113,627.05	124,473.63
40	TRANSPORTATION	16,981.19	0.00	117,360.08	134,341.27
50	SOCIAL SECURITY/MEDICARE	35,346.18	0.00	0.00	35,346.18
51	IMRF	18,604.78	0.00	0.00	18,604.78
60	CAPITAL PROJECTS	0.00	0.00	10,450.00	10,450.00
80	TORT FUND	0.00	0.00	9,833.00	9,833.00
***	Fund Summary Totals ***	383,969.63	0.00	515,343.95	899,313.58

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

CHECK DATE	CHECK NUMBER	VENDOR	TOTAL
12/5/2022	52974	United States Treasury	\$84,367.73
12/15/2022	53054	United States Treasury	\$80,800.63
12/16/2022	53127	SEDOL	\$79,693.22
12/5/2022	52973	Teachers Retirement System	\$47,331.15
12/15/2022	53053	Teachers Retirement System	\$45,539.45
12/16/2022	53137	Tyler Technologies, Inc	\$36,850.00
12/15/2022	53049	Ill Municipal Retirement Fund	\$31,727.19
12/21/2022	53163	Grade A Transportation Inc	\$31,028.00
12/16/2022	53082	Gordon Food Service Inc	\$29,610.85
12/21/2022	53179	Onyx Asset Services Group LLC	\$25,612.10
12/5/2022	52970	Illinois Dept Of Revenue	\$25,408.89
12/15/2022	53050	Illinois Dept Of Revenue	\$24,619.35
12/9/2022	52992	Chain O Lakes Transportation	\$18,490.00
12/21/2022	53155	Connection's Day School	\$17,900.46
12/21/2022	53152	Chain O Lakes Transportation	\$15,635.00
12/21/2022	53157	Connection's Academy East	\$15,056.28
12/16/2022	53084	Grant Township Highway Department	\$12,811.01
12/21/2022	53185	Speech Path Specialists	\$12,442.50
12/5/2022	52971	Lake County Federation Of Teachers	\$12,431.04
12/15/2022	53051	Lake County Federation Of Teachers	\$12,431.04
12/21/2022	53156	Connections Day School	\$10,810.48
12/16/2022	53141	Warehouse Direct Business Products & Srv	\$10,300.00
12/21/2022	53153	CLIC	\$9,833.00
12/16/2022	53112	NCC - Peterson Products	\$9,022.47
12/16/2022	53079	ENGIE Resources LLC	\$8,639.67
12/9/2022	52977	Alexander Leigh Center for Autism	\$8,061.45
12/21/2022	53184	Spectrum Center Inc	\$7,891.06
12/5/2022	52972	Teacher's Health Insurance Security Fund	\$7,532.35
12/15/2022	53052	Teacher's Health Insurance Security Fund	\$7,251.64
12/21/2022	53178	Nicor Gas	\$6,511.57
12/21/2022	53176	New Connections Academy	\$6,409.62
12/9/2022	52982	Amazon	\$5,115.79
12/21/2022	53151	Carroll, Megan	\$4,943.75
12/16/2022	53108	Mitel	\$4,921.54
12/21/2022	53148	Amazon	\$4,572.08
12/16/2022	53119	PMA Leasing, INC	\$4,552.85
12/21/2022	53154	Comprehensive Psychological Services, PC	\$4,375.00
12/16/2022	53092	Johnson Controls Fire Protection	\$4,243.70
12/9/2022	53038	Special Education Services	\$4,004.60
12/9/2022	52991	Carroll, Megan	\$3,925.00
12/21/2022	53188	Warehouse Direct Business Products & Srv	\$3,572.89
12/9/2022	53017	Lake County Dept of Public Works	\$3,277.40
12/16/2022	53124	Read Naturally	\$3,268.00
12/16/2022	53145	Wilson, Judith	\$3,225.00
12/9/2022	53003	Feuling, Jerry	\$3,079.00

12/21/2022	53171 Martin-Upton, Eileen	\$2,871.53
12/16/2022	53100 Maifield, Denise	\$2,832.00
12/9/2022	53020 Martin-Upton, Eileen	\$2,456.65
12/16/2022	53080 Flood Brothers Disposal & Recycling Services	\$2,445.00
12/9/2022	53014 Krueger International Inc	\$2,440.90
12/9/2022	53031 Pegarsch, Nicholas	\$2,302.00
12/9/2022	52997 Comprehensive Psychological Services, PC	\$2,250.00
12/16/2022	53066 Black Diamond Plumbing & Mechanical, Inc	\$2,198.95
12/9/2022	52995 ComEd	\$2,059.63
12/16/2022	53088 Home Depot Credit Services	\$1,942.53
12/16/2022	53068 Brillion, Lindsay	\$1,820.00
12/16/2022	53105 Midland Paper	\$1,757.60
12/16/2022	53087 Hodges, Loizzi, Eisenhammer, Rodick,Kohn	\$1,747.41
12/9/2022	52983 Ancora Publishing	\$1,738.75
12/16/2022	53144 Wells Fargo Vendor Financial Services LLC	\$1,698.41
12/5/2022	52975 Voya Institutional Trust Company	\$1,681.00
12/15/2022	53055 Voya Institutional Trust Company	\$1,668.00
12/16/2022	53083 Granite Telecommunications	\$1,641.81
12/16/2022	53071 Community Mechanical	\$1,588.00
12/16/2022	53061 APCP Pizza Inc	\$1,480.00
12/9/2022	53018 Maifield, Denise	\$1,416.00
12/16/2022	53060 Amazon	\$1,384.71
12/16/2022	53115 Nierman Landscape & Design	\$1,358.13
12/16/2022	53059 Alpine Valley Resort Inc	\$1,355.00
12/21/2022	53170 Loessl, Sarah	\$1,287.50
12/16/2022	53114 Net56	\$1,271.20
12/16/2022	53146 Wolframski, Laura	\$1,225.00
12/9/2022	53001 Elite Door Service LLC	\$1,202.00
12/16/2022	53101 Manullang, Korinne	\$1,197.00
12/21/2022	53183 Schoolwide Inc	\$1,192.32
12/21/2022	53192 WM Corporate Services, Inc	\$1,101.48
12/9/2022	52978 Allendale Association	\$1,078.92
12/16/2022	53122 Quill Corp	\$1,067.69
12/21/2022	53167 Integrated Systems Corporation	\$1,056.00
12/21/2022	53150 Apple, Inc	\$1,055.00
12/9/2022	53035 ReadyRefresh by Nestle	\$965.97
12/16/2022	53078 Elite Door Service LLC	\$962.00
12/16/2022	53093 K & M Printing	\$950.00
12/16/2022	53134 Techstar America Corporations	\$806.38
12/21/2022	53166 Illinois Principals Association	\$678.00
12/9/2022	52998 Daily Herald/Paddock Publications, Inc	\$669.44
12/16/2022	53113 Nelco	\$662.20
12/16/2022	53126 Schindler Elevator Corporation	\$630.92
12/21/2022	53182 ReadyRefresh by Nestle	\$606.60
12/15/2022	53056 Wisconsin Dept Of Revenue	\$593.73
12/5/2022	52976 Wisconsin Dept Of Revenue	\$586.44
12/9/2022	53034 Quadient Finance USA, Inc	\$561.00

12/16/2022	53098 Lit N Glow Electric Inc	\$551.00
12/16/2022	53120 Prostka, Jennifer	\$545.00
12/16/2022	53086 Hetrovycz, Michelle	\$539.00
12/21/2022	53172 Menards	\$532.67
12/16/2022	53070 Cernuska, Joseph	\$505.01
12/16/2022	53128 Sievert Electric Service & Sales Company	\$495.00
12/9/2022	53012 Kellmann, Michelle	\$475.00
12/9/2022	53029 Olney, Erin	\$475.00
12/9/2022	53041 Sterbenz, Alexis	\$475.00
12/9/2022	53048 Zonsius, Jennifer	\$475.00
12/9/2022	52999 DiMaggio, Nicole	\$470.00
12/9/2022	53009 Huemann, Linda Jean	\$470.00
12/9/2022	53023 Miller, Carrie	\$470.00
12/9/2022	53033 Polark, Kelly	\$470.00
12/16/2022	53107 Miller, Carrie	\$470.00
12/16/2022	53121 Provo, Jeanette	\$470.00
12/21/2022	53186 Stewart, Vicki	\$470.00
12/16/2022	53097 Learning A-Z	\$468.00
12/16/2022	53116 Oriental Trading Company	\$454.90
12/9/2022	53010 ITsavvy LLC	\$453.00
12/16/2022	53069 Carnegie Learning, Inc.	\$450.00
12/16/2022	53103 Menards	\$448.92
12/9/2022	53005 Flood Brothers Disposal & Recycling Services	\$435.55
12/16/2022	53138 Uline	\$378.00
12/9/2022	53027 Nickell, Jim	\$375.00
12/9/2022	53025 Morley, Melissa	\$362.97
12/16/2022	53106 Midwest Transit Equipment	\$362.12
12/9/2022	52984 Associated Graphics	\$350.00
12/21/2022	53193 Zeiger, Elyse	\$333.02
12/16/2022	53058 Alpha Baking Co, Inc.	\$332.92
12/16/2022	53135 Thomson Reuters-West	\$325.48
12/21/2022	53149 Amita Health St Joseph Hospital Elgin	\$320.00
12/16/2022	53129 Smekens Education	\$308.00
12/9/2022	53044 Westfall, James	\$300.00
12/16/2022	53136 TPRS Books	\$299.80
12/9/2022	52988 Borelli, Lorna	\$295.76
12/9/2022	53039 Sposato-Jucha, Chiara Noelle	\$290.48
12/16/2022	53139 Voyager Sopris Learning, Inc	\$278.30
12/21/2022	53180 Quill Corp	\$278.01
12/21/2022	53160 Filas Media Consulting	\$255.00
12/16/2022	53090 Hyatt Regency Chicago	\$246.57
12/9/2022	53026 N2Y	\$236.05
12/9/2022	53040 Stephenson, Terry	\$225.00
12/9/2022	53046 Williams, Dave	\$225.00
12/21/2022	53165 Huemann, Linda Jean	\$214.54
12/21/2022	53181 R & G Consultants	\$207.75
12/9/2022	52996 Committee for Children	\$199.00

12/16/2022	53130 Smithereen Pest Management	\$198.00
12/9/2022	53000 Dollinger, Gary	\$189.16
12/9/2022	53037 Schiller, Kathryn	\$184.70
12/16/2022	53095 Lakeshore Learning Center	\$183.95
12/21/2022	53175 Napa Auto Supply Fox Lake	\$168.64
12/16/2022	53099 Lyons, Kevin	\$168.39
12/9/2022	52994 Clark, Steve	\$150.00
12/9/2022	53002 Escobedo, Adan	\$150.00
12/9/2022	53024 Ming, Jerry	\$150.00
12/16/2022	53075 Dee, Noah	\$150.00
12/16/2022	53104 Mendoza, Taylor Lane	\$150.00
12/21/2022	53159 Dee, Noah	\$150.00
12/9/2022	53015 Kueter, Vivian	\$146.59
12/9/2022	52990 Brooks Publishing	\$145.60
12/16/2022	53123 Ray Chevrolet	\$144.27
12/21/2022	53190 Wex Health, Inc	\$128.00
12/9/2022	53008 Hagen, Christina	\$125.75
12/16/2022	53142 Waukegan Safe And Lock	\$120.00
12/16/2022	53057 Accurate Biometrics	\$115.00
12/9/2022	52987 Bennett, Ashley	\$113.62
12/9/2022	53004 Flinn Scientific Inc	\$106.87
12/21/2022	53161 Follett School Solutions Inc	\$106.80
12/16/2022	53064 Atlas Bobcat, LLC	\$100.85
12/9/2022	53007 GreatWorks Theatre	\$100.00
12/16/2022	53063 Arndt, Christine	\$100.00
12/16/2022	53065 Biancalana, Venette Irene	\$100.00
12/16/2022	53072 Cornwell, Joshua	\$100.00
12/16/2022	53076 DeNovo, Kira	\$100.00
12/16/2022	53081 Gold, Robert	\$100.00
12/16/2022	53085 Hagen, Christina	\$100.00
12/16/2022	53091 Janusz, Lenayn	\$100.00
12/16/2022	53094 Kumpula, Sara	\$100.00
12/16/2022	53096 Laske, Jacquelynn	\$100.00
12/16/2022	53102 McCulley, Matthew	\$100.00
12/16/2022	53109 Morley, Sunny	\$100.00
12/16/2022	53110 Mullen, Rachel Ann	\$100.00
12/16/2022	53117 Philippsen, Michelle	\$100.00
12/16/2022	53118 Pittman, Erin	\$100.00
12/16/2022	53132 Summers, Brian	\$100.00
12/16/2022	53133 Swiderski, Derek	\$100.00
12/16/2022	53062 Aramark Uniform & Career Apparel Group Inc	\$94.40
12/16/2022	53140 Wahls, Anne	\$90.38
12/9/2022	53016 Kully Supply	\$88.56
12/16/2022	53073 Cozzini Bros., Inc.,	\$86.00
12/9/2022	53032 Philippsen, Michelle	\$84.38
12/9/2022	53030 Pedersen, Doug	\$77.14
12/9/2022	53006 Gold, Robert	\$75.63

Exhibit 3

12/9/2022	52985 Bakota, Daniel	\$75.00
12/9/2022	52986 Basbagill, Paul	\$75.00
12/9/2022	52989 Boyke, John	\$75.00
12/9/2022	52993 Chase, Kyla	\$75.00
12/9/2022	53011 Kehr, Dean	\$75.00
12/9/2022	53013 Kick, Brendan	\$75.00
12/9/2022	53019 Marshall, Jim	\$75.00
12/9/2022	53028 Ohlwein, Tom	\$75.00
12/9/2022	53043 Tengler, Steve	\$75.00
12/9/2022	53047 Wilmot, Mike	\$75.00
12/16/2022	53125 Russo, John	\$75.00
12/21/2022	53177 Nickell, Jim	\$75.00
12/21/2022	53189 Westfall, James	\$75.00
12/21/2022	53158 Cullotta, Stephanie	\$72.50
12/9/2022	53021 McCulley, Matthew	\$65.00
12/16/2022	53077 DiTusa, Lindsay Dyan	\$60.00
12/21/2022	53168 Kabrin, Jennifer	\$60.00
12/21/2022	53169 Kellmann, Michelle	\$57.82
12/21/2022	53173 Midwest Transit Equipment	\$55.00
12/21/2022	53187 Strickler, Amanda	\$53.90
12/16/2022	53111 Napa Auto Supply Fox Lake	\$53.16
12/21/2022	53162 Fox Lake/Round Lake Area Rotary Club	\$50.00
12/16/2022	53131 Sportdecals	\$42.70
12/16/2022	53074 Daily Herald/Paddock Publications, Inc	\$42.55
12/16/2022	53067 Blick Art Materials	\$37.80
12/16/2022	53089 Hubbard, Kerry	\$33.98
12/21/2022	53174 Mullen, Rachel Ann	\$30.18
12/21/2022	53164 Heinemann	\$30.00
12/9/2022	53022 McHenry Specialties	\$24.00
12/16/2022	53143 Wegrzyn, Courtney	\$22.77
12/9/2022	53042 T-Mobile	\$14.00
12/9/2022	53045 Wiley, Stephaney	\$11.25
12/21/2022	53191 Wiley, Stephaney	\$11.25
12/9/2022	52588 Amazon	-\$2,865.38

Big Hollow Student Activity Funds
Balance Sheet
As of December 31, 2022

	<u>Dec 31, 22</u>
ASSETS	
Current Assets	
Checking/Savings	
State Bank Activity Bank Acct	
Girls on the Run	49.13
In & Out Account	1,204.76
National Junior Honor Society	3,155.67
Nature Center	2,616.70
Recycling Club	2,676.83
Student Council	6,428.40
Student Council Elementary	1,171.02
Sunshine Club - Elementary	-52.80
Sunshine Club - Primary	374.44
State Bank Activity Bank Acct - Other	<u>-1,193.48</u>
Total State Bank Activity Bank Acct	<u>16,430.67</u>
Total Checking/Savings	<u>16,430.67</u>
Total Current Assets	<u>16,430.67</u>
TOTAL ASSETS	<u>16,430.67</u>
LIABILITIES & EQUITY	
Equity	
Retained Earnings	19,054.02
Net Income	<u>-2,623.35</u>
Total Equity	<u>16,430.67</u>
TOTAL LIABILITIES & EQUITY	<u>16,430.67</u>

Convenience Fund Report December 2022

Account	Beginning Balance	Debits	Credits	Ending Balance
Prek	1010.66			1010.66
KG	2074.18			2074.18
1st Grade	3063.92			3063.92
2nd Grade	261.49		60.00	321.49
3rd Grade	3347.49		30.00	3377.49
4th Grade	423.22			423.22
5th Grade	2269.67			2269.67
6th Grade	617.21		6.50	623.71
7th Grade	3207.51	100.00		3107.51
8th Grade	10668.62	20.00		10648.62
Art-P/E	0.00			0
Cheer	945.13			945.13
Computers-P	221.24			221.24
Computers-E	-0.49			-0.49
Concessions-Athletic	2203.95			2203.95
Concessions-PE	4016.26			4016.26
Graphics Arts	331.77			331.77
Lets Read to Grow	586.00			586
Library-P/E	32.00			32
Library-MS	679.12			679.12
Music-P/E	-39.71			-39.71
Noetic Math	59.50			59.5
PBIS-MS	2564.53			2564.53
PE-P	25.75			25.75
PE-E	-245.98			-245.98
Poms	517.47			517.47
Prime Time	2670.00			2670
Reading P/E	4107.80			4107.8
Respect	665.00			665
Special Ed	33.00			33
Sports Camps	318.00			318
STARS-P	1952.26	42.70		1909.56
STARS-E	8483.83		2540.60	11024.43
STEM CLUB	317.28			317.28
Yearbook-M	434.30			434.3
Yearbook-P/E	-1214.06		110.00	-1104.06
In & Out Account	9688.21	1355.00	7123.00	15456.21
Total	66296.13			74648.53

**Big Hollow School District 38
Payroll Summary**

Date	Education	O&M	Transportation	IMRF/SS	Total
9-Dec-22	\$621,659.84	\$27,268.94	\$38,634.13	\$27,147.62	\$714,710.53
22-Dec-22	\$601,650.18	\$27,425.32	\$40,343.51	\$26,803.34	\$696,222.35
<u>Grand Total</u>	\$1,223,310.02	\$54,694.26	\$78,977.64	\$53,950.96	\$1,410,932.88

Board of Education President
Big Hollow School District 38

Date

Board of Education Secretary
Big Hollow School District 38

Date



www.bighollow.us

Mr. Robert Gold, Superintendent

Big Hollow District Office
26051 W. Nippersink Rd.
Ingleside, IL 60041
Phone 847-740-1490
Fax 847-740-9172

Big Hollow Primary School (EC-1)
33335 N. Fish Lake Rd.
Ingleside, IL 60041
Phone 847-740-5320
Fax 847-740-3490

Big Hollow Elementary (2-4)
33315 N. Fish Lake Rd.
Ingleside, IL 60041
Phone 847-740-5321
Fax 847-740-3795

Big Hollow Middle School (5-8)
26051 W. Nippersink Rd.
Ingleside, IL 60041
Phone 847-740-5322
Fax 847-740-9021

BOARD OF EDUCATION COMMITTEE REPORT

Date: 1/5/23 **Location:** Superintendent Office

Committee: Building/Grounds/Transportation

Members Present: _____

Others in Attendance: Bob Gold, Derek Swiderski

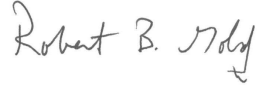
Duration of Meeting: 4:00 p.m. to ?

Topic Points and/or Summary of Discussion:

The following agenda topics were discussed, followed by notes from the meeting in *red*.

- School maintenance grant update
 - 2021-2022 Grant– Playground repair
 - *Playground repairs were completed over the winter break*
 - 2022-2023 Grant– Flooring project bids are out
- Review of possible major summer work
 - Bid updates
 - Classroom flooring project
 - Gym floor
 - *We are considering getting the BHMS gym floor repainted, as it has never been done since the opening of the building. Also, the lines on the basketball court need to be adjusted so the bleachers can fully be utilized.*
 - Parking lot sealcoating (last completed in 2020)
 - Possible POD construction

- Mr. Gold will be working with principals to discuss staffing for next year. We are hoping to hold off on construction of another POD this summer but will do so if needed.
- Possible summer purchases
 - Cafeteria tables
 - [layout for BHMS](#)
 - [Cost proposal for BHMS](#)
 - It was the recommendation of the committee to put this project lower on the list of priorities.
- School safety
 - Hardening of schools
 - Lock and door proposal
 - Mr. Gold shared information regarding school hardening projects that he will be seeking grant funding for in the very near future. This includes new deadbolt locks for all classrooms and offices as well as protective film for all glass.
 - The committee asked if this project could be broken down into tiers based on priority. Decisions will be made regarding this as soon as we find out how much grant funding is available for the project.
 - [Facility security assessment](#) proposal
 - The committee asked Mr. Gold to move forward with this security assessment project. We anticipate this to be completed by the end of February.
- [Facilities study](#)
 - The committee asked Mr. Gold to move forward with this facility study, which will provide important information for future facility improvement/maintenance planning.
- Transportation update– tablets and routing system
 - Mr. Gold shared that the new routing software and app for parents is not fully functional. Each bus is also equipped with a tablet which provides routing directions for drivers.
-

Submitted by: 

BHMS

Spanish Class

Travel Abroad

Puerto Rico June 2024

Table of Contents:

- Rationale
- Trip Itinerary and Cost
- Planning and Additional Information
- Insurance and Liability

Annie Wahls
BHMS Spanish Teacher
anniewahls@bighollow.us

Rationale

Big Hollow Mission and Vision

To educate, empower and engage all learners.

One District - One Community

Growing confident, creative and conscientious learners.

Offering our BHMS Spanish class students the opportunity to travel abroad supports both the mission and vision of Big Hollow School District. A travel abroad experience empowers students to build upon classroom instruction, connect meaning to their prior learning, gain a better understanding of the culture, and grow their language proficiency. As students apply their in-class learning to real-life experiences, they evaluate their understanding of the language, and develop a deeper connection to the culture. Navigating and exploring a new place pushes students outside their comfort zone and creates feelings of empowerment. Adapting to new situations and negotiating cultural differences stimulates students growth in confidence. When students travel abroad, they gain greater global-mindedness and perspective as they become more self-aware, while comparing and contrasting the lives of the people in the country they visit to their own. Traveling abroad at this age encourages students to create their own opinions, builds cultural awareness and tolerance, and makes them more conscientious learners. Finally, participating in a travel abroad experience with their peers strengthens a student's bond with their school community and encourages students to become leaders.

ACTFL Foreign Language Standards

A travel abroad experience would offer students the opportunity to meet the following ACTFL Foreign Language Standards.

Communication: *Communicate effectively in more than one language in order to function in a variety of situations and for multiple purposes.* **Standards:** C1.1, C1.2, C1.3

Cultures: *Interact with cultural competence and understanding.* **Standards:** C2.1, C2.2

Connections: *Connect with other disciplines and acquire information and diverse perspectives in order to use the language in academic and career related situations.* **Standards:** C3.1, C3.2

Comparisons: *Develop insight into the nature of language and culture in order to interact with cultural competence.* **Standards:** C4.1, C4.2

Communities: *Communicate and interact with cultural competence in order to participate in multilingual communities at home and around the world.* **Standards:** C5.1, C5.2

Trip Itinerary



Puerto Rico

explorica.com/Antaramian-346
June 10 - June 15, 2024

**If we have 25+ students we would have the ability to choose our tour experiences. For example, we could choose different landmarks, excursions, restaurants etc. This is the itinerary set by the company.*

Day 1 Hola San Juan

Meet your tour director and check into hotel
San Juan city walk: Museo de Casa Blanca, La Muralla, La Fortaleza
Dinner

Day 2 San Juan landmarks

Breakfast
San Juan guided sightseeing tour: Antiguo Casino, Convento de Santo Tomás, Iglesia San Jose, Catedral de San Juan, El Castillo San Cristobal visit, Castillo San Felipe del Morro visit, San Juan Museum visit, El Capitolio
San Juan Botanical Gardens visit
Dinner
Optional Zipline Canopy Tour

Day 3 Fajardo

Breakfast
El Yunque Caribbean National Forest visit
Luquillo beach free time
Dinner
Optional Bioluminescent Bay excursion

Day 4 San Juan

Breakfast
Island excursion & snorkel trip
Dinner

Day 5 Start extension in Ponce

Breakfast
Visit a local cave
Travel to Ponce
Ponce tour director-led sightseeing: Parque de Bombas, Lions Fountain, Ponce Cathedral, Casa Alcaldia
Taino Ceremonial Park visit
Dinner

Day 6 End tour

Breakfast
Travel to San Juan
Travel home



Trip Cost

Reserve Your Spot!



Tour Center ID: Antaramian-346
Registration deadline: January 31, 2023

What's included

We provide everything you need for a remarkable trip:

- Round-trip transportation
- 4 overnight stays in hotels (5 with extension)
- Breakfast daily (except arrival day)
- Dinner daily (except departure day)
- Full-time services of a professional Tour Director
- Guided sightseeing tours and city walks as per itinerary
- Visit to select attractions as per itinerary
- Tour Diary™
- Overnight security chaperone
- Note: Tour cost does not include airline-imposed baggage fees, or fees for any required passport or visa. Optional excursions, optional pre-paid Tour Director and multi-day bus driver tipping, among other individual and group customizations will be listed as separate line items in the total trip cost, if included.

Tour investment

Students (travelers under the age of 23): \$2,396
Adults (age 23 and over): \$2,666

Price reflects savings of \$75 scholarship. Sign up by 1/17/2023 & enter code PuertoRico24 in order to take advantage of this limited-time offer!

Automatic monthly payment plan

Pay just \$50 upon enrollment and the balance will be divided into equal monthly payments, charged automatically to your credit card or checking account. As of December 07, 2022, your monthly payment would be just \$146.62. (Manual plan also available; learn more on explorica.com/paymentplans.)

Travel protection

Most Explorica travelers protect their investment with one of our trusted plans, starting from just \$16 per day. To learn more, visit explorica.com/cfar.

Enroll online,
by phone, or by mail



Visit explorica.com/Antaramian-346



Use Antaramian-346 to register



1.888.310.7121



Download and complete
a paper application on
explorica.com/resources

Mail to:
PO Box 9033
Charlottesville, VA 22906-9033

Planning

Annie Wahls (BHMS Spanish Teacher) will coordinate the travel abroad trip to Puerto Rico with Mariam Antaramian from Salem School District and the Explorica consultant Robin Beaulieu. Annie will facilitate the BHMS students and their families by coordinating the trip with Explorica, attending the trip, and helping the families organize fundraising. allowing the trip to be an equitable opportunity to all interested students.

Fundraising will allow the trip to be an equitable opportunity to all interested students.

Potential Fundraising and Student Work-to-Earn Opportunities:

- 50/50 raffle at Big Hollow Culture Fair (would benefit all students enrolled in the trip)
- Students sell snacks at school athletic events (students would sign up for shifts, working to earn money for their trip based on their time worked from the profits of total sales)
- No-Cook nights at local restaurants (would benefit all students enrolled in the trip)
- BHMS Paint night (would benefit all students enrolled in the trip)
- Students provide babysitting at concerts, meetings etc. (students would sign up to babysit. Money earned at babysitting event would be divided among the students who worked event and put towards the trip)
- Families and students will be asked to share additional fundraising and student work-to-earn opportunities

Additional Information

- Only students who have taken 7th and 8th grade Spanish at BHMS will be eligible to sign up for the trip. (exception can be made for students new to district who took 7th grade Spanish at a different school and took 8th grade Spanish at Big Hollow.)
- Students will sign up for the Travel abroad trip during their 7th grade year and commit to continuing Spanish in 8th grade.
- For every 6 full paying participants a free spot is earned. BH and Salem teachers Annie Wahls and Mariam Antaramian will use the first free spots earned. Any additional free spots will go to chaperons and/or be divided equally as a discount among all students paying to go on the trip.
- There may be minor costs (lunch), tips etc. that students need to have in addition to the overall cost.

BHMS Spanish Class Travel Abroad - Puerto Rico 2024

References:

1. "You Learn How to Experience Yourself": A Photo-Cued Investigation of Empowerment in Study Abroad Kayla M. Johnson, McGill University, Canada
<https://files.eric.ed.gov/fulltext/EJ1233236.pdf>
2. "Top 10 Benefits Students Gain From Traveling" Worldstrides
<https://worldstrides.com/blog/2013/12/top-10-benefits-students-gain-from-traveling/>
3. "Why Studying Abroad Could be the Key to Career Success" Forbes
<https://www.forbes.com/sites/forbescoachescouncil/2019/07/12/why-studying-abroad-could-be-the-key-to-career-success/?sh=733307755777>
4. "5 Learning Benefits Children Get Through Traveling the World"
<https://www.thelearninglab.com.sg/blog/2020/09/travelling-the-world/>
5. Ann Arbor Schools: <https://www.a2schools.org/Page/15404>
6. ACFTL Foreign Language Standards
<https://www.actfl.org/sites/default/files/publications/standards/World-ReadinessStandardsforLearningLanguages.pdf>

Insurance and Liability Information



CERTIFICATE OF LIABILITY INSURANCE

Exhibit 7
 DATE (MM/DD/YYYY)
 12/20/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Willis Towers Watson Southeast, Inc. c/o 26 Century Blvd P.O. Box 305191 Nashville, TN 372305191 USA	CONTACT NAME: Willis Towers Watson Certificate Center PHONE (A/C. No. Ext): 1-877-945-7378 E-MAIL ADDRESS: certificates@willis.com		FAX (A/C. No): 1-888-467-2378
	INSURER(S) AFFORDING COVERAGE		
INSURED Lakeland Tours, LLC DBA WorldStrides and Its Subsidiaries 218 W Water St Suite #400 Charlottesville, VA 229025062	INSURER A:	Arch Insurance Company	NAIC # 11150
	INSURER B:	HDI Global Specialty SE	B0783
	INSURER C:	Zurich American Insurance Company	16535
	INSURER D:	Westchester Surplus Lines Insurance Company	10172
	INSURER E:		
	INSURER F:		

COVERAGES

CERTIFICATE NUMBER: W27132717

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSD WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:		TAP0196147-01	09/30/2022	09/30/2023	EACH OCCURRENCE \$ 10,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 10,000,000 GENERAL AGGREGATE \$ 10,000,000 PRODUCTS - COMP/OP AGG \$ 10,000,000	
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY		TAP0196147-01	09/30/2022	09/30/2023	COMBINED SINGLE LIMIT (Ea accident) \$ 10,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$	
B	<input type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$		18EX3174	09/30/2022	09/30/2023	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$	
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N <input type="checkbox"/>	N/A	WC 1071628-05	09/30/2022	09/30/2023	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Professional Liability Abusive Acts		TAP0196147-01	09/30/2022	09/30/2023	Each Negligent Act or Negligent Omission \$10,000,000 Each Occ/Agg \$2,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 As of the effective date noted above, certificate holder is included as an additional insured but only with respect to the operations of the Named Insured in connection with the travel and/or tour services provided, as required by written contract and per the terms and conditions of the policy.
 SEE ATTACHED

CERTIFICATE HOLDER

CANCELLATION

Big Hollow Middle School 26051 W Nippersink Rd Ingleside, IL 60041	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE



ADDITIONAL REMARKS SCHEDULE

AGENCY Willis Towers Watson Southeast, Inc.		NAMED INSURED Lakeland Tours, LLC DBA WorldStrides and Its Subsidiaries 218 W Water St Suite #400 Charlottesville, VA 229025062	
POLICY NUMBER See Page 1		NAIC CODE See Page 1	
CARRIER See Page 1		EFFECTIVE DATE: See Page 1	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

INSURER AFFORDING COVERAGE: Westchester Surplus Lines Insurance Company NAIC#: 10172
 POLICY NUMBER: G72597734001 EFF DATE: 09/30/2022 EXP DATE: 09/30/2023

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Excess Liability		See Excess Program Attached

INSURER AFFORDING COVERAGE: Zurich American Insurance Company NAIC#: 16535
 POLICY NUMBER: WC 0797564-04 EFF DATE: 09/30/2022 EXP DATE: 09/30/2023

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Workers Compensation DE/NC	Each Incident	\$1,000,000
Per Statute	Disease- Policy Limit	\$1,000,000
	Disease-Each Employee	\$1,000,000

Excess Program Structure

Effective Date	Carrier	Policy Number	Limit	Layer
9/30/22 to 9/30/23	HDI Global Specialty SE	18EX3174	\$5,000,000	\$5M xs Primary
9/30/22 to 9/30/23	Westchester Surplus Lines Ins. Co.	G72597734001	\$15,000,000	\$15M xs \$5M
9/30/22 to 9/30/23	Everest National Insurance Company	XC5EX01719-221	\$15,000,000	\$15M xs \$20M
9/30/22 to 9/30/23	Navigators Insurance Company	GA22EXRZ0CGBUIV	\$5,000,000	\$5M xs \$35M
Total Limits			\$40,000,000	

Underlying schedule of insuring agreements included under Excess tower (subject to policy limits, deductibles, terms, conditions, and applicable statutes and regulations):

- General Liability
- Employee Benefits Liability
- Automobile Liability
- Employer's Liability
- Foreign General Liability
- Foreign Contingent Automobile Liability
- Foreign Employer's Liability

Named Insured Matrix

This intends to outline the main named insureds and DBAs currently affiliated with Lakeland Tours, LLC DBA WorldStrides.

- Brightspark Travel, Inc.
- Casterbridge Tours Limited
- Envision
- Excel Group
- Excel International Sports
- Excel Sports
- Explorica, Inc.
- Explorica Travel, Inc.
- Global Education Group Holdings, Inc.
- GlobeLinks, LLC
- Heritage Education & Festivals, LLC
- International Discovery Programs
- International Studies Abroad, LLC
- Jumpstreet/Worldstrides Canada
- Lakeland Finance, LLC
- Lakeland Intermediate
- Lakeland Tours, LLC
- Les Tours Jumpstreet Tours
- Music America
- National Educational Travel Council, LLC
- Oxbridge Academic Resources, LLC
- Travel Turf, Inc.
- The Education Abroad Network
- World Class Vacations
- Worldpass Travel Group
- WorldStrides International, LLC
- WorldStrides PTY LTD
- WorldStrides Canada, Inc.

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**Official School Calendar
2023-2024**

AUGUST 2023

Mon	Tue	Wed	Thu	Fri	Total
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
TI	TI	TI	FD	25	2
28	29	30	31		4
Total					6

SEPTEMBER 2023

Mon	Tue	Wed	Thu	Fri	Total
				ER	1
H	5	6	7	8	4
11	12	13	14	ER	5
18	19	20	21	22	5
25	26	27	28	29	5
Total					20

OCTOBER 2023

Mon	Tue	Wed	Thu	Fri	Total
2	3	4	5	ER	5
H	10	11	12	13	4
16	17	18	19	ER	5
23	24	25	26	27	5
30	31				2
Total					21

NOVEMBER 2023

Mon	Tue	Wed	Thu	Fri	Total
		1	2	ER	3
P/T	H	8	9	10	4
13	14	15	16	ER	5
20	21	X	H	X	2
27	28	29	30		4
Total					18

DECEMBER 2023

Mon	Tue	Wed	Thu	Fri	Total
				ER	1
4	5	6	7	8	5
11	12	13	14	ER	5
18	19	20	21	22	5
H	X	X	X	X	
Total					16

JANUARY 2024

Mon	Tue	Wed	Thu	Fri	Total
H	X	X	X	X	
8	9	10	11	12	5
H	16	17	18	ER	4
22	23	24	25	26	5
29	30	31			3
Total					17

FEBRUARY 2024

Mon	Tue	Wed	Thu	Fri	Total
			1	ER	2
5	6	7	8	9	5
12	13	14	P/T	TI	4
H	20	21	22	23	4
26	27	28	29		4
Total					19

MARCH 2024

Mon	Tue	Wed	Thu	Fri	Total
				ER	1
4	5	6	7	8	5
11	12	13	14	ER	5
18	19	20	21	22	5
X	X	X	X	X	
Total					16

APRIL 2024

Mon	Tue	Wed	Thu	Fri	Total
1	2	3	4	ER	5
8	9	10	11	12	5
15	16	17	18	ER	5
22	23	24	25	26	5
29	30				2
Total					22

MAY 2024

Mon	Tue	Wed	Thu	Fri	Total
		1	2	ER	3
6	7	8	9	10	5
13	14	15	16	ER	5
20	21	22	23	24	5
H	28	G	LD	ED	3
Total					21

JUNE 2024

Mon	Tue	Wed	Thu	Fri	Total
ED	ED	ED	ED	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
Total					0

JULY 2024

Mon	Tue	Wed	Thu	Fri	Total
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30	31			
Total					

School Begins	<u>August 24, 2023</u>
School Closes	<u>May 30, 2024</u>
Pupil Attendance/PT Conf Days (at least 176)	<u>176</u>
Approved Institute Days (No Students) (Limit of 4 Days)	<u>4</u>
Emergency Days	<u>5</u>
Total (185 days or more)	<u>185</u>

SCHOOL HOLIDAYS OBSERVED	CALENDAR
BY	LEGEND
BHSD 38	First Full Day for Students....
Labor Day September 4	Emergency Days ED
Columbus Day October 9	Legal School Holidays H
Election Day November 7	Institutes TI
Thanksgiving Day November 23	Not in Attendance X
Christmas Day December 25	First Day of School FD
New Year's Day..... January 1	Last Day of School LD
M.L. King's Birthday ... January 15	P/T Conferences P/T
Presidents' Day February 19	Early Release ER
Memorial Day May 27	Graduation..... G
	Last School Day (early release)



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**BIG HOLLOW SCHOOL DISTRICT #38
IMPORTANT CALENDAR DATES
2023-2024 SCHOOL YEAR**

First Day of School for Students – Thursday, August 24, 2023

Last Day of School for Students (if no Emergency Days used) – Friday, May 30, 2024

1. STUDENT NON-ATTENDANCE DAYS

Monday, August 21, 2023 -- Institute Day	Monday, January 15, 2024 -- Martin Luther King Jr Day
Tuesday, August 22, 2023 -- Institute Day	Friday, February 16, 2024 -- Institute Day
Wednesday, August 23, 2023 -- Institute Day	Monday, February 19, 2024 -- President’s Day
Monday, September 4, 2023 -- Labor Day	Monday, May 27, 2024 -- Memorial Day
Monday, October 9, 2023 -- Columbus Day	
Tuesday, November 7, 2023 – Election Day	

Thanksgiving Break – Begins on Wednesday, November 22, 2023 and ends on Friday, November 24, 2023. Students return on Monday, November 27, 2023.

Winter Break – Begins on Monday, December 25, 2023 and ends on Friday, January 5, 2024. Students return on Monday, January 8, 2024.

Spring Break – Begins on Monday, March 25, 2024 and ends on Friday, March 29, 2024. Students return on Monday, April 1, 2024.

2. EARLY RELEASE DAYS

School time for Early Release Days:	Early Release Dates:
<p>Primary/Elementary School 8:45 a.m. – 1:30 p.m.</p> <p>Middle School 7:40 a.m. – 12:45 p.m.</p>	Friday, September 1, 2023
	Friday, September 15, 2023
	Friday, October 6, 2023
	Friday, October 20, 2023
	Friday, November 3, 2023
	Friday, November 17, 2023
	Friday, December 1, 2023
	Friday, December 15, 2023
	Friday, January 19, 2024
	Friday, February 2, 2024
Friday, March 1, 2024	
Friday, March 15, 2024	
Friday, April 5, 2024	
Friday, April 19, 2024	
Friday, May 3, 2024	
Friday, May 17, 2024	
Thursday, May 30, 2024	

3. PARENT - TEACHER - STUDENT CONFERENCE DAYS:

Monday, November 6, 2023

Thursday, February 15, 2024

- There will not be normal Student Attendance on Parent – Teacher – Student Conference Day. However, students will be asked to participate with parents in the conferencing.
- Conferences will be held from 11:00 a.m. – 7:00 p.m.

4. REPORT CARDS

Period End Date

Friday, November 17, 2023 – End of 1st Trimester

Friday, February 23, 2024 – End of 2nd Trimester

Report Card Distribution

Friday, December 1, 2023

Friday, March 1, 2024

End of the 3rd Trimester is dependent upon the number of emergency days utilized.

5. GRADUATION CEREMONY

Wednesday, May 29, 2024 at 7:00 p.m.

6. BOARD OF EDUCATION MEETINGS

All regular Board of Education meetings will be held in the Big Hollow Middle School Multi Purpose Room and will also be available to view via livestream.

Closed session will begin at 6:00 p.m. and the open session will begin immediately following.

Monday, August 14, 2023

Monday, September 11, 2023

Tuesday, October 10, 2023

Monday, November 13, 2023

Monday, December 11, 2023

Tuesday, January 16, 2024

Monday, February 12, 2024

Monday, March 11, 2024

Monday, April 8, 2024

Monday, May 13, 2024

Monday, June 10, 2024

Monday, July 8, 2024

Document Status: Draft Update

2:100 Board Member Conflict of Interest

No Board of Education member shall: (1) have a beneficial interest directly or indirectly in any contract, work, or business of the District unless permitted by or federal law; or (2) solicit or accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts with the District. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Board of Education members must annually file a "Statement of Economic Interests" as required by the Illinois Governmental Ethics Act. Each Board of Education member is responsible for filing the statement with the county clerk of the county in which the District's principle office is located by May 1.

Federal and State Grant Awards

No Board member shall participate in the selection, award, or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) if he or she has a real or apparent conflict of interest. A conflict of interest arises when a Board member or any of the following individuals has a financial or other interest in or a tangible benefit from [PRESSPlus1](#) the entity selected for the contract:

1. ~~Any person that has a close personal relationship with a Board member that may compromise or impair the Board member's fairness and impartiality, including a~~ A member of the Board member's immediate family ~~or household~~;
2. The Board member's ~~business~~ partner; [PRESSPlus2](#) or
3. An entity that employs or is about to employ the Board member or one of the individuals listed in one or two above.

LEGAL REF.:

105 ILCS 5/10-9.

~~5 ILCS 420/4A-101.5, 420/4A-105, 420/4A-106.5, and 420/4A-107,~~ Ill. Governmental Ethics Act.

30 ILCS 708/, Grant Accountability and Transparency Act.

50 ILCS 105/3, Public Officer Prohibited Activities Act.

~~105 ILCS 5/10-9.~~

2 C.F.R. §200.318(c)(1).

CROSS REF.: 2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest)

PRESSPlus Comments

PRESSPlus 1. Updated in response to PRESS Advisory Board (PAB) member feedback regarding alignment of the conflict of interest language to 2 C.F.R. §200.318. **Issue 110, October 2022**

PRESSPlus 2. The law does not define *partner*; consult the board attorney about whether this term includes domestic partners, business partners, or both. **Issue 110, October 2022**

Document Status: Draft Update

2:105 Ethics and Gift Ban

Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and Board of Education members:

1. No employee shall intentionally perform any "political activity" during any "compensated time," as those terms are defined herein.
2. No Board member or employee shall intentionally use any District property or resources in connection with any political activity.
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or employee shall intentionally solicit or accept any "gift" from any "prohibited source," as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece,

husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.

7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. "Catered" means food or refreshments that are purchased ready to consume which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. *Intra-governmental gift* means any gift given to a Board member or employee from another Board member or employee, and "inter-governmental gift" means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under 26 U.S.C. §501(c)(3).

Enforcement

The Board President and Superintendent shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board attorney, either place the alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood

or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, 5 ILCS 430/1-5.

"Political activity" means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, "compensated time" includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

"Prohibited source" means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;

2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

"Gift" means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act (5 ILCS 430/70-5), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Board President shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. If the allegations concern the President, or the President is a witness or otherwise conflicted, the Vice President shall make the appointment. If the allegations concern both the President and Vice President, and/or they are witnesses or otherwise conflicted, the Board Secretary shall make the appointment. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.:

105 ILCS 5/22-930 (final citation pending). [PRESSPlus1](#)

5 ILCS 430/, State Officials and Employees Ethics Act.

10 ILCS 5/9-25.1, Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:110 (Qualifications, Term, and Duties of

Board Officers), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated with the final citation for 105 ILCS 5/22-93, added by P.A. 102-327 and renumbered by P.A. 102-813, establishing a gift ban for school guidance counselors. **Issue 110, October 2022**

Document Status: Review and Monitoring

2:150 Committees

The Board of Education may establish committees to assist with the Board's governance function and, in some situations, to comply with State law requirements. These committees are known as Board committees and report directly to the Board. Committee members may include both Board members and non-Board members depending on the committee's purpose. Board committee meetings shall comply with the Open Meetings Act. A Board committee may not take final action on behalf of the Board - it may only make recommendations to the Board. [PRESSPlus1](#)

Special Board Committees

A special committee may be created for specific purposes or to investigate special issues. A special committee is automatically dissolved after presenting its final report to the Board or at the Board's discretion.

Standing Board Committees

A standing committee is created for an indefinite term although its members will fluctuate. Standing committees are:

1. Parent-Teacher Advisory Committee. This committee assists in the development of student behavior policy and procedure, and provides information and recommendations to the Board. Its members are parents/guardians and teachers, and may include persons whose expertise or experience is needed. The committee reviews such issues as administering medication in the schools, reciprocal reporting between the School District and local law enforcement agencies regarding criminal offenses committed by students, student discipline, disruptive classroom behavior, school bus safety procedures, and the dissemination of student conduct information.
2. Behavioral Interventions Committee. This committee develops and monitors procedures for using behavioral interventions in accordance with Board policy 7:230, *Misconduct by Students with Disabilities*, and provides information and recommendations to the Board. At the Board President's discretion, the Parent-Teacher Advisory Committee shall perform the duties assigned to the Behavioral Interventions Committee.

Nothing in this policy limits the authority of the Superintendent or designee to create and use committees that report to him or her or to other staff members.

LEGAL REF.:

5 ILCS 120/, Open Meetings Act.

105 ILCS 5/10-20.14 and 5/14-8.05.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of Board of Education Meetings), 2:240 (Board Policy Development), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

ADOPTED: February 8, 2016

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Recommend to approve with the recommended change. This prevents us from needing to schedule a special Board meeting after an election to seat the new Board.

Document Status: Draft Update

2:210 Organizational Board of Education Meeting

During a March meeting in odd-numbered years, the Board of Education establishes a date for its organizational meeting to be held sometime after the election authority canvasses the vote, but within ~~40~~⁴⁰~~28~~²⁸ **PRESSPlus1** days after the consolidated election. The consolidated election is held on the first Tuesday in April of odd-numbered years.

At the organizational meeting the following shall occur:

1. Each successful candidate, before taking his or her seat on the Board, shall take the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.
2. The new Board of Education members shall be seated.
3. The Board of Education shall elect its officers, who assume office immediately upon their election.
4. The Board of Education shall fix a time and date for its regular meetings.

LEGAL REF.:

~~10 ILCS 5/2A-1 et seq.~~

105 ILCS ~~5/9-18~~, 5/10-5, 5/10-16, and 105 ILCS 5/10-16.5.

10 ILCS 5/2A-1 et seq., Election Code.

CROSS REF.: 2:30 (School District Elections), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of Board of Education Meetings), 2:220 (Board of Education Meeting Procedure), (2:230 (Public Participation at Board of Education Meetings and Petitions to the Board)

~~ADOPTED: October 11, 2017~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-16, amended by P.A. 102-798, extending the timeframe in which a board must hold its organizational meeting from 28 to 40 days after the consolidated election. **Issue 110, October 2022**

Document Status: Review and Monitoring

2:250 Access to District Public Records

Full access to the District's *public records* is available to any person as provided in the Illinois Freedom of Information Act (FOIA), this policy, and implementing procedures. The Superintendent or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the District's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the District's response. [PRESSPlus1](#)

Freedom of Information Officer

The Board will appoint an employee to serve as the District's Freedom of Information Officer. That appointee assumes all the duties and powers of that office as provided in FOIA and this policy.

Definition

The District's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the School District.

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the District's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. The Superintendent or designee shall instruct District employees to immediately forward any request for inspection and copying of a public record to the District's Freedom of Information Officer or designee.

Responding to Requests

The Freedom of Information Officer shall approve all requests for public records unless:

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; or
3. Complying with the request would be unduly burdensome.

Within five business days after receipt of a request for access to a public record, the Freedom of Information Officer shall comply with or deny the request, unless the time for response is extended as specified in Section 3 of FOIA. The Freedom of Information Officer may extend the time for a response for up to five business days from the original due date. If an extension is needed, the Freedom of Information Officer shall: (1) notify the person making the request of the reason for the extension, and (2) either inform the person of the date on which a response will be made, or agree with the person in writing on a compliance period.

The time periods are extended for responding to requests for records made for a *commercial purpose*, requests by a *recurrent requester*, or *voluminous requests*, as those terms are defined in Section 2 of FOIA. The time periods for responding to those requests are governed by Sections 3.1, 3.2, and 3.6 of FOIA.

When responding to a request for a record containing both exempt and non-exempt material, the Freedom of Information Officer shall redact exempt material from the record before complying with the request.

Fees

Persons making a request for copies of public records must pay any and all applicable fees. The Freedom of Information Officer shall establish a fee schedule that complies with FOIA and this policy and is subject to the Board's review. The fee schedule shall include copying fees and all other fees to the maximum extent they are permitted by FOIA, including without limitation, search and review fees for responding to a request for a *commercial purpose* and fees, costs, and personnel hours in connection with responding to a *voluminous request*.

Copying fees, except when fixed by statute, shall be reasonably calculated to reimburse the District's actual cost for reproducing and certifying public records and for the use, by any person, of its equipment to copy records. In no case shall the copying fees exceed the maximum fees permitted by FOIA. If the District's actual copying costs are equal to or greater than the maximum fees permitted by FOIA, the Freedom of Information Officer is authorized to use FOIA's maximum fees as the District's fees. No copying fees shall be charged for: (1) the first 50 pages of black and white, letter or legal sized copies, or (2) electronic copies other than the actual cost of the recording medium, except if the response is to a *voluminous request*, as defined in FOIA.

A fee reduction is available if the request qualifies under Section 6 of FOIA. The Freedom of Information Officer shall set the amount of the reduction taking into consideration the amount of material requested and the cost of copying it.

Provision of Copies and Access to Records

A public record that is the subject of an approved access request will be available for inspection or copying at the District's administrative office during regular business hours, unless other arrangements are made by the Freedom of Information Officer.

Many public records are immediately available from the District's website including, but not limited to, the process for requesting a public record. The Freedom of Information Officer shall direct a requester to the District's website if a requested record is available there. If the requester is unable to reasonably access the record online, he or she may resubmit the request for the record, stating his or her inability to reasonably access the record online, and the District shall make the requested record available for inspection and copying as otherwise provided in this policy.

Preserving Public Records

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the School Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

LEGAL REF.:

5 ILCS 140/, Illinois Freedom of Information Act.

105 ILCS 5/10-16 and 5/24A-7.1.

820 ILCS 40/11.

820 ILCS 130/5.

CROSS REF.: 2:140 (Communications To and From the Board), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED: September 14, 2015

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Document Status: Draft Update

2:265 Title IX Sexual Harassment Grievance Procedure

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) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

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

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(11~~9~~), *domestic violence* as defined in 34 U.S.C. §12291(a)(12~~8~~), or *stalking* as defined in 34 U.S.C. §12291(a)(36~~9~~). [PRESSPlus1](#)

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

Definitions from 34 C.F.R. §106.30

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

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

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

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

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

Title IX Sexual Harassment Prevention and Response

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

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

Making a Report

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

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

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

Title IX Coordinator:

Robert B. Gold, Superintendent

26051 W. Nippersink Rd., Ingleside, IL 60041

bobgold@bighollow.us

847.740.1490

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's*

wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*.

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

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

Formal Title IX Sexual Harassment Complaint Grievance Process

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

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

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

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

Enforcement

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

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

Retaliation Prohibited

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

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

LEGAL REF.:

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

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

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

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

PRESSPlus Comments

PRESSPlus 1. Updated in response to changed citations to the definitions of *dating violence*, *domestic violence*, and *stalking* from the 2022 reauthorization of the Violence Against Women Act (VAWA). The policy uses the updated VAWA citations, although the Title IX regulations at 34 C.F.R. §106.30, which contain pinpoint citations to VAWA, have not been updated. **Issue 110, October 2022**

Document Status: Review and Monitoring

3:10 Goals and Objectives

The Superintendent directs the administration in order to manage the School District and to facilitate the implementation of a quality educational program in alignment with Board of Education policy 1:30, *School District Philosophy*. Specific goals are as follows: [PRESSPlus1](#)

1. Encourage diversity and build a supportive and inclusive Big Hollow community.
2. Successfully acquire, integrate, and implement technology into supporting the learning of students.
3. To have a coordinated and collaborative effort to meet the unique educational needs of our student body.
4. Build a cohesive, vertically aligned curriculum that supports teaching and learning.
5. Ensure long-term financial stability of the District with resources aligned to priorities.

LEGAL REF.:

105 ILCS 5/10-16.7, 5/10-21.4, and 5/10-21.4a.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:130 (Board Superintendent Relationship), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 6:10 (Educational Philosophy and Objectives)

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Document Status: Draft Update

4:10 Fiscal and Business Management

The Superintendent is responsible for the School District's fiscal and business management. This responsibility includes annually preparing and presenting the District's statement of affairs to the Board of Education and publishing it before December 1 as required by State law.

The Superintendent shall ensure the efficient and cost-effective operation of the District's business management using computers, computer software, data management, communication systems, and electronic networks, including electronic mail, the Internet, and security systems. Each person using the District's electronic network shall complete an *Authorization for Access to the District's Electronic Network*.

Budget Planning

The District's fiscal year is from July 1 until June 30. The Superintendent shall present to the Board, no later than the first regular meeting in August, a tentative budget with appropriate explanation. This budget shall represent the culmination of an ongoing process of planning for the fiscal support needed for the District's educational program. The District's budget shall be entered upon the Illinois State Board of Education's *School District Budget Form*. To the extent possible, the tentative budget shall be balanced as defined by the State Board of Education guidelines. The Superintendent shall complete a tentative deficit reduction plan if one is required by the State Board of Education guidelines.

Preliminary Adoption Procedures

After receiving the Superintendent's proposed budget, the Board sets the date, place, and time for:

1. A public hearing on the proposed budget, and
2. The proposed budget to be available to the public for inspection.

The Board Secretary shall arrange to publish a notice in a local newspaper stating the date, place, and time of the proposed budget's availability for public inspection and the public hearing. The proposed budget shall be available for public inspection at least 30 days before the time of the budget hearing.

At the public hearing, the proposed budget shall be reviewed, including the cash reserve balance of all funds held by the District related to its operational levy and, if applicable, any obligations secured by those funds. [PRESSPlus1](#) and the public shall be invited to comment, question, or advise the Board.

Final Adoption Procedures

The Board adopts a budget before the end of the first quarter of each fiscal year, September 30, or by such alternative procedure as State law may define. To the extent possible, the budget shall be balanced as defined by the State Board of Education; if not balanced, the Board will adopt a deficit reduction plan to balance the District's budget within 3 years according to State Board of Education requirements.

The Board adopts the budget by roll call vote. The budget resolution shall be incorporated into the meeting's official minutes. Board members' names voting *yea* and *nay* shall be recorded in the minutes.

The Superintendent or designee shall perform each of the following:

1. Post the District's final annual budget, itemized by receipts and expenditures, on the District's Internet website; notify parents/guardians that it is posted and provide the website's address.
2. File a certified copy of the budget resolution and an estimate of revenues by source anticipated to be received in the following fiscal year, certified by the District's Chief Fiscal Officer, with the County Clerk within 30 days of the budget's adoption.
3. Ensure disclosure to the public of the cash reserve balance of all funds held by the district related to its operational levy and, if applicable, any obligations secured by those funds, at the public hearing at which the Board certifies its operational levy. [PRESSPlus2](#)
4. Make all preparations necessary for the Board to timely file its Certificate of Tax Levy, including preparations to comply with the Truth in Taxation Act; file the Certificate of Tax Levy with the County Clerk on or before the last Tuesday in December. The Certificate lists the amount of property tax money to be provided for the various funds in the budget.
5. Submit the annual budget, a deficit reduction plan if one is required by State Board of Education guidelines, and other financial information to the State Board of Education according to its requirements.

Any amendments to the budget or Certificate of Tax Levy shall be made as provided in the School Code and Truth in Taxation Act.

Budget Amendments

The Board may amend the budget by the same procedure as provided for in the original adoption.

Implementation

The Superintendent or designee shall implement the District's budget and provide the Board with a monthly financial report that includes all deficit fund balances. The amount budgeted as the expenditure in each fund is the maximum amount that may be expended for that category, except when a transfer of funds is authorized by the Board.

The Board shall act on all interfund loans, interfund transfers, transfers within funds, and transfers from the working cash fund or abatements of it, if one exists.

LEGAL REF.:

35 ILCS 200/18-55 et seq.

105 ILCS 5/10-17, 5/10-22.33, 5/17-1, 5/17-1.2, 5/17-1.3, 5/17-2A, 5/17-3.2, 5/17-11, 5/20-5, 5/20-8, and 5/20-10.

35 ILCS 200/18-55 et seq., Truth in Taxation Law.

23 Ill.Admin.Code Part 100.

CROSS REF.: 4:40 (Incurring Debt), 6:235 (Access to Electronic Networks)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/17-1.3, added by P.A. 102-895, requiring districts to disclose this cash reserve balance information “at the public hearing at which the district certifies its budget and levy for the taxable year.” The statute does not specify the manner in which the disclosure must be made; for ease of administration, the added text manages disclosure at the budget hearing by including it in the budget review. To provide evidence of compliance, consider as a best practice recording this disclosure in the board meeting minutes and/or presenting it in writing. The term *operational levy* is not defined in the statute, but it may refer to a district’s *operating funds*, which Ill. State Board of Education rules define as the Educational, Operations and Maintenance, Transportation, and Working Cash funds. 23 Ill. Admin.Code §100.20. Consult the board attorney for guidance. **Issue 110, October 2022**

PRESSPlus 2. Required by 105 ILCS 5/17-1.3, added by P.A. 102-895. Consult the board attorney about the meaning of the *public hearing* for the levy and if the disclosure must always be made at the board meeting at which the board certifies the district’s levy, or only in those instances where notice and a *public hearing* are required by the Truth in Taxation Law. 35 ILCS 200/18-70. Similar to the disclosure of cash reserves made at the budget hearing, a district may want to manage compliance for the levy hearing by incorporating the information into the presentation of the levy at the board meeting. **Issue 110, October 2022**

Document Status: Review and Monitoring

4:55 Use of Credit and Procurement Cards

The Superintendent and employees designated by the Superintendent are authorized to use District credit and procurement cards to simplify the acquisition, receipt, and payment of purchases and travel expenses incurred on the District's behalf. Credit and procurement cards shall only be used for those expenses that are for the District's benefit and serve a valid and proper public purpose; they shall not be used for personal purchases. Cardholders are responsible for exercising due care and judgment and for acting in the District's best interests. [PRESSPlus1](#)

The Superintendent or designee shall manage the use of District credit and procurement cards by employees. It is the Board's responsibility, through the audit and approval process, to determine whether District credit and procurement card use by the Superintendent is appropriate.

In addition to the other limitations contained in this and other Board policies, District credit and procurement cards are governed by the following restrictions:

1. Credit and/or procurement cards may only be used to pay certain job-related expenses or to make purchases on behalf of the Board or District or any student activity fund, or for purposes that would otherwise be addressed through a conventional revolving fund.
2. The Superintendent or designee shall instruct the issuing bank to block the cards' use at unapproved merchants.
3. Each cardholder, other than the Superintendent, may charge no more than \$500 in a single purchase and no more than \$1000 within a given month without prior authorization from the Superintendent.
4. The Superintendent or designee must approve the use of a District credit or procurement card whenever such use is by telephone, fax, and the Internet. Permission shall be withheld when the use violates any Board policy, is from a vendor whose reputation has not been verified, or would be more expensive than if another available payment method were used.
5. The consequences for unauthorized purchases include, but are not limited to, reimbursing the District for the purchase amount, loss of cardholding privileges, and, if made by an employee, discipline up to and including discharge.
6. All cardholders must sign a statement affirming that they are familiar with this policy.
7. The Superintendent shall implement a process whereby all purchases using a District credit or procurement card are reviewed and approved by someone other than the cardholder or someone under the cardholder's supervision.
8. Cardholders must submit the original, itemized receipt to document all purchases.
9. No individual may use a District credit or procurement card to make purchases in a manner contrary to State law, including, but not limited to, the bidding and other purchasing requirements in 105 ILCS 5/10-20.21, or any Board policy.
10. The Superintendent or designee shall account for any financial or material reward or rebate offered by the company or institution issuing the District credit or procurement card and shall ensure that it is used for the District's benefit.

LEGAL REF.:

105 ILCS 5/10-20.21.

23 Ill.Admin.Code §100.70(d).

CROSS REF.: 4:50 (Payment Procedures), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits), 4:90 (Student Activity and Fiduciary Funds), 5:60 (Expenses)

PRESSPlus Comments

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

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Issue 110, October 2022

Document Status: Draft Update

4:140 Waiver of Student Fees

The Superintendent will recommend to the Board of Education a schedule of fees, if any, to be charged students for the use of textbooks, consumable materials, extracurricular activities, and other school student fees. Students must also pay finer for the loss of or damage to school books or other school-owned materials.

Fees for textbooks, and other instructional materials, and driver education, as well as fines for the loss or damage of school property, PRESSPlus1 are waived for students who meet the eligibility criteria for a fee waiver as described in this policy. In order that no student is denied educational services or academic credit due to the inability of parents/guardians to pay student fees and fines, the Superintendent will recommend to the Board which additional fees and fines, if any, the District will waive for students who meet the eligibility criteria for fee a waiver. Students receiving a fee waiver are not exempt from charges for lost and damaged books, locks, materials, supplies, and equipment.

Notification

The Superintendent shall ensure that a notice of waiver applicability is provided to parents/guardians with every bill for fees and/or fines, PRESSPlus2 and that applications for fee waivers are widely available and distributed according to State law and Ill. State Board of Education (ISBE) rule and that provisions for assisting parents/guardians in completing the application are available.

Eligibility Criteria

A student shall be eligible for a fee and fine waiver when:

1. The student currently lives in a household that meets the same income guidelines, with the same limits based on household size, that are used for the federal free meals program;
2. The student's parents/guardians are veterans or active-duty military personnel with income at or below 200% of the federal poverty line; PRESSPlus3 or
3. The student is homeless, as defined in the McKinney-Vento Homeless Assistance Act (42 U.S.C. §11434a); PRESSPlus4

The Superintendent or designee will give additional consideration when re one or more of the following factors are present:

- Illness in the family;
- Unusual expenses such as fire, flood, storm damage, etc.;
- Unemployment;
- Emergency situations;
- When one or more of the parents/guardians are involved in a work stoppage.

Verification

The Superintendent or designee shall establish a process for determining a student's eligibility for a

waiver of fees and fines in accordance with State law requirements. ~~The Superintendent or designee may require family income verification at the time an individual applies for a fee waiver and anytime thereafter, but not more often than once every 60 calendar days. The Superintendent or designee shall not use any information from this or any independent verification process to determine free or reduced-price meal eligibility.~~ [PRESSPlus5](#)

If a student receiving a fee waiver is found to be no longer eligible during the school year, the Superintendent or designee shall notify the student's parent/guardian and charge the student a prorated amount based upon the number of school days remaining in the school year.

Determination and Appeal

Within 30 calendar days after the receipt of a waiver request, the Superintendent or designee shall mail a notice to the parent/guardian whenever a waiver request is denied. The denial notice shall include: (1) the reason for the denial, (2) the process and timelines for making an appeal, and (3) a statement that the parent/guardian may reapply for a waiver any time during the school year if circumstances change. If the denial is appealed, the District shall follow the procedures for the resolution of appeals as provided in the ISBE rule on waiver of fees.

LEGAL REF.:

42 U.S.C. §11434a, McKinney-Vento Homeless Assistance Act.

105 ILCS 5/10-20.13, 5/10-22.25, 5/27-24.2, and 5/28-19.2.

23 Ill.Admin.Code §1.245 [may contain unenforceable provisions].

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:140 (Education of Homeless Children), 6:220 (Bring Your Own Technology (BYOT) Program; Responsible Use and Conduct)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-20.13, amended by P.A. 102-805, eff. 1-1-23, requiring districts to waive fees and fines, including fines for the loss of school property, for all eligible students. While districts are only required to waive fines for the *loss* of school property and not the *damage* of school property, this policy extends fine waivers to both for ease of implementation and to encourage students to return school property even if damaged (instead of claiming property is lost to avoid a fine). **Issue 110, October 2022**

PRESSPlus 2. Required by 105 ILCS 5/10-20.13(b), as amended by P.A. 102-805, eff. 1-1-23. **Issue 110, October 2022**

PRESSPlus 3. Updated in response to 105 ILCS 5/10-20.13, amended by P.A. 102-1032. 105 ILCS 5/10-20.13(b), as amended by P.A. 102-1032, does not specify whether the *income* at or below 200% of the federal poverty line is the household income or solely the income of the veteran/active-duty military parent/guardian. Consult the board attorney for guidance. **Issue 110, October 2022**

PRESSPlus 4. Updated in response to 105 ILCS 5/10-20.13(b), amended by P.A. 102-805, eff. 1-1-23, adding homeless children and youth as students eligible for fee and fine waivers.

See also non-regulatory guidance at www.isbe.net/Documents/guidance_reg.pdf, which states that students who are homeless, migrant, in foster care, runaway, or participating in Head Start are categorically eligible for school fee waivers. **Issue 110, October 2022**

PRESSPlus 5. For districts that establish an application process that is completely independent of a student's application for, eligibility for, or participation in the federal free meals program, see sample exhibit 4:140-E1, *Application for Fee Waiver*. For districts that tie the application process to the federal free meals program application and only ask for *verification* in accordance with the meals program, see sample exhibit 4:140-E2, *Application for Fee Waiver Based on Federal Free Meals Program*. The sample exhibits are available at **PRESS** Online by logging in at www.iasb.com. **Issue 110, October 2022**

Document Status: Draft Update

4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors

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

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

1. Educate students with:
 - a. An age-appropriate and evidence-informed health and safety education curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities, through policy 6:60, *Curriculum Content*;
 - b. Information in policy 7:250, *Student Support Services*, about: (i) District counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse, and (ii) community-based Children's Advocacy Centers and sexual assault crisis centers and how to access those serving the District.
2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include:
 - a. A definition of prohibited grooming behaviors and employee-student^{PRESSPlus1} boundary violations pursuant to policy 5:120, *Employee Ethics*; Code of Professional Conduct; and *Conflict of Interest*;
 - b. Evidence-informed content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; 5:90, *Abused and Neglected Child Reporting*; 5:100, *Staff Development Program*; and 5:120, *Employee Ethics*; Code of Professional Conduct; and *Conflict of Interest*; and
 - c. How to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.
3. Provide information to parents/guardians in student handbooks about the warning signs of child sexual abuse, grooming behaviors, and employee-student boundary violations with evidence-informed educational information that also includes:
 - a. Assistance, referral, or resource information, including how to recognize grooming behaviors, appropriate relationships between District employees and students based

upon policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, and how to prevent child sexual abuse from happening;

- b. Methods for how to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations to authorities; and
 - c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.
4. Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing.

LEGAL REF.:

105 ILCS 5/10-23.13, 5/22-85.5, 5/27-9.1a, and 5/27-13.2.

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

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

720 ILCS 5/11-25, Criminal Code of 2012.

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

PRESSPlus Comments

PRESSPlus 1. Updated throughout to align with changes made to 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, in response to *Faith's Law*, 105 ILCS 5/22-85.5, added by P.A. 102-676. **Issue 110, October 2022**

Document Status: Draft Update - Rewritten

5:120 Employee Ethics; Code of Professional Conduct; and Conflict of Interest

Title has been updated. Original Title: Employee Ethics; Conduct; and Conflict of Interest

All District employees are expected to maintain high standards in their job performance, demonstrate integrity and honesty, be considerate and cooperative, and maintain professional and appropriate relationships with students, parents/guardians, staff members, and others. [PRESSPlus1](#)

The Superintendent or designee shall provide this policy to all District employees and students and/or parents/guardians in their respective handbooks, and ensure its posting on the District's website, if any. [PRESSPlus2](#)

Professional and Appropriate Conduct

Professional and appropriate employee conduct are important Board goals that impact the quality of a safe learning environment and the school community, increasing students' ability to learn and the District's ability to educate. To protect students from sexual misconduct by employees, and employees from the appearance of impropriety, State law also recognizes the importance for District employees to constantly maintain professional and appropriate relationships with students by following established expectations and guidelines for employee-student boundaries. Many breaches of employee-student boundaries do not rise to the level of criminal behavior but do pose a potential risk to student safety and impact the quality of a safe learning environment. Repeated violations of employee-student boundaries may indicate the grooming of a student for sexual abuse. As bystanders, employees may know of concerning behaviors that no one else is aware of, so their training on: (1) preventing, recognizing, reporting, and responding to child sexual abuse and grooming behavior; (2) this policy; and (3) federal and state reporting requirements is essential to maintaining the Board's goal of professional and appropriate conduct. [PRESSPlus3](#)

The Superintendent or designee shall identify employee conduct standards [PRESSPlus4](#) that define appropriate employee-student boundaries, provide training about them, and monitor the District's employees for violations of employee-student boundaries. The employee conduct standards will require that, at a minimum:

1. Employees who are governed by the *Code of Ethics for Illinois Educators*, adopted by the Ill. State Board of Education (ISBE), will comply with its incorporation by reference into this policy. [PRESSPlus5](#)
2. Employees are trained on educator ethics, child abuse, grooming behaviors, and employee-student boundary violations as required by law and policies 2:265, *Title IX Sexual Harassment Grievance Procedure*; 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*; 5:90, *Abused and Neglected Child Reporting*; and 5:100, *Staff Development Program*. [PRESSPlus6](#)
3. Employees maintain professional relationships with students, including maintaining employee-student boundaries based upon students' ages, grade levels, and developmental levels and following District-established guidelines for specific situations, including but not limited to:
 - a. Transporting a student;

- b. Taking or possessing a photo or video of a student; and
 - c. Meeting with a student or contacting a student outside the employee's professional role.
4. Employees report prohibited behaviors and/or boundary violations pursuant to Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*. [PRESSPlus7](#)
 5. Discipline up to and including dismissal will occur for any employee who violates an employee conduct standard or engages in any of the following: [PRESSPlus8](#)
 - a. Violates expectations and guidelines for employee-student boundaries. [PRESSPlus9](#)
 - b. Sexually harasses a student.
 - c. Willfully or negligently fails to follow reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/), Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), or the Elementary and Secondary Education Act (20 U.S.C. § 7926). [PRESSPlus10](#)
 - d. Engages in *grooming* as defined in 720 ILCS 5/11-25. [PRESSPlus11](#)
 - e. Engages in grooming behaviors. Prohibited grooming behaviors include, at a minimum, *sexual misconduct*. *Sexual misconduct* [PRESSPlus12](#) is any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, by an employee with direct contact with a student, that is directed toward or with a student to establish a romantic or sexual relationship with the student. Examples include, but are not limited to:
 - i. A sexual or romantic invitation.
 - ii. Dating or soliciting a date.
 - iii. Engaging in sexualized or romantic dialog.
 - iv. Making sexually suggestive comments that are directed toward or with a student.
 - v. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature.
 - vi. A sexual, indecent, romantic, or erotic contact with the student.

Statement of Economic Interests

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

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

Ethics and Gift Ban

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

Prohibited Interests; Conflict of Interest; and Limitation of Authority

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

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

1. A member of the employee’s immediate family;
2. An employee’s partner; [PRESSPlus13](#) or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

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

Outside Employment

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

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

LEGAL REF.:

U.S. Constitution, First Amendment.

2 C.F.R. §200.318(c)(1).

5 ILCS 420/4A-101, Ill. Governmental Ethics Act.

5 ILCS 430/, State Officials and Employee Ethics Act.

30 ILCS 708/, Grant Accountability and Transparency Act.

50 ILCS 135/, Local Governmental Employees Political Rights Act.

105 ILCS 5/10-22.39, 5/10-23.13, 5/22-5, 5/22-85.5, and 5/22-93.

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

720 ILCS 5/11-25, Criminal Code of 2012.

775 ILCS 5/5A-102, Ill. Human Rights Act.

23 Ill.Admin.Code Part 22, Code of Ethics for Ill. Educators.

Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).

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

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

PRESSPlus Comments

PRESSPlus 1. This policy is renamed in response to Faith's Law, 105 ILCS 5/22-85.5, added by P.A. 102-676, so its title explicitly references an employee code of professional conduct. It is rewritten to set forth expectations more clearly for employee behavior, including maintaining appropriate boundaries with students.

This policy largely cites 105 ILCS 5/22-85.5, a small portion of the *Faith's Law* package. *Faith's Law* is the entirety of Public Act 102-676, which closed significant legal loopholes related to combating grooming by: (1) broadening the definition of grooming prohibited by the Criminal Code of 2012 (720 ILCS 5/11-25); (2) authorizing the Ill. Dept. of Children and Family Services to investigate grooming allegations under the Abused and Neglected Child Reporting Act (325 ILCS 5/3); and (3) requiring the Ill. State Board of Education (ISBE) to, by 7-1-23, develop and maintain a resource guide for students, parents/guardians, and teachers about sexual abuse response and prevention resources available in their community (105 ILCS 5/2-3.188). A *Faith's Law* trailer bill, P.A. 102-702, eff. 7-1-23, further combats grooming by amending School Code provisions related to district and third-party contractor hiring practices, suspension and revocation of employee licenses, and criminal history records checks for prospective and current employees. **Issue 110, October 2022**

PRESSPlus 2. Required by 105 ILCS 5/22-85.5(e), added by P.A. 102-676. See sample exhibits 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, and 7:190-E2, *Student Handbook Checklist*. The Ill. Principals Association (IPA) maintains a handbook service that coordinates with **PRESS** material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/msh. The sample exhibits are available at **PRESS** Online by logging in at www.iasb.com. **Issue 110, October 2022**

PRESSPlus 3. See 105 ILCS 5/22-85.5(b), added by P.A. 102-676. **Issue 110, October 2022**

PRESSPlus 4. Sample conduct standards are contained in administrative procedure 5:120-AP2, *Employee Conduct Standards*, available at **PRESS** Online by logging in at www.iasb.com. These items are subjects of mandatory collective bargaining. Consult the board attorney for advice before establishing them. **Issue 110, October 2022**

PRESSPlus 5. 105 ILCS 5/22-85.5(d)(1), added by P.A. 102-676; 23 Ill.Admin.Code Part 22. 105 ILCS 5/22-85.5(d)(1) requires boards to incorporate ISBE's *Code of Ethics for Illinois Educators* in their policies. Prior to this law requiring boards to incorporate the *Code* by reference, this policy incorporated it to demonstrate a board's commitment to the *Code's* principles, potentially allowing a board to enforce the *Code* independently from any action taken by the State Superintendent. **Issue 110, October 2022**

PRESSPlus 6. 105 ILCS 5/22-85.5(d)(5), added by P.A. 102-676, requires districts to reference required employee training related to child abuse and educator ethics in its employee professional conduct policy. **Issue 110, October 2022**

PRESSPlus 7. Required by 105 ILCS 5/22-85.5(d)(4), added by P.A. 102-676. See also 105 ILCS 5/10-23.13(b), amended by P.A. 102-610. **Issue 110, October 2022**

PRESSPlus 8. Required by 105 ILCS 5/22-85.5(f), added by P.A. 102-676. **Issue 110, October 2022**

PRESSPlus 9. Sample expectations and guidelines are contained in administrative procedure 5:120-AP2, E, *Expectations and Guidelines for Employee-Student Boundaries*, available at **PRESS** Online by logging in at www.iasb.com. These items are subjects of mandatory collective bargaining. Consult the board attorney for advice before establishing them. **Issue 110, October 2022**

PRESSPlus 10. Required by 105 ILCS 5/22-85.5(d)(4), added by P.A. 102-676. **Issue 110, October 2022**

PRESSPlus 11. 720 ILCS 5/11-25(a), amended by P.A. 102-676, defines *grooming* as follows: "A person commits grooming when he or she knowingly uses a computer on-line service, Internet service, local bulletin board service, or any other device capable of electronic data storage or transmission, performs an act in person or by conduct through a third party, or uses written communication to seduce, solicit, lure, or entice, or attempt to seduce, solicit, lure, or entice, a child, a child's guardian, or another person believed by the person to be a child or a child's guardian, to commit any sex offense as defined in Section 2 of the Sex Offender Registration Act, to distribute photographs depicting the sex organs of the child, or to otherwise engage in any unlawful sexual conduct with a child or with another person believed by the person to be a child. As used in this Section, 'child' means a person under 17 years of age." **Issue 110, October 2022**

PRESSPlus 12. Required by 105 ILCS 5/22-85.5(d)(2), added by P.A. 102-676. This definition of *sexual misconduct* is adapted from 105 ILCS 5/22-85.5(c), added by P.A. 102-676. It results from collaboration to implement some recommendations of the *Make Sexual and Severe Physical Abuse Fully Extinct (Make S.A.F.E.) Taskforce* and was endorsed by Stop Educator Sexual Abuse Misconduct & Exploitation (S.E.S.A.M.E.), a national organization working to prevent sexual exploitation, abuse, and harassment of students by teachers and other school staff. See www.sesamenet.org/ for further information. **Issue 110, October 2022**

PRESSPlus 13. The law does not define *partner*; consult the board attorney about whether this term includes domestic partners, business partners, or both. **Issue 110, October 2022**

Document Status: Draft Update

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

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

Sexual Harassment Prohibited

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

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

Making a Report or Complaint

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

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

stop.

Whom to Contact with a Report or Complaint

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

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

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

Nondiscrimination Coordinator:

Robert B. Gold, Superintendent
 26051 W. Nippersink Rd., Ingleside, IL 60041
 bobgold@bighollow.us
 847.740.1490

Complaint Managers:

Matthew McCulley	Christine Arndt
26051 W. Nippersink Rd., Ingleside, IL 60041	26051 W. Nippersink Rd., Ingleside, IL 60041
mmculley@bighollow.us	christinearndt@bighollow.us
847.740.1490	847.740.1490

Investigation Process

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

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

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

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

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

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

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

Enforcement

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

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board 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.:

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

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

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

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

56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.

~~Burlington Indus. v. Ellerth, 524 U.S. 742 (1998).~~ Vance v. Ball State Univ., 570 U.S. 421 (2013). [PRESSPlus2](#)

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

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

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

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

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

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

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

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

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

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

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

~~Crawford v. Metro. Gov't of Nashville & Davidson Cty., 555 U.S. 271 (2009).~~

~~Faragher v. City of Boca Raton, 524 U.S. 775 (1998).~~

~~Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).~~

~~Harris v. Forklift Systems, 510 U.S. 17 (1993).~~

~~Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).~~

~~Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).~~

~~Oncale v. Sundowner Offshore Servs., 523 U.S. 75 (1998).~~

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

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

~~Vance v. Ball State Univ., 133 S. Ct. 2434 (2013).~~

Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004). Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment)

Grievance Procedure), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

PRESSPlus Comments

PRESSPlus 1. The Ill. Human Rights Act defines race to include traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists. 775 ILCS 5/1-103(M-5), added by P.A. 102-1102, eff. 1-1-23. The law allows employers to implement dress codes or adopt grooming policies that include restrictions on attire, clothing, or facial hair to maintain workplace safety or food sanitation. 775 ILCS 5/2-102(E-5). Title VII does not have a definition of race, but U.S. Equal Employment Opportunity Commission (EEOC) guidance provides that “[r]ace discrimination includes discrimination on the basis of ancestry or physical or cultural characteristics associated with a certain race, such as skin color, hair texture or styles, or certain facial features.” See the EEOC’s *Questions and Answers about Race and Color Discrimination in Employment*, at: www.eeoc.gov/laws/guidance/questions-and-answers-about-race-and-color-discrimination-employment. **Issue 110, October 2022**

PRESSPlus 2. The Legal References are updated. **Issue 110, October 2022**

Document Status: Review and Monitoring

5:170 Copyright

Works Made for Hire

The Superintendent shall manage the development of instructional materials and computer programs by employees during the scope of their employment in accordance with State and federal laws and Board of Education policies. Whenever an employee is assigned to develop instructional materials and/or computer programs, or otherwise performs such work within the scope of his or her employment, it is assured the District shall be the owner of the copyright. [PRESSPlus1](#)

Copyright Compliance

While staff members may use appropriate supplementary materials, it is each staff member's responsibility to abide by the District's copyright compliance procedures and to obey the copyright laws. The District is not responsible for any violations of the copyright laws by its staff or students. A staff member should contact the Superintendent or designee whenever the staff member is uncertain about whether using or copying material complies with the District's procedures or is permissible under the law, or wants assistance on when and how to obtain proper authorization. No staff member shall, without first obtaining the permission of the Superintendent or designee, install or download any program on a District-owned computer. At no time shall it be necessary for a District staff member to violate copyright laws in order to properly perform his or her duties.

LEGAL REF.:

Federal Copyright Law of 1976, 17 U.S.C. §101 et seq.

105 ILCS 5/10-23.10.

CROSS REF.: 6:235 (Access to Electronic Networks)

~~ADOPTED: November 9, 2015~~

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and

re-adopted

Issue 110, October 2022

Document Status: Review and Monitoring

5:190 Teacher Qualifications

A teacher, as the term is used in this policy, refers to a District employee who is required to be licensed under State law. The following qualifications apply: [PRESSPlus1](#)

1. Each teacher must:
 - a. Have a valid Illinois Professional Educator License issued by the State Superintendent of Education with the required endorsements as provided in the School Code.
 - b. Provide the District Office with a complete official transcript of credits earned in institutions of higher education.
 - c. On or before September 1 of each year, unless otherwise provided in an applicable collective bargaining agreement, provide the District Office with an official transcript of any credits earned since the date the last transcript was filed.
 - d. Notify the Superintendent of any change in the teacher's transcript.
2. All teachers working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements.

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately licensed;
2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers.

LEGAL REF.:

20 U.S.C. §6312(e)(1)(A).

105 ILCS 5/10-20.15, 5/21-11.4, 5/21B-15, 5/21B-20, 5/21B-25, and 5/24-23.

23 Ill.Admin.Code §1.610 et seq., §1.705 et seq., and Part 25.

CROSS REF.: 6:170 (Title I Programs)

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Document Status: Draft Update

5:220 Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent. [PRESSPlus1](#)

A substitute teacher must hold a valid teaching or substitute certificate and present a certificate of authorization from the Regional Superintendent showing that he or she is approved to substitute teach. Substitute teachers with a substitute certificate may teach only when an appropriate, fully-certificated teacher is unavailable.

A substitute teacher may teach only for a period not to exceed 90 paid school days or 450 paid school hours in any one school district in any one school term. However, a teacher holding an early childhood, elementary, high school, or special certificate may substitute teach for a period not to exceed 120 paid school days or 600 paid school hours in any one school district in any one school term, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

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

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. **Unless otherwise permitted by law.** [PRESSPlus2](#) Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board

Internal Substitutes Pay

Please refer to the current Agreement between the Board of Education School District No. 38, Lake County, Illinois and the Big Hollow Federation of Teachers, a Council of the Lake County Federation of Teachers, Local No. 504, IFT-AFT/AFL-CIO.

LEGAL REF.:

105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).

40 ILCS 5/16-118, Ill. Pension Code.

23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute Teaching License).

PRESSPlus Comments

PRESSPlus 1. This policy's content is unique to the district. Please consult the author and the **PRESS** sample, available by logging in at www.iasb.com, to determine whether further changes are necessary. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 105 ILCS 5/21B-20(4), amended by P.A. 102-712, permitting short-term substitute teachers to substitute for a licensed teacher for up to 15 (rather than five) consecutive school days, if the Governor has declared a disaster due to a public health emergency, through 6-30-23. **Issue 110, October 2022**

Document Status: Draft Update

5:250 Leaves of Absence

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

Sick and Bereavement Leave, [PRESSPlus1](#) Sabbatical Leave, Personal Leave, Leave of Absence Without Pay, Maternity/Child-Rearing Leave, Prolonged Illness, and Release Time for Union Officers

Please refer to the current Agreement between the Board of Education School District No. 38, Lake County, Illinois and the Big Hollow Federation of Teachers, a Council of the Lake County Federation of Teachers, Local No. 504, IFT-AFT/AFL-CIO.

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

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

FamilyChild Bereavement Leave [PRESSPlus2](#)

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 et seq.) to take familychild bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the FamilyChild Bereavement Leave Act. Eligible employees may use familyChild bereavement leave, without any adverse employment action, allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child a covered family member, which includes an employee's child, stepchild, domestic partner, [PRESSPlus3](#) sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent (2) making arrangements necessitated by the death of the staff member's child covered family member, or (3) grieving the death of the staff member's child covered family member, without any adverse employment action or (4) absence from work due to a Significant Event, [PRESSPlus4](#) which includes: (i) miscarriage, (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure, (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party, (iv) a failed surrogacy agreement, (v) a diagnosis that negatively impacts pregnancy or fertility, or (vi) a still birth. An

employee qualifying for leave due to a Significant Event will not be required to identify which specific reason applies to the employee's request.

The leave must be completed within 60 days after the date on which the employee received notice of the death of ~~his or her child~~ the covered family member or the date on which an event under item (4) above occurs. However, in the event of the death of more than one ~~child~~ covered family member in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Family~~Child~~ Bereavement Leave Act. This policy does not create any right for an employee to take family~~child~~ bereavement leave that is inconsistent with the Family~~Child~~ Bereavement Leave Act.

Leaves for Service in the Military

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

General Assembly

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

School Visitation Leave

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

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

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

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

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

Leave to Serve as an Election Judge

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

COVID-19 Paid Administrative Leave [PRESSPlus5](#)

During any time when the Governor has declared a disaster due to a public health emergency under 20 ILCS 3305/7, paid administrative leave is available to eligible employees if the District, State or any of its agencies, or the local health department has issued guidance, mandates, or rules related to COVID-19 that restrict an employee from being on District property for a reason outlined in State law.

For an employee to be eligible for COVID-19 paid administrative leave, the employee must be fully vaccinated against COVID-19 [PRESSPlus6](#) as defined in 105 ILCS 5/10-20.83 (final citation pending).
[Q1](#)

The employee will receive as many days of administrative leave as required to abide by the public health guidance, mandates, and requirements issued by the Ill. Dept. of Public Health, unless a longer period has been negotiated with the exclusive bargaining representative.

As a condition of being granted COVID-19 paid administrative leave, an employee shall provide all documentation necessary to substantiate the employee's eligibility for the leave, as requested by the Superintendent or designee. [PRESSPlus7](#) An employee who is on COVID-19 paid administrative leave will receive the employee's regular rate of pay; the leave will not diminish any other leave or benefits of the employee. Employees may not accrue COVID-19 paid administrative leave.

LEGAL REF.:

105 ILCS 5/10-20.83 (final citation pending), 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.

~~10 ILCS 5/13-2.5.~~

~~105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.~~

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147/, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement Leave Act.

820 ILCS and 180/, Victims' Economic Security and Safety Act.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

Questions and Answers:

***Required Question 1. Does the board require fully vaccinated employees to participate in a district

COVID-19 testing program?

No. (Default)

Yes. (IASB will add "and participate in the District's COVID-19 testing program" to the end of this sentence.)

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 5/24-6, amended by P.A. 102-697, requires districts to return sick leave used by a fully vaccinated teacher for a qualifying COVID-19 related reason during the 2021-2022 school year, provided the teacher was "fully vaccinated against COVID-19" by 5-10-22. The law prohibits districts from rescinding the returned sick leave in the event the definition of "fully vaccinated against COVID-19" is later updated by the Centers for Disease Control and Prevention (CDC) or the Ill. Dept. of Public Health (IDPH) to include recommended booster doses. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to the Family Child Bereavement Act, 820 ILCS 154/, amended by P.A. 102-1050, eff. 1-1-23, expanding the entitlement to unpaid bereavement leave to *covered family members*, and to include absences related to unsuccessful pregnancies and adoptions. The employer may require reasonable documentation as specified in 105 ILCS 154/10(d), amended by P.A. 102-1050, eff. 1-1-23, but may not require that an employee identify which specific category under item (4) in the first paragraph of this subhead pertains to the leave. **Issue 110, October 2022**

PRESSPlus 3. *Domestic partner*, when used to refer to an unmarried employee, includes: (1) the person recognized as the domestic partner of the employee under any domestic partnership or civil union law of a state or political subdivision of a state, or (2) an unmarried adult who is in a committed, personal relationship with the employee, who is not a domestic partner as described in item (1) and who the employee designates as that employee's domestic partner. 820 ILCS 154/5, amended by P.A. 102-1050, eff. 1-1-23. **Issue 110, October 2022**

PRESSPlus 4. Note the term *Significant Event* does not appear in the statute; it is included in this policy text as a shorthand term to refer to those events listed in 820 ILCS 154/10(a)(4). **Issue 110, October 2022**

PRESSPlus 5. Required by 105 ILCS 5/10-20.83 (final citation pending), added by P.A. 102-697. Whether some or all of the COVID-19 related reasons listed in 105 ILCS 5/10-20.83(b) and (c) (final citation pending) apply will depend upon current health guidance and/or rules. The law requires that this leave also be provided retroactively to an employee for a qualifying reason *prior* to 4-5-22 if the employee was fully vaccinated by 5-10-22. The law prohibits districts from rescinding the paid leave if the definition of "fully vaccinated against COVID-19" is later updated by the CDC or IDPH to include recommended booster doses.

Consult the board attorney for guidance about whether the board must accommodate an employee's religion or disability by exempting the employee from the COVID-19 vaccination prerequisite in 105 ILCS 5/10-20.83 (final citation pending), added by P.A. 102-697, and/or if the board and union may agree that this leave will extend to all unvaccinated employees. Title VII of the Civil Rights Act of 1964 requires employers to accommodate an employee's sincere religious objection to an employer vaccination requirement unless doing so would be an "undue hardship" on the employer. 42 U.S.C

§2000e(j). Similarly, the Americans with Disabilities Act requires an employer to exempt an employee with a disability (including pregnancy-related disability) from a safety-related standard, such as a vaccination requirement, unless the employee poses a *direct threat* to the health or safety of the employee or others while on the job. 29 C.F.R. §1630.2(r). See also the U.S. Equal Employment Opportunity Commission guidance document, *What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws*, at: www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws. **Issue 110, October 2022**

PRESSPlus 6. “Fully vaccinated against COVID-19” means: (1) two weeks after receiving the second dose in a two-dose series of a COVID-19 authorized for emergency use, licensed, or otherwise approved by the U.S. Food and Drug Administration (FDA), or (2) two weeks after receiving a single dose of a COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the FDA. If the Centers for Disease Control and Prevention (CDC) later revises the definition of “fully vaccinated against COVID-19” to include booster doses, and the Ill. Dept. of Public Health (IDPH) adopts the CDC’s revised definition, then employees will have five weeks after IDPH’s action to receive a booster (if eligible) to remain eligible for COVID-19 paid administrative leave. 105 ILCS 5/10-20.83(g) (final citation pending), added by P.A. 102-697. **Issue 110, October 2022**

PRESSPlus 7. This sentence is optional. 105 ILCS 5/10-20.83(d) (final citation pending), added by P.A. 102-697. It is a best practice for boards to require appropriate documentation to verify employee eligibility for the leave benefit. **Issue 110, October 2022**

Document Status: Review and Monitoring

5:260 Student Teachers

The Superintendent is authorized to accept students from university-approved teacher-training programs to do student teaching in the District. No individual who has been convicted of a criminal offense that would subject him or her to license suspension or revocation pursuant to Section 5/21B-80 of the School Code or who has been found to be the perpetrator of sexual or physical abuse of a minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987 is permitted to student teach. [PRESSPlus1](#)

Before permitting an individual to student teach, begin a required internship, or participate in any field experience in the District, the Superintendent or designee shall ensure that:

1. The District performed a *105 ILCS 5/10-21.9(g) Check* as described below; and
2. The individual furnished evidence of physical fitness to perform assigned duties and freedom from communicable disease pursuant to 105 ILCS 5/24-5.

A *105 ILCS 5/10-21.9(g) Check* shall include:

1. Fingerprint-based checks through (a) the Illinois State Police (ISP) for criminal history records information (CHRI) pursuant to the Uniform Conviction Information Act (20 ILCS 2635/1), and (b) the FBI national crime information databases pursuant to the Adam Walsh Child Protection and Safety Act (P.L. 109-248);
2. A check of the Illinois Sex Offender Registry (see the Sex Offender Community Notification Law (730 ILCS 152/101 et seq.); and
3. A check of the Illinois Murderer and Violent Offender Against Youth Registry (Murderer and Violent Offender Against Youth Community Notification Law (730 ILCS 154/75-105).

The School Code requires each individual student teaching or beginning a required internship to provide the District with written authorization for, and pay the costs of, his or her 105 ILCS 5/10-21.9(g) check (including any applicable vendor's fees). Upon receipt of this authorization and payment, the Superintendent or designee will submit the student teacher's name, sex, race, date of birth, social security number, fingerprint images, and other identifiers, as prescribed by the Department of State Police, to the Department of State Police. The Superintendent or designee will provide each student teacher with a copy of his or her report.

Assignment

The Superintendent or designee shall be responsible for coordinating placements of all student teachers within the District. Student teachers should be assigned to supervising teachers whose qualifications are acceptable to the District and the students' respective colleges or universities.

LEGAL REF.:

Adam Walsh Child Protection and Safety Act, P.L. 109-248.

Uniform Conviction Information Act, 20 ILCS 2635/1.

105 ILCS 5/10-21.9, 5/10-22.34, and 5/24-5.

CROSS REF.: 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:190 (Teacher Qualifications)

~~ADOPTED: January 9, 2017~~

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Document Status: Draft Update

5:280 Duties and Qualifications

All support staff: (1) must meet qualifications specified in job descriptions, (2) must be able to perform the essential tasks listed and/or assigned, and (3) are subject to Board policies as they may be changed from time-to-time at the Board's sole discretion.

Paraprofessionals

Paraprofessionals provide supervised instructional support. Service as a paraprofessional requires an educator license with stipulations endorsed for a paraprofessional educator unless a specific exemption is authorized by the Illinois State Board of Education (ISBE).

Individuals with only non-instructional duties (e.g., providing technical support for computers, providing personal care services, or performing clerical duties) are not paraprofessionals, and the requirements in this section do not apply. In addition, individuals completing their clinical experiences and/or student teaching do not need to comply with this section, provided their service otherwise complies with ISBE rules.

Nonlicensed ~~certificated and Unlicensed~~ [PRESSPlus1](#) Personnel Working with Students and Performing Non-Instructional Duties

Non~~licensed~~~~certificated and unlicensed~~ personnel performing non-instructional duties may be used:

1. For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media, e.g., computers, video, and audio, detention and discipline areas, and school-sponsored extracurricular activities;
2. As supervisors, chaperones, or sponsors for non-academic school activities or for school activities connected to the academic program during any time in which the Governor has declared a disaster due to a public health emergency, in accordance with ISBE rule: [PRESSPlus2](#)
or
3. For non-teaching duties not requiring instructional judgment or student evaluation.

Nothing in this policy prevents a non~~licensed~~~~certificated~~ person from serving as a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval.

Coaches

Coaches shall have the qualifications required by any association in which the School District maintains a membership. Regardless of whether the athletic activity is governed by an association, the Superintendent or designee shall ensure that each athletic coach: (1) is knowledgeable regarding coaching principles, (2) has first aid training, and (3) is a trained Automatic External Defibrillator user according to rules adopted by the Illinois Department of Public Health.

Bus Drivers

All school bus drivers must have a valid school bus driver permit. The Superintendent or designee shall inform the Illinois Secretary of State, within 30 days of being informed by a school bus driver, that

the bus driver permit holder has been called to active duty. New bus drivers and bus drivers who are returning from a lapse in their employment are subject to the requirements contained in Board policy 5:30, *Hiring Process and Criteria* and Board policy 5:285, *Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers*.

LEGAL REF.:

34 C.F.R. §200.58.

105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.

625 ILCS 5/6-104 and 5/6-106.1, Ill. Vehicle Code.

23 Ill.Admin.Code §§1.280, 1.630, and 25.510.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 5:30 (Hiring Process and Criteria), 5:35 (Compliance with the Fair Labor Standards Act), 5:285 (Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers), 6:250 (Community Resource Persons and Volunteers)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 23 Ill.Admin.Code §1.630(c), amended at 45 Ill.Reg. 9446. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 23 Ill.Admin.Code §1.630(c), amended at 45 Ill.Reg. 9446 by P.A 102-894. **Issue 110, October 2022**

Document Status: Draft Update

5:320 Evaluation

The Superintendent is responsible for designing and implementing a program for evaluating the job performance of each educational support staff member according to standards contained in Board policies as well as in compliance with State law and any applicable employee handbook [PRESSPlus1](#) and/or collective bargaining agreement. The standards for the evaluation program shall include, but not be limited to:

1. Each employee shall be evaluated annually, preferably before the annual salary review.
2. The direct supervisor shall provide input.
3. The employee's work quality, promptness, attendance, reliability, conduct, judgment, and cooperation shall be considered.
4. The employee shall receive a copy of the annual evaluation.
5. All evaluations shall comply with State and federal law and any applicable employee handbook and/or collective bargaining agreement.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:150 (Personnel Records)

ADOPTED: August 14, 2017

PRESSPlus Comments

PRESSPlus 1. Updated in response to a Policy Reference Manual (PRM) five-year review. **Issue 110, October 2022**

Document Status: Draft Update

5:330 Sick Days, Vacation, Holidays, and Leaves

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

Sick and Bereavement Leave [PRESSPlus1](#)

Full or part-time educational support personnel who work at least 600 hours per year will accrue one paid sick leave day per month each year (ex. 12 months employees receive 12 sick days). Unused sick leave shall accumulate to a maximum of 180 days, including the leave of the current year. This policy is the District’s written plan allowing eligible employees to convert eligible accumulated sick leave to service credit upon a District employee’s retirement under the Illinois Municipal Retirement Fund.

Sick leave is defined in State law as personal illness, mental or behavioral complications, [PRESSPlus2](#) quarantine at home, serious illness or death in the immediate family or household; or birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. The Superintendent or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a mental health professional licensed in Illinois providing ongoing care or treatment to the staff member, (3) a chiropractic physician licensed under the Medical Practice Act, (4) a licensed advanced practice registered nurse, (5) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (6) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee’s faith. If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

Employees are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the

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

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption

or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need to foster care. Such leave is limited to 30 days and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence

that the formal adoption or foster care process is underway.

All absences in excess of the allotted sick leave shall be charged against earned vacation, if applicable, or shall be unpaid days.

Excessive absences without medical justification authorized by a licensed physician may be grounds for termination.

Vacation

Twelve-month employees shall be eligible for paid vacation days according to the following schedule:

<u>Length of Employment</u>		<u>Monthly Accumulation</u>	<u>Maximum Vacation Leave Earned Per Year</u>
<u>From:</u>	<u>To:</u>		
Beginning of year 1	End of year 9	0.83 Days	10 Days per year
Beginning of year 10	End of year 19	1.25 Days	15 Days per year
Beginning of year 20	End of employment	1.67 Days	20 Days per year

Part-time (12-month) employees who work at least half-time are entitled to vacation days on the same basis as full-time employees, but the pay will be based on the employee’s average number of part-time hours per week during the last vacation accrual year. The Superintendent will determine the procedure for requesting vacation.

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

Requests for vacations shall be submitted through Skyward Employee Access at least five (5) work days prior to the requested vacation days and must be approved by the immediate supervisor. Every effort shall be made to meet the desires of the employees and the needs of the school system in establishing vacation dates. Records of available vacation days will be updated through Employee Access in Skyward.

Holidays

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

New Year’s Day	Labor Day
Martin Luther King Jr.’s Birthday	Columbus Day
Abraham Lincoln’s Birthday or	Veterans Day
Presidents’ Day	2022 Election Day
Casimir Pulaski’s Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Juneteenth National Freedom Day	

Independence Day

Twelve (12) month employees are allotted three (3) additional days:

Day after Thanksgiving

Day before or after Christmas

Day before or after New Year's Day

Permanent employees working at least 600 hours per year, will be paid the holidays listed above, based on regular hours worked, providing that said holidays fall during the normal work week and occur during the employees' assigned or contracted work year with the District.

In the event that one of these recognized holidays falls on either a Saturday or Sunday, employees will receive the preceding Friday or following Monday off with pay only if school is not in regular session on those days. If students are in regular attendance, employees will not receive the day off and are expected to be at work; no holiday pay will be provided. If any of the above legal holidays are removed by the Illinois legislature from the required holidays currently observed under the School Code for public schools, employees shall no longer be afforded those paid holidays. Further, if any of the above legal holidays are approved for a requested waiver of mandates by the Board of Education, employees shall not be afforded these holidays.

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

Personal Leave

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

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

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

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

Other Leaves

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

1. Leave for Service in the Military.
2. Leave for Service in the General Assembly.

3. School Visitation Leave.
4. Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence.
5. FamilyChild Bereavement Leave. [PRESSPlus3](#)
6. Leave to serve as an election judge.
7. COVID-19 Paid Administrative Leave. [PRESSPlus4](#)

LEGAL REF.:

40 ILCS 5/7-139.

105 ILCS 5/10-20.7b, 5/10-20.83 (final citation pending), 5/24-2, and 5/24-6, and 5/24-6.3.

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

School Dist 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 5/24-6, amended by P.A. 102-697, requires districts to return sick leave used by a fully vaccinated teacher for a qualifying COVID-19 related reason during the 2021-2022 school year, provided the teacher was "fully vaccinated against COVID-19" by 5-10-22. The law prohibits districts from rescinding the returned sick leave in the event the definition of "fully vaccinated against COVID-19" is later updated by the Centers for Disease Control and Prevention (CDC) or the Ill. Dept. of Public Health (IDPH) to include recommended booster doses. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 105 ILCS 5/24-6, amended by P.A. 102-866. **Issue 110, October 2022**

PRESSPlus 3. Updated in response to the FamilyChild Bereavement Act, 820 ILCS 154/, amended by P.A. 102-1050, eff. 1-1-23. **Issue 110, October 2022**

PRESSPlus 4. Required by 105 ILCS 5/10-20.83 (final citation pending), added by P.A. 102-697. **Issue 110, October 2022**

Document Status: Draft Update

6:15 School Accountability

According to the Illinois General Assembly, the primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the Ill. State Board of Education (ISBE) prepared *State Goals for Learning with accompanying Illinois and PRESSPlus1 Learning Standards*.

The Board of Education gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

Quality Assurance

The Board continuously monitors student achievement and the quality of the District's work. The Superintendent shall supervise the following quality assurance components, in accordance with State law and ISBE rules, and continuously keep the Board informed:

1. Prepare each school's annual recognition application and quality assurance appraisal, whether internal or external, to assess each school's continuous school improvement.
2. Continuously assess the District's and each school's overall performance in terms of both academic success and equity. This includes, without limitation, a thorough analysis of ISBE's balanced accountability measure and each school's Multiple Measure Index and corresponding Annual Measurable Objective provided by ISBE.
3. If applicable, develop District and School Improvement Plans, present them for Board approval, and supervise their implementation.
4. Prepare a school report card, present it at a regular Board meeting, and disseminate it as provided in State law.
5. In accordance with 105 ILCS 5/2-3.153, annually administer a climate survey on the instructional environment within the school to, at minimum, students in grades 4 through 8 and teachers.

The Superintendent shall make regular assessment reports to the Board, including projections whether the District and each school is or will be making adequate yearly progress as defined in State law. The Superintendent shall seek Board approval for each District and/or school improvement plan and otherwise when necessary or advisable.

LEGAL REF.:

105 ILCS 5/2-3.25, 5/2-3.25a, 5/2-3.25b, 5/2-3.25c, 5/2-3.25d-5, 5/2-3.25e-5, 5/2-3.25f, 5/2-3.25f-5, 5/2-3.63, 5/2-3.64a-5, 5/2-3.153, 5/10-17a, 5/10-21.3a, and 5/27-1.

23 Ill.Admin.Code Part 1, Subpart A: Recognition Requirements.

CROSS REF.: 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program), 7:10 (Equal Educational Opportunities)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 23 Ill.Admin.Code §1, Appendix D, amended at 45 Ill.Reg. 13180. **Issue 110, October 2022**

Document Status: Draft Update

6:20 School Year Calendar and Day

School Calendar

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

Please also refer to the current Agreement between the Board of Education School District No. 38, Lake County, Illinois and the Big Hollow Federation of Teachers, a Council of the Lake County Federation of Teachers, Local No. 504, IFT-AFT/AFL-CIO.

Commemorative Holidays

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

School Day

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

Please also refer to the current Agreement between the Board of Education School District No. 38, Lake County, Illinois and the Big Hollow Federation of Teachers, a Council of the Lake County Federation of Teachers, Local No. 504, IFT-AFT/AFL-CIO.

LEGAL REF.:

105 ILCS 5/10-19, 5/10-19.05, 5/10-20.56, 5/10-20.46, 5/10-30, 5/18-12, 5/18-12.5, 5/24-2, 5/27-3, 5/27-18, 5/27-19, 5/27-20, 5/27-20.1, and 5/27-20.2, and 20/1. [PRESSPlus1](#)

10 ILCS 5/11-4.1, [Election Code](#).

5 ILCS 490/, State Commemorative Dates Act.

23 Ill.Admin.Code §1.420(f).

Metzl v. Leininger, 850 F.Supp. 740 (N.D. Ill. 1994), *affd* by 57 F.3d 618 (7th Cir. 1995).

CROSS REF.: 2:20 (Powers and Duties of the Board of Education; Indemnification), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:200 (Terms and Conditions of Employment and Dismissal), 5:330 (Sick Days, Vacation, Holidays, and Leaves); 6:60 (Curriculum Content), 6:70 (Teaching About Religions), 7:90 (Release During School Hours)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

6:60 Curriculum Content

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

1. In each grade, subjects include: (a) language arts, (b) reading, (c) other communication skills, (d) science, (e) mathematics, (f) social studies, (g) art, (h) music, and (i) drug and substance abuse prevention including the dangers of opioid abuse. A reading opportunity of 60 minutes per day will be promoted for all students in kindergarten through grade 3 whose reading levels are one grade level or more lower than their current grade level. Daily time of at least 30 minutes (with a minimum of at least 15 consecutive minutes if divided) will be provided for supervised, unstructured, child-directed play for all students in kindergarten through grade 5. Before the completion of grade 5, students will be offered at least one unit of cursive instruction. In grades 6, 7, or 8, students must receive at least one semester of civics education in accordance with Illinois Learning Standards for social science.
2. In grades 7 and 8, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
3. In kindergarten through grade 8, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence. In addition, anti-bias education and intergroup conflict resolution may be taught as an effective method for preventing violence and lessening tensions in schools; these prevention methods are most effective when they are respectful of individuals and their divergent viewpoints and religious beliefs, which are protected by the First Amendment to the Constitution of the United States.
4. In grades kindergarten through 8, age-appropriate Internet safety must be taught, the scope of which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks* and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.
5. In all grades, students must receive developmentally appropriate opportunities to gain computer literacy skills that are embedded in the curriculum.
6. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include educating students about behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
7. In all schools, citizenship values must be taught, including: (a) American patriotism, (b) principles of representative government (the American Declaration of Independence, the Constitution of the United States of America and the Constitution of the State of Illinois), (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.
8. In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy

lifestyle. Unless otherwise exempted, all students are required to engage with such frequency as determined by the Board, but at a minimum of three days per five-day week, during the school day, except on block scheduled days, in a physical education course. For exemptions and substitutions, see policy 7:260, *Exemption from Physical Education*.

9. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law, including a developmentally appropriate consent education curriculum pursuant to 105 ILCS 5/27-9.1b.
10. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.
11. In all schools, conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.
12. In all schools, United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, (g) Illinois history, and (h) the contributions made to society by Americans of different faith practices, including, but not limited to, Muslim Americans, Jewish Americans, Christian Americans, Hindu Americans, Sikh Americans, Buddhist Americans, and any other collective community of faith that has shaped America.

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

13. In grade 7 and all high school courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
14. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
15. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
16. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the pre-enslavement of Black people from 3,000 BCE to AD 1619, the African slave trade, slavery in America, the study of the reasons why Black people came to be enslaved, the vestiges of slavery in this country, the study of the American civil rights renaissance, as well as the struggles and contributions of African-

Americans.

17. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.
18. Beginning in the fall of 2022, in all schools, instruction as determined by the Superintendent or designee on the events of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States.
19. In kindergarten through grade 8, education must be available to students concerning effective methods of preventing and avoiding traffic injuries related to walking and bicycling.

LEGAL REF.:

Pub. L. No. 108-447, Section 111 of Division J, Consolidated Appropriations Act of 2005.

Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.

47 C.F.R. §54.520.

5 ILCS 465/3 and 465/3a.

20 ILCS 2605/2605-480.

105 ILCS 5/2-3.80(e) and (f), 5/10-20.73-79 (final citation pending), 5/10-23.13, 5/27-3, 5/27-3.5, 5/27-5, 5/27-6, 5/27-6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.08, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-20.8, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-23.15, 5/27-23.16, 5/27-24.1, and 5/27-24.2. [PRESSPlus1](#)

105 ILCS 110/3, Comprehensive Health Education Program.

105 ILCS 435/, Vocational Education Act.

625 ILCS 5/6-408.5, Ill. Vehicle Code.

23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.

CROSS REF.: 4:165 (Awareness and Prevention of Child Sex Abuse and Grooming Behaviors), 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior); 7:260 (Exemption from Physical Education)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

6:65 Student Social and Emotional Development

Social and emotional learning (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

The Superintendent shall incorporate SEL into the District's curriculum and other educational programs consistent with the District's mission and the goals and benchmarks of the Ill. Learning Standards. The Ill. Learning Standards include three goals for students:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social-awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

The incorporation of SEL objectives into the District's curriculum and other educational programs may include but is not limited to:

1. Classroom and school-wide programming to foster a safe, supportive learning environment where students feel respected and valued. This may include incorporating scientifically based, age-and-culturally appropriate classroom instruction, District-wide, and school-wide strategies that teach SEL skills, promote optimal mental health, and prevent risk behaviors for all students.
2. Staff development and training to promote students' SEL development. This may include providing all personnel with age-appropriate academic and SEL and how to promote it.
3. Parent/Guardian and family involvement to promote students' SEL development. This may include providing parents/guardians and families with learning opportunities related to the importance of their children's optimal SEL development and ways to enhance it.
4. Community partnerships to promote students' SEL development. This may include establishing partnerships with diverse community agencies and organizations to assure a coordinated approach to addressing children's mental health and SEL development.
5. Early identification and intervention to enhance students' school readiness, academic success, and use of good citizenship skills. This may include development of a system and procedures for periodic and universal screening, assessment, and early intervention for students who have significant risk factors for social, emotional, or mental health conditions that impact learning.
6. Treatment to prevent or minimize mental health conditions in students. This may include building and strengthening referral and follow-up procedures for providing effective clinical services for students with social, emotional, and mental health conditions that impact learning. This may include student and family support services, school-based behavioral health services, and school-community linked services and supports.
7. Assessment and accountability for teaching SEL skills to all students. This may include implementation of a process to assess and report baseline information and ongoing progress about school climate, students' social and emotional development, and academic performance.

LEGAL REF.:

Children's Mental Health Act of 2003, 405 ILCS 49/. [PRESSPlus1](#)

CROSS REF.: 1:30, (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

6:250 Community Resource Persons and Volunteers

The Board of Education encourages the use of resource persons and volunteers to: (1) increase students' educational attainment; (2) provide enrichment experiences for students; (3) increase the effective utilization of staff time and skills; (4) give more individual attention to students, and (5) promote greater community involvement.

Resource persons and volunteers may be used:

1. For non-teaching duties not requiring instructional judgment or evaluation of students;
2. For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media (such as computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
3. To assist with academic programs under a ~~certificated~~ licensed [PRESSPlus1](#) teacher's immediate supervision;
4. To assist in times of violence or other traumatic incidents within the District by providing crisis intervention services to lessen the effects of emotional trauma on staff, students, and the community, provided the volunteer meets the qualifications established by the Ill. School Crisis Assistance Team Steering Committee;
5. As a guest lecturer or resource person under a ~~certificated~~ licensed teacher's direction and with the administration's approval; or
6. As supervisors, chaperones, or sponsors for non-academic school activities.

The Superintendent shall follow Board policy 4:175, *Convicted Child Sex Offender; Screening; Notifications*, to establish procedures for securing and screening resource persons and volunteers. A person who is a *sex offender*, as defined by the Sex Offender Registration Act, or a *violent offender against youth*, as defined in the Murderer and Violent Offender Against Youth Registration Act, or has otherwise been convicted of a felony, is prohibited from being a resource person or volunteer. All volunteer coaches must comply with the requirement to report hazing in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.:

105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.

720 ILCS 5/12C-50.1, Failure to Report Hazing.

730 ILCS 150/1 et seq., Sex Offender Registration Act.

730 ILCS 152/101 et seq., Sex Offender Community Notification Law.

730 ILCS 154/75 et seq., Murderer and Violent Offender Against Youth Community Notification Law.

730 ILCS 154/101 et seq., Murderer and Violent Offender Against Youth Registration Act.

CROSS REF. :4:170 (Safety), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90

(Abused and Neglected Child Reporting), 5:280 (Duties and Qualifications), 8:30 (Visitors to and Conduct on School Property), 8:95 (Parental Involvement)

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b, amended by P.A. 102-894. **Issue 110, October 2022**

Document Status: Draft Update

6:255 Assemblies and Ceremonies

Assemblies must be approved by the Superintendent or designee and be consistent with the District's educational objectives.

While ~~the~~ District respects an individual's brief, quiet, personal religious observance(s), [PRESSPlus1](#) ~~it~~ shall not endorse or otherwise promote invocations, benedictions, and group prayers at any school assembly, ceremony, or other school-sponsored activity.

LEGAL REF.:

Lee v. Weisman, 505 U.S. 577 (1992).

Santa Fe Independent Sch. Dist. v. Doe, 530 U.S. 290 (2000).

Kennedy v. Bremerton Sch. Dist., 142 S.Ct. 2407 (2022).

Jones v. Clear Creek Independent Sch. Dist., 930 F.2d 416 (5th Cir. 1991), *cert. granted, judgement vacated*, 505 U.S. 1215 (1992), *remand*, 977 F.2d 963, *reh'g denied*, 983 F.2d 234 (5th Cir. 1992), and *cert. denied*, 508 U.S. 967 (1993).

CROSS REF.: 6:70 (Teaching About Religion), 6:80 (Teaching About Controversial Issues)

PRESSPlus Comments

PRESSPlus 1. Updated in response to Kennedy v. Bremerton Sch. Dist., 142 S.Ct. 2407 (2022), where the Supreme Court held that a football coach had a right to pray on the 50-yard line after games, even though still on duty, because he was engaged in a "brief, quiet, personal religious observance doubly protected by the Free Exercise and Free Speech Clauses of the First Amendment." Consult the board attorney if considering a policy or practice of prohibiting employees from engaging in private prayer in the presence of students. **Issue 110, October 2022**

Document Status: Draft Update

6:260 Complaints About Curriculum, Instructional Materials, and Programs

Parents/guardians have the right to inspect any instructional material used as part of their child's educational curriculum pursuant to Board of Education policy 7:15, *Student and Family Privacy Rights*.

~~Persons~~ Parents/guardians, employees, and community members ^{PRESSPlus1} who believe that curriculum, instructional materials, or programs violate rights guaranteed by any law or Board policy ~~should~~ may file a complaint using Board policy 2:260, *Uniform Grievance Procedure*.

~~Persons~~ Parents/guardians, employees, and community members with ~~all~~ other suggestions or complaints about curriculum, instructional materials, or programs should complete a *Curriculum Objection Form*. A parent/guardian may request that his/her child be exempt from using a particular instructional material or program by completing a *Curriculum Objection Form*. The Superintendent or designee shall establish criteria for the review of objections and inform the parent/guardian, employee, or community member, as applicable, of the District's decision. ^{PRESSPlus2}

LEGAL REF.:

20 U.S.C. §1232h, Protection of Pupil Rights Amendment.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 7:15 (Student and Family Privacy Rights), 8:110 (Public Suggestions and Concerns)

PRESSPlus Comments

PRESSPlus 1. Updated to limit the scope of complainants in this policy to parents/guardians, employees, and community members in alignment with sample **PRESS** policy 2:260, *Uniform Grievance Procedure*. **Issue 110, October 2022**

PRESSPlus 2. Optional sentence; updated in response to **PRESS** Advisory Board (PAB) member feedback regarding the need for districts to have processes in place to address an increasing number of curriculum objections. It strengthens the policy's connection to IASB's *Foundational Principles of Effective Governance*. See www.iasb.com/conference-training-and-events/training/training-resources/foundational-principles-of-effective-governance. For criteria that can be used in reviewing curriculum objections, see sample administrative procedure, 6:260-AP, *Responding to Complaints About Curriculum, Instructional Materials, and Programs*, available at **PRESS** Online by logging in at www.iasb.com.

Document Status: Review and Monitoring

6:270 Guidance and Counseling Program

The School District provides a guidance and counseling program for students. The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by a qualified guidance specialist or any certificated staff member. The counseling program will assist students with interventions related to academic, social and/or personal issues. Students shall be encouraged to seek academic, social, and/or personal assistance. [PRESSPlus1](#)

Each staff member is responsible for effectively guiding students under his/her supervision in order to provide early identification of intellectual, emotional, social, or physical needs, diagnosis of any learning disabilities, and development of educational potential. The District's counselors shall offer counseling to those students who require additional assistance.

LEGAL REF.:

105 ILCS 5/10-22.24a and 5/10-22.24b.

23 Ill.Admin.Code §1.420(q).

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:50 (School Wellness), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 7:100 (Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

ADOPTED: June 23, 2008

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Document Status: Draft Update

6:340 Student Testing and Assessment Program

The District student assessment program provides information for determining individual student achievement and instructional needs, curriculum and instruction effectiveness, and school performance measured against District student learning objectives and statewide norms.

The Superintendent or designee shall manage the student assessment program that, at a minimum:

1. Administers to students all standardized assessments required by the Ill. State Board of Education (ISBE) and/or any other appropriate assessment methods and instruments, including norm and criterion-referenced achievement tests, aptitude tests, proficiency tests, and teacher-developed tests.
2. Informs students of the timelines and procedures applicable to their participation in every State assessment.
3. Provides each student's parents/guardians with the results or scores of each State assessment. See policy 6:280, *Grading and Promotion*.
4. Utilizes professional testing practices.

Overall student assessment data on tests required by State law will be aggregated by the District and reported, along with other information, on the District's annual report card. All reliable assessments administered by the District and scored by entities outside of the District must be (1) reported to ISBE on its form by the 30th day of each school year, and (2) made publicly available to parents/guardians of students. Board policy 7:340, *Student Records*, and its implementing procedures govern recordkeeping and access issues.

LEGAL REF.:

20 U.S.C. §1232g, Family Educational Rights and Privacy Act.

105 ILCS 10/, Illinois School Student Records Act.

105 ILCS 5/2-3.63, 5/2-3.64a-5, 5/2-3.64a-10, 5/2-3.64a-15, 5/2-3.107, 5/2-3.153, 5/10-17a, 5/22-82, and 5/27-1. [PRESSPlus1](#)

23 Ill. Admin. Code §§1.30(b) and §375.10.

CROSS REF.: 6:15 (School Accountability), 6:280 (Grading and Promotion), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

7:50 School Admissions and Student Transfers To and From Non-District Schools

Age

To be eligible for admission, a child must be 5 years old on or before September 1 of that school term. Children who enter first grade must be 6 years of age on or before September 1 of that school year. Based upon an assessment of a child's readiness to attend school, the District may permit him or her to attend school prior to these dates. A child will also be allowed to attend first grade based upon an assessment of his or her readiness if he or she attended a non-public preschool, continued his or her education at that school through kindergarten, was taught in kindergarten by an appropriately licensed teacher, and will be 6 years old on or before December 31. A child with exceptional needs who qualifies for special education services is eligible for admission at 3 years of age. Early entrance to kindergarten or first grade may also be available through Board policy 6:135, *Accelerated Placement Program*.

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent.

Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Building Principal shall immediately notify the local law enforcement agency and shall also notify the person enrolling the student in writing that, unless he or she complies within 10 days, the case shall be referred to the local law enforcement authority for investigation. If compliance is not obtained within that 10-day period, the Principal shall so refer the case. The Principal shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U. S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the

District's school year, or (b) the grade level following the last grade completed.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Foster Care Students [PRESSPlus1](#)

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services (DCFS) when enrolling in or changing schools. The District's liaison ensures that DCFS' Office of Education and Transition Services receives all written notices and records pertaining to students in the legal custody of DCFS as required by State law.

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of the expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District. Suspension cases will be determined on a case-by-case basis.

LEGAL REF.:

8 U.S.C. §1101, Illegal Immigrant and Immigrant Responsibility Act of 1996.

20 U.S.C. §1232g, Family Educational Rights and Privacy Act.

20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act.

29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.

42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.

105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-20.59, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/26-1, 5/26-2, 5/27-8.1.

105 ILCS 10/8.1, Ill. School Student Records Act.

105 ILCS 45/, Education for Homeless Children Act.

105 ILCS 70/, Educational Opportunity for Military Children Act.

325 ILCS 50/, Missing Children Records Act.

325 ILCS 55/, Missing Children Registration Law.

410 ILCS 315/2e, Communicable Disease Prevention Act.

20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School Registration.

23 Ill.Admin.Code Part 226, Special Education.

23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation); 6:30 (Organization of Instruction), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100 (Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-20.59, amended by P.A. 102-199, requiring districts to appoint a liaison to the Ill. Dept. of Children and Family Services (DCFS).

These liaisons must be licensed under Article 21B of the School Code. 105 ILCS 5/10-20.59, amended by P.A. 102-199, directs how employees are prioritized for liaison appointment. Liaisons are “encouraged to build capacity and infrastructure within their school district to support students in the legal custody of the Department of Children and Family Services.” Schools are required to give DCFS liaisons certain notices, records, and meeting invitations. See 105 ILCS 5/10-20.77, added by P.A. 102-199 (notice and invitation to attend parent-teacher conferences and other meetings); 105 ILCS 5/10-21.8, amended by P.A. 102-199 (copies of correspondence and reports upon request of DCFS); 105 ILCS 5/13B-60.10 (notice and invitation to attend alternative learning opportunities program conference); 105 ILCS 5/14-8.02, amended by P.A. 102-199 (notices related to special education); 105 ILCS 10/, amended by P.A. 102-199 (student records). The law does not specifically require that a district’s DCFS liaison perform these duties; this policy assigns them to the liaison because they logically fit within the responsibilities outlined in 105 ILCS 5/10-20.59.

See sample administrative procedure 7:340-AP1, *School Student Records*, available at **PRESS** Online by logging in at www.iasb.com, for more information regarding DCFS access to the student records of children in its legal custody. **Issue 110, October 2022**

Document Status: Draft Update

7:70 Attendance and Truancy

Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades kindergarten through 8 in the public school regardless of age. Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, and (5) any child absent because of religious reasons, including to observe a religious holiday, for religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of day.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness (including mental or behavioral health of the student), observance of a religious holiday, death in the immediate family, attendance at a civic event, [PRESSPlus1](#) family emergency, other situations beyond the control of the student as determined by the Board, other circumstances that cause reasonable concern to the parent/guardian for the student's mental, emotional, or physical health or safety, or other reason as approved by the Superintendent or designee. Students absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and Board of Education policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 6 through 8 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to telephone, within two hours after the first class, the parents/guardians of students in grade 8 or below who are absent without prior parent/guardian notification.
5. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in 105 ILCS 5/26-2a.
6. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's

attendance problem.

7. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, or information about community agency services. See Board policy 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*.
8. A process for the collection and review of chronic absence data and to:
 - a. Determine what systems of support and resources are needed to engage chronically absent students and their families, and
 - b. Encourage the habit of daily attendance and promote success.
9. Reasonable efforts to provide ongoing professional development to teachers, administrators, Board members, school resource officers, and staff on the appropriate and available supportive services for the promotion of student attendance and engagement.
10. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.
11. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
12. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for for his or her truancy unless available supportive services and other school resources have been provided to the student.
13. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.

Monitoring [PRESSPlus2](#)

Pursuant to State law and policy 2:240, *Board Policy Development*, the Board updates this policy at least once every two years. The Superintendent or designee shall assist the Board with its update.

LEGAL REF.:

105 ILCS 5/22-92 and 5/26-1 through 18.

705 ILCS 405/3-33.5, Juvenile Court Act of 1987.

23 Ill.Admin.Code §§1.242 and 1.290.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:190 (Student Behavior), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/26-1 and 5/26-2a, amended by P.A. 102-891, eff.

1-1-23, requiring that, subject to Ill. State Board of Education (ISBE) guidelines, middle and high school students be permitted one school day-long excused absence per school year to engage in a *civic event*, defined as “an event sponsored by a non-profit organization or governmental entity that is open to the public. *Civic event* includes, but is not limited to, an artistic or cultural performance or educational gathering that supports the mission of the sponsoring non-profit organization. Schools may require students to provide an appropriate administrator with reasonable advance notice of the intended absence and documentation of participation. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 105 ILCS 5/22-92(b), added by P.A. 102-157 and renumbered by P.A. 102-813; 23 Ill.Admin.Code §207.30(a), requiring that every two years a board update its absenteeism and truancy policy and file it with the Ill. State Board of Education and the regional superintendent of schools [or Intermediate Service Center Executive Director, whichever is appropriate].

The policy must contain all requirements of 105 ILCS 5/22-92, indicate the date of adoption (by month, day, and year) and any revision dates, and be filed electronically by September 30 each review year through ISBE’s Web Application Security (IWAS) system. 23 Ill.Admin.Code §§207.20(a), 207.30(a). If, after review and re-evaluation of the policy, the district determines that no updates are necessary, either a copy of board minutes clearly indicating the policy was re-evaluated and no changes were deemed necessary or a signed statement from the board president indicating the policy was re-evaluated and no changes were deemed necessary must be submitted to IWAS. 23 Ill.Admin.Code §207.30(a)(3). ISBE has stated that for districts that update the adoption date listed on a policy whenever the policy is updated, the date of adoption is sufficient to also indicate the revision date. See ISBE's *Absenteeism and Truancy Policy FAQ*, at: www.isbe.net/Documents/Absenteeism-Truancy-Policy-FAQ.pdf.

ISBE rules implementing this requirement were published in the Ill. Register in October 2022 but provide that “[n]o later than September 30, 2022, or no later than September 30 of the first full school year a school becomes subject to this Part, each school or district must file the policy through the State Board of Education’s Web Application Security (IWAS), and must submit an updated policy every two years thereafter by no later than September 30 of the year due.” 23 Ill.Admin.Code §207.30(a). ISBE informed the **PRESS** Editors that due to the late publication date, the submission deadline for the 2022-2023 school year is extended to 1-13-23, and the September 30 submission deadline is not operative until the 2023-2024 school year. **Issue 110, October 2022**

Document Status: Draft Update

7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

Required Health Examinations and Immunizations

A student's parents/guardians shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering kindergarten or the first grade;
2. Entering the sixth grade; and
3. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).

Proof of immunization against meningococcal disease is required for students in grades 6 and 12.

As required by State law:

1. The required health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
 - a. If proof of the developmental screening or the social and emotional screening portions of the health examination are not presented, qualified school support personnel may, with a parent/guardian's consent, offer the screenings to the child.
 - b. Once a student presents proof that he or she received a developmental screening or a social and emotional screening, the school may, with a parent/guardian's consent, make available appropriate school personnel to work with the parent/guardian, child, and provider who signed the screening form to obtain any appropriate evaluations and services.
4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was risk-assessed or screened for lead poisoning.
5. The IDPH will provide all students entering sixth grade and their parents/guardians information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine.
6. The District will provide informational materials regarding influenza, influenza vaccinations,

meningococcal disease, and meningococcal vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and immunization regulations. If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice registered nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

Parents/guardians are encouraged to have their children undergo an eye examination whenever health examinations are required.

Parents/guardians of students entering kindergarten or an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of kindergarten or the school. A physician licensed to practice medicine in all of its branches, or a licensed optometrist, must perform the required eye examination.

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Superintendent or designee shall ensure that parents/guardians are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination

All children in kindergarten and the second and sixth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

If a child in the second or sixth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Superintendent or designee shall ensure that parents/guardians are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parents/guardians present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parents/guardians of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease*, and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced practice registered nurse, or physician assistant provides written verification.
3. Eye examination requirement, if the student's parents/guardians show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parents/guardians show an undue burden or a lack of access to a dentist.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce immunization and health records normally required for enrollment. Board of Education policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.:

42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.

105 ILCS 5/27-8.1 and 45/1-20.

410 ILCS 45/7.1, Lead Poisoning Prevention Act. [PRESSPlus1](#)

410 ILCS and 315/2e, Communicable Disease Prevention Act.

23 Ill.Admin.Code §1.530.

77 Ill. Admin.Code Part 664, Socio-Emotional and Developmental Screening.

77 Ill.Admin.Code Part 665, Child and Student Health Examination and Immunization.

77 Ill.Admin.Code Part 690, Control of Communicable Diseases.

CROSS REF.: 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children), 6:180 (Extended Instructional Programs), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:280 (Communicable and Chronic Infectious Disease)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

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

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

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

Cyber-bullying 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. *Cyber-bullying* 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*. *Cyber-bullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

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

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, ~~school 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; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

Nondiscrimination Coordinator:

Robert B. Gold, Superintendent
 26051 W. Nippersink Rd., Ingleside, IL 60041
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Complaint Managers:

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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**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.

8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

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

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

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

12. The District's bullying prevention plan must be consistent with other Board policies.
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.:

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

405 ILCS 49/, Children's Mental Health Act.

775 ILCS 5/1-103, Ill. Human Rights Act.

23 Ill.Admin.Code §§1.240, ~~and §1.280,~~ and 1.295. [PRESSPlus1](#)

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~~ Anaphylaxis Prevention, Response, and Management Program), 7:310 (Restrictions on Publications; Elementary Schools)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

7:250 Student Support Services

The District provides a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools. [PRESSPlus1](#)

The following student support services may be provided by the School District:

1. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
2. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
3. Guidance and school counseling services.

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

Erin's Law Counseling Options, Assistance, and Intervention

The Superintendent or designee will ensure that each school building's Student Support Committee identifies counseling options for students who are affected by sexual abuse and grooming behaviors, [PRESSPlus2](#) along with District and community-based options for victims of sexual abuse and grooming behaviors to obtain assistance and intervention. Community-based options must include a Children's Advocacy Center and sexual assault crisis center(s) that serve the District, if any.

This policy shall be implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

LEGAL REF.:

105 ILCS 5/10-23.13(b), 5/10-20.59, and 5/21B-25(G).

405 ILCS 49/, Children's Mental Health Act ~~of 2003~~.

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:280 (Communicable and Chronic Infectious Disease), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. Required by 105 ILCS 5/10-20.59, amended by P.A. 102-199. **Issue 110, October**

2022

PRESSPlus 2. Updated to align with *Erin's Law*, 105 ILCS 10-23.13, amended by P.A. 102-610. **Issue 110, October 2022**

Document Status: Draft Update

7:285 Anaphylaxis Prevention, Response, and Management Program

School attendance may increase a student's risk of exposure to allergens that could trigger anaphylaxis. Students at risk for anaphylaxis benefit from a Board of Education policy that coordinates a planned response in the event of an anaphylactic emergency. Anaphylaxis is a severe systemic allergic reaction from exposure to allergens that is rapid in onset and can cause death. Common allergens include animal dander, fish, latex, milk, shellfish, tree nuts, eggs, insect venom, medications, peanuts, soy, and wheat. A severe allergic reaction usually occurs quickly; death has been reported to occur within minutes. An anaphylactic reaction can also occur up to one to two hours after exposure to the allergen.

While it is not possible for the District to completely eliminate the risks of an anaphylactic emergency when a student is at school, an Anaphylaxis Prevention, Response, and Management Program using a cooperative effort among students' families, staff members, students, health care providers, emergency medical services, and the community helps the District reduce these risks and provide accommodations and proper treatment for anaphylactic reactions.

The Superintendent or designee shall develop and implement an Anaphylaxis Prevention, Response, and Management Program for the prevention and treatment of anaphylaxis that:

1. Fully implements the Ill. State Board of Education (ISBE)'s model policy required by the School Code that: (a) relates to the care and response to a person having an anaphylaxis reaction, (b) addresses the use of epinephrine in a school setting, (c) provides a full food allergy and prevention of allergen exposure plan, and (d) aligns with 105 ILCS 5/22-30 and 23 Ill.Admin.Code §1.540.
2. Ensures staff members receive appropriate training, including: (a) an in-service training program for staff who work with students that is conducted by a person with expertise in anaphylactic reactions and management, and (b) training required by law for those staff members acting as *trained personnel*, as provided in 105 ILCS 5/22-30 and 23 Ill.Admin.Code §1.540.
3. Follows and references the applicable best practices specific to the District's needs in the Centers for Disease Control and Prevention's *Voluntary Guidelines for Managing Food Allergies in Schools and Early Care and Education Programs* and the *National Association of School Nurses Allergies and Anaphylaxis Resources/Checklists*.
4. Provides annual notice to the parents/guardians of all students to make them aware of this policy.
5. Complies with State and federal law and is in alignment with Board policies.

Monitoring

Pursuant to State law and policy 2:240, *Board Policy Development*, the Board ~~monitors reviews and makes any necessary updates to~~ this policy at least once every three years ~~by conducting a review and reevaluation of this policy to make any necessary and appropriate revisions.~~ The Superintendent or designee shall assist the Board with its ~~reevaluation and assessment of this policy's outcomes and effectiveness. Any updates will reflect any necessary and appropriate revisions.~~ ~~review and any necessary updates.~~ [PRESSPlus1](#)

LEGAL REF.:

105 ILCS 5/2-3.190~~82~~, 5/10-22.39(e), and 5/22-30.

23 Ill.Admin.Code §1.540.

Anaphylaxis Response Policy for Illinois Schools, published by ISBE.

CROSS REF.: 4:110 (Transportation), 4:120 (Food Services), 4:170 (Safety), 5:100 (Staff Development Program), 6:120 (Education of Children with Disabilities), 6:240 (Field Trips), 7:180 (Prevention of and Response to Bullying, Intimidation and Harassment), 7:250 (Student Support Services), 7:270 (Administering Medicines to Students), 8:100 (Relations with Other Organizations and Agencies)

PRESSPlus Comments

PRESSPlus 1. Updated for continuous improvement. **Issue 110, October 2022**

Document Status: Draft Update

7:290 Suicide and Depression Awareness and Prevention

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving students to learn and the school's ability to educate. Suicide and depression awareness and prevention are important Board goals.

Suicide and Depression Awareness and Prevention Program

The Superintendent or designee shall develop, implement, and maintain a suicide and depression awareness and prevention program (Program) that advances the Board's goals of increasing awareness and prevention of depression and suicide. This program must be consistent with the requirements of *Ann Marie's Law* listed below; each listed requirement, 1-6, corresponds with the list of required policy components in the School Code Section 5/2-3.166(c)(2)-(7). The Program shall include:

1. Protocols for administering youth suicide awareness and prevention education to students and staff.
 - a. For students, implementation will incorporate Board policy 6:60, *Curriculum Content*, which implements 105 ILCS 5/2-3.139 and 105 ILCS 5/27-7 (requiring education for students to develop a sound mind and a healthy body).
 - b. For staff, implementation will incorporate Board policy 5:100, *Staff Development Program*, and teacher's institutes under 105 ILCS 5/3-14.8 (requiring coverage of the warning signs of suicidal behavior).
2. Procedures for methods of suicide prevention with the goal of early identification and referral of students possibly at risk of suicide. Implementation will incorporate:
 - a. The training required by 105 ILCS 5/10-22.39 for licensed school personnel and administrators who work with students to identify the warning signs of suicidal behavior in youth along with appropriate intervention and referral techniques, including methods of prevention, procedures for early identification, and referral of students at risk of suicide; and
 - b. Ill. State Board of Education (ISBE)-recommended guidelines and educational materials for staff training and professional development, along with ISBE-recommended resources for students containing age-appropriate educational materials on youth suicide and awareness, if available pursuant to *Ann Marie's Law* on ISBE's website.
3. Methods of intervention, including procedures that address an emotional or mental health safety plan for use during the school day and at school-sponsored events for a student identified as being at increased risk of suicide including those students who: (A) suffer from a mental health disorder; (B) suffer from a substance abuse disorder; (C) engage in self-harm or have previously attempted suicide; (D) reside in an out-of-home placement; (E) are experiencing homelessness; (F) are lesbian, gay, bisexual, transgender, or questioning (LGBTQ); (G) are bereaved by suicide; or (H) have a medical condition or certain types of disabilities. Implementation will incorporate paragraph number 2, above, along with Board policies:
 - a. 6:65, *Student Social and Emotional Development*, implementing the goals and

benchmarks of the Ill. Learning Standards and 405 ILCS 49/15(b) (requiring student social and emotional development in the District's educational program);

- b. 6:120, *Education of Children with Disabilities*, implementing special education requirements for the District;
 - c. 6:140, *Education of Homeless Children*, implementing provision of District services to students who are homeless;
 - d. 6:270, *Guidance and Counseling Program*, implementing guidance and counseling program(s) for students, and 105 ILCS 5/10-22.24a and 22.24b, which allow a qualified guidance specialist or any licensed staff member to provide school counseling services;
 - e. 7:10, *Equal Educational Opportunities*, and its implementing administrative procedure and exhibit, implementing supports for equal educational opportunities for students who are LGBTQ;
 - f. 7:50, *School Admissions and Student Transfers To and From Non-District Schools*, implementing State law requirements related to students who are in foster care;
 - g. 7:250, *Student Support Services*, implementing the Children's Mental Health Act of 2003, 405 ILCS 49/ (requiring protocols for responding to students with social, emotional, or mental health issues that impact learning ability); and
 - h. State and/or federal resources that address emotional or mental health safety plans for students who are possibly at an increased risk for suicide, if available on the ISBE's website pursuant to *Ann Marie's Law*.
4. Methods of responding to a student or staff suicide or suicide attempt. Implementation of this requirement shall incorporate building-level Student Support Committee(s) established through Board policy 7:250, *Student Support Services*.
 5. Reporting procedures. Implementation of this requirement shall incorporate Board policy 6:270, *Guidance and Counseling Program*, and Board policy 7:250, *Student Support Services*, in addition to other State and/or federal resources that address reporting procedures.
 6. A process to incorporate ISBE-recommended resources on youth suicide awareness and prevention programs, including current contact information for such programs in the District's Suicide and Depression Awareness and Prevention Program.

Illinois Suicide Prevention Strategic Planning Committee

The Superintendent or designee shall attempt to develop a relationship between the District and the Illinois Suicide Prevention Strategic Planning Committee, the Illinois Suicide Prevention Coalition Alliance, and/or a community mental health agency. The purpose of the relationship is to discuss how to incorporate the goals and objectives of the Illinois Suicide Prevention Strategic Plan into the District's Suicide Prevention and Depression Awareness Program.

Monitoring

The Board will review and update this policy pursuant to *Ann Marie's Law* and Board policy 2:240, *Board Policy Development*.

Information to Staff, Parents/Guardians, and Students

The Superintendent shall inform each school district employee about this policy and ensure its posting on the District's website. The Superintendent or designee shall provide a copy of this policy to the parent or legal guardian of each student enrolled in the District. Student identification (ID) cards, the District's website, and student handbooks and planners will contain the support information as

required by State law.

Implementation

This policy shall be implemented in a manner consistent with State and federal laws, including the Student Confidential Reporting Act, 5 ILCS 860/, Children's Mental Health Act ~~of 2003~~, 405 ILCS 49/, Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/, and the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

The District, Board, and its staff are protected from liability by the Local Governmental and Governmental Employees Tort Immunity Act. Services provided pursuant to this policy: (1) do not replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in suicide prevention, assessments and counseling services, (2) are strictly limited to the available resources within the District, (3) do not extend beyond the school day and/or school-sponsored events, and (4) cannot guarantee or ensure the safety of a student or the student body.

LEGAL REF.:

42 U.S.C. § 1201 et seq. Individuals with Disabilities Education Act.

105 ILCS 5/2-3.166, 105 ILCS 5/2-3.139, 5/3-14.8, 5/10-20.76~~3 (final citation pending)~~, 5/10-20.81, 5/10-22.24a, 5/10-22.24b, 5/10-22.39, ~~5/10-20.75 (final citation pending)~~, 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b, 5/27-7. [PRESSPlus1](#)

5 ILCS 860/, Student Confidential Reporting Act.

405 ILCS 49/, Children's Mental Health Act ~~of 2003~~.

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

745 ILCS 10/, Local Governmental and Governmental Tort Immunity Act.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:120 (Education of Children with Disabilities), 6:270 (Guidance and Counseling Program), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

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 18 years who has been arrested or taken into custody.

State and federal law grants students, ~~and~~ parents/guardians, ~~and when applicable, the Ill. Dept. of Children and Family Services' Office of Education and Transition Services,~~ [PRESSPlus1](#) certain rights, including the right to inspect, copy, and/or challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to opt-out of the release of directory information regarding his or her child. The District will comply with State or federal law with regard to release of a student's school records, including, where applicable, without notice to, or the consent of, the student's parent/guardian or eligible student. Upon request, the District discloses school student records without parent consent to the official records custodian of another school in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law.

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

LEGAL REF.:

20 U.S.C. §1232g, Family Educational Rights and Privacy Act, ~~implemented by~~ 34 C.F.R. Part 99.

50 ILCS 205/7, Local Records Act.

105 ILCS 5/10-20.12b, 5/10-20.40, 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)

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 10/5(a), amended by P.A. 102-199. The Ill. School Student Records Act does not give Ill. Dept. of Children and Family Services representatives the right to challenge student records. 105 ILCS 10/7. **Issue 110, October 2022**

Recommend to approve as written. There was only a slight change to a legal reference. Exhibit 9

Big Hollow School District 38 \ SECTION 6 - INSTRUCTION \

Document Status: Draft Update

6:50 School Wellness

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

The Superintendent will ensure:

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

Goals for Nutrition Education and Nutrition Promotion

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

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

Goals for Physical Activity

The goals for addressing physical activity include the following:

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

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

Students will be offered and schools will promote nutritious food and beverage choices during the

school day that are consistent with Board policy 4:120, *Food Services* (requiring compliance with the nutrition standards specified in the U.S. Dept. of Agriculture's (USDA) *Smart Snacks* rules).

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

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

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

Exempted Fundraising Day (EFD) Requests

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

ISBE rules prohibit EFDs for grades 8 and below in participating schools.

Guidelines for Reimbursable School Meals

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

Unused Food Sharing Plan

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

1. Develop and support a food sharing plan (Plan) for unused food that is focused on needy students.
2. Implement the Plan throughout the District.
3. Ensure the Plan complies with the Richard B. Russell National School Lunch Act, as well as accompanying guidance from the U.S. Department of Agriculture on the Food Donation Program.
4. Ensure that any leftover food items are properly donated to combat potential food insecurity in the District's community. *Properly* means in accordance with all federal regulations and State and local health and sanitation codes.

Monitoring

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

- An assessment of the District's implementation of the policy
- The extent to which schools in the District are in compliance with the policy

- The extent to which the policy compares to model local school wellness policies
- A description of the progress made in attaining the goals of the policy
- How the District will make the results of the assessment available to the public
- Where the District will retain records of the assessment

The Board will monitor and adjust the policy pursuant to policy 2:240, *Board Policy Development*. As necessary, the Superintendent or designee will convene a Wellness Committee with at least one representative from each of the listed groups.

Community Involvement

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

Recordkeeping

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

LEGAL REF.:

Pub. L. 108-265, Sec. 204, Child Nutrition and WIC Reauthorization Act of 2004.

42 U.S.C. §1771 et seq., Child Nutrition Act of 1966.

42 U.S.C. §1751 et seq., National School Lunch Act.

42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010.

42 U.S.C. §1779, as implemented by 7 C.F.R. §§210.11 and 210.31.

50 ILCS 205/1, Local Records Act.

105 ILCS 5/2-3.139 and 5/2-3.189. [PRESSPlus1](#)

23 Ill.Admin.Code Part 305, Food Program.

ISBE's *School Wellness Policy* Goal, adopted Oct. 2007.

CROSS REF.: 2:140 (Communications To and From the Board), 2:150 (Committees), 2:240 (Board Policy Development), 4:120 (Food Services), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 7:260 (Exemption from Physical Education), 8:10 (Connection with the Community)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

December 2022 Employment Report

Approve the employment of Veronica Flary, Paraprofessional, effective January 5, 2023.

Approve leave of absence for Paulette Sassano, Transportation Driver, effective January 5, 2023.

Approve the employment of Sehr Durrani, Health Aide, effective January 9, 2023.

Approve the employment of Dawn Martin, Lunch Monitor, effective January 9, 2023.

Form: **New Hire Form** Name: **Janusz, Lenayn M.** Employee Type: **PRINCIPAL** Building Code: **PR**

BIG HOLLOW SCHOOL DISTRICT #38
New Hire Information Form

BACKGROUND

Name

Veronica Flary



ASSIGNMENT

CERTIFIED: Administrator: Teacher: If Teacher Please select ~ Gen Ed: SPED: ESL:

NON-CERTIFIED: Custodian: Food Service: Lunch Monitor:

Nurse: Paraprofessional: **Yes** Secretary: Substitute:

Technology: Transportation: Other:

Building: **Primary Grade/Area: 1**

Start Date: **January 5, 2023** BOE Approval Date: (To be completed by District Secretary after board approval)

* Board Approval is pending the completion of fingerprints, current physical, TB test, and all required paperwork

REFERENCES CONTACTED (list 2)

Name: **Casey Foster** Title: **supervisor**

Name: **Jenny Putzell** Title:

BA BA+15 MA MA+15 MA+30

Years Credited **3** Step **4**

BudgetCode

Total Years Experience **3** Salary/Hourly Rate **\$16.66** (may be adjusted if circumstances require)

Comments:

No bachelor's degree. To replace Vera Florov.

Technology:

User ID: (firstlast) Password: (employee will change upon first login)

To be completed by New Hire:

Signature of New Hire:

Date:

12/19/22, 9:56 AM

Big Hollow School District 38 Mail - Fwd: Taking a leave of absence.



Morley, Melissa <melissamorley@bighollow.us>

Fwd: Taking a leave of absence.

1 message

Truss, Jennifer <jennifertruss@bighollow.us>

Mon, Dec 19, 2022 at 9:44 AM

To: "Gold, Bob" <bobgold@bighollow.us>, "Morley, Melissa" <melissamorley@bighollow.us>

Good morning,

Paulette Sassano does not qualify for FMLA, but will be using Sick days to care for her mother beginning in January. We will treat this similar to a maternity leave.

Jen

----- Forwarded message -----

From: **Sassano, Paulette** <paulettesassano@bighollow.us>

Date: Thu, Dec 15, 2022 at 5:53 AM

Subject: Taking a leave of absence.

To: Truss, Jennifer <jennifertruss@bighollow.us>

Good morning. As of January 5th 2023, I would like to schedule a leave of absence. Mom mother is 83 years old and she has been diagnosed with non small cell cancer. As of right now she also had pneumonia in both lungs due to the bronchoscopy that was preformed on December 1st 2022. My mom treatments will be scheduled in January 2023. I've been juggling tests and Hospital stays for a couple weeks now, she will be living in my home so I can care for her full time. At this time I feel the need to be home with her full time. I'm hopeful and so are the doctors that we can help her through this and continue a good quality of life. I've been advised that treatment could possibly be 4 months. My Hope's is that she will recover and I can continue providing a transportation for my bus route 4 with the same pay scale. I would also like to us my sick days as pay for some of the leave of absence. I'm short on the benefits that would have truly been a godsend from the FLMA, but my mother's health will come first.

Thank you, Paulette Sassano.

Please forward to whom this will concern.

--

Jen Truss

Business Office Assistant

[Big Hollow School District #38](#)

26051 W. Nippersink Rd.

Ingleside, IL 60041

847-740-1490 ext. 5046

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BIG HOLLOW SCHOOL DISTRICT #38
New Hire Information Form

BACKGROUND

Name

Sehr Durrani



ASSIGNMENT

CERTIFIED: Administrator: Teacher: If Teacher Please select ~ Gen Ed: SPED: ESL:

NON-CERTIFIED: Custodian: Food Service: Lunch Monitor:

Nurse: Paraprofessional: Secretary: Substitute:

Technology: Transportation: Other: **Health Aide**

Building: **Elementary** Grade/Area: **2-4**

Start Date: **1/10/23** BOE Approval Date: (To be completed by District Secretary after board approval)

* Board Approval is pending the completion of fingerprints, current physical, TB test, and all required paperwork

REFERENCES CONTACTED (list 2)

Name: Title:

Name: Title:

BA BA+15 MA MA+15 MA+30

Years Credited Step

BudgetCode

Total Years Experience Salary/Hourly Rate **17.75** (may be adjusted if circumstances require)

Comments:

Technology:

User ID: (firstlast) Password: (employee will change upon first login)

To be completed by New Hire:

Signature of New Hire:

Date:

Form: **New Hire Form** Name: **Mullen, Rachel Ann** Employee Type: **ASST PRINCIPAL** Building Code: **PR**

BIG HOLLOW SCHOOL DISTRICT #38
New Hire Information Form

BACKGROUND

Name

Dawn Martin



ASSIGNMENT

CERTIFIED: Administrator: Teacher: If Teacher Please select ~ Gen Ed: SPED: ESL:

NON-CERTIFIED: Custodian: Food Service: Lunch Monitor: **Yes**

Nurse: Paraprofessional: Secretary: Substitute:

Technology: Transportation: Other:

Building: **Primary Grade/Area: PK-1**

Start Date: **1/10/23** BOE Approval Date: (To be completed by District Secretary after board approval)

* Board Approval is pending the completion of fingerprints, current physical, TB test, and all required paperwork

REFERENCES CONTACTED (list 2)

Name: **Gina Perna** Title: **Teacher**

Name: **Lori Sherman** Title: **Teacher**

BA BA+15 MA MA+15 MA+30

Years Credited **10** Step **11**

BudgetCode

Total Years Experience **16** Salary/Hourly Rate **14.86** (may be adjusted if circumstances require)

Comments:

Technology:

User ID: (firstlast) Password: (employee will change upon first login)

To be completed by New Hire:

Signature of New Hire:

Date:

1/5/23, 10:36 AM

Big Hollow School District 38 Mail - Fwd: FOIA - School Board Member Information



Morley, Melissa <melissamorley@bighollow.us>

Fwd: FOIA - School Board Member Information

1 message

Morley, Melissa <melissamorley@bighollow.us>
To: Bob Gold <bobgold@bighollow.us>

Wed, Dec 14, 2022 at 12:15 PM

----- Forwarded message -----

From: **Morley, Melissa** <melissamorley@bighollow.us>
Date: Wed, Dec 14, 2022 at 8:16 AM
Subject: FOIA - School Board Member Information
To: <news@news.locallabs.com>

Attached is the information you requested in your FOIA to Mr. Gold, Superintendent Big Hollow SD38, on Wednesday, December 14 2022

--

Melissa Morley
District Secretary
Superintendent's Office
Big Hollow District #38

847-740-1490 x 5015

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--

Melissa Morley
District Secretary
Superintendent's Office
Big Hollow District #38

847-740-1490 x 5015

12/14/22, 8:16 AM

Big Hollow School District 38 Mail - Fwd: FOIA - School Board Member Information



Morley, Melissa <melissamorley@bighollow.us>

Fwd: FOIA - School Board Member Information

1 message

Gold, Bob <bobgold@bighollow.us>
To: Melissa Morley <melissamorley@bighollow.us>

Wed, Dec 14, 2022 at 7:20 AM

Can you handle this FOIA request?

Bob Gold
Superintendent
Big Hollow School District 38

847-740-1490 x5402 (office)
309-645-9237 (cell)

@bobgold_supt(Twitter)

Our Mission: To educate, empower, and engage all learners

Our Vision: One District - One Community: Growing confident, creative, and conscientious learners

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----- Forwarded message -----

From: **Vince Espi** <news@news.locallabs.com>
Date: Wed, Dec 14, 2022 at 7:10 AM
Subject: FOIA - School Board Member Information
To: <bobgold@bighollow.us>

Hello,

I am writing to you on behalf of LocalLabs which is the publisher of Prairie State Wire, an online publication that reports on and informs the Illinois public about local government activities.

We are requesting electronic records (preferably non-PDF where applicable) of the following data points for all current school board members:

- Full name (First, middle, last)
- Date of Birth
- Home address
- First day of service
- Was this board member appointed or elected

The purpose of the request is to access and disseminate information as a matter of public interest and is not for the principal purpose of personal or commercial benefit. I qualify as media under the definition in Section 2 (c-10) ("Commercial purpose"), Section 2 (f) ("News media"), Section 2 (g) ("Recurrent requester"), and Section 2 (h) ("Voluminous request") of the Freedom of Information Act, for the purposes of being exempt to the provisions of Section 3.1 (Requests for commercial purposes), Section 3.2 (Recurrent requesters), Section 3.6 (Voluminous requests), and Section 6 (Authority to charge fees). Therefore, I request you furnish any responsive documents and items without charge.

12/14/22, 8:16 AM

Big Hollow School District 38 Mail - Fwd: FOIA - School Board Member Information

Thanks,

Vince Espi

Local Labs

Board of Education Administrator Report Monday, January 9, 2023

1. Good Things Happening for Kids:

Monster Project - Collaboration with Grant High School Fashion/Sewing classes and PreK - P
 1st grade Showcase preparations are underway! January 18 - P
Golden Spatula Award Incentive/Recognition for PBIS Behavior Expectations in lunch room - E
 Semester long Starbursts selected, yard signs distributed and students recognized. They will begin recognizing positive student behavior by giving Starbucks to students on the bus. - E
 PBIS expectations review - P
 Primary Winter STARbucks- P
 Monthly PBIS classroom celebrations- P
 Students earning STARbucks for following school expectations - P, E
 Students earning PBIS Rewards points for following school expectations - M
 Students redeeming PBIS Rewards points for prizes from school store - M
 Birthday books given to all students - P, E
 Student Birthday lunch & gifts - E
 After School Enrichment Classes - P, E
 Arts & Crafts - P (1st & Kindergarten)
 Seasonal Arts & Crafts - P (for Kindergarten)
 Seasonal Arts & Crafts - P (for 1st grade)
 Let's Play - P (for Kindergarten)
 Let's Play - P (for 1st grade)
 After School Fun - P
 Computer class - P
 Walking Club-E
 Chess Club-E
 Good News Club-P, E
 Upcoming Clubs: *Want to Make a Movie-E, M*
 You won't be "board" Game Club-E
 Winter Sports seasons continuing: 6th Girls' Basketball, Wrestling and Volleyball - M
 Clubs meeting:
 Warrior News - M
 Mad Science Club - M
 Table-top Game Club - M
 Chess Club - M
 Running Club - M
 Variety Show auditions & rehearsals - M
 Discussion about a trip abroad for students in 23/24 - M
 Alcohol prevention communication campaign in planning stages w/Lake County - M
 Student survey to be administered re: building climate - M

2. Good Things Happening for Staff:

MTSS data review - winter - P, E
 Creating a list of culturally responsive teaching strategies- P
 Math & ELA Observation Walkthroughs to collect data for determining needed Professional Development - P, E, M
 Diversity, Equity, Belonging committees - P, E, M
 Unpack your Impact book study - P
 Formal and Informal observations - P, E, M
 Community Outreach Committee - P, E
 Planning for Black History Month
 Professional Development in Workshop Model, Balanced Literacy for ELA from ROE - M
 Math Department ongoing book study - M
 1st grade - Writing Book study- Getting Started with Beginning Writers- P
 Districtwide Wellness Activities- “Catching the Wellness Wave”- P, E, M

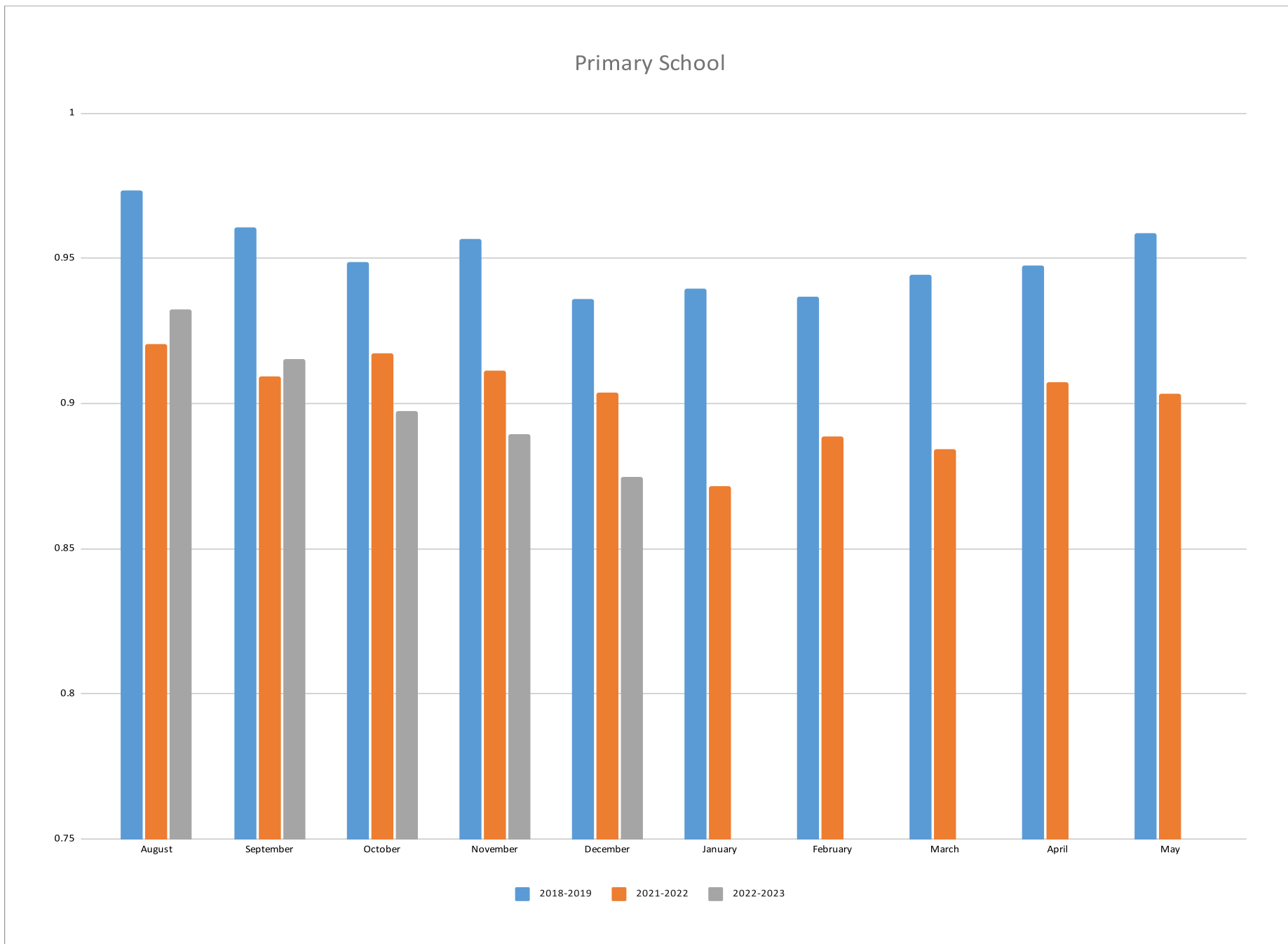
3. General Information to Share:

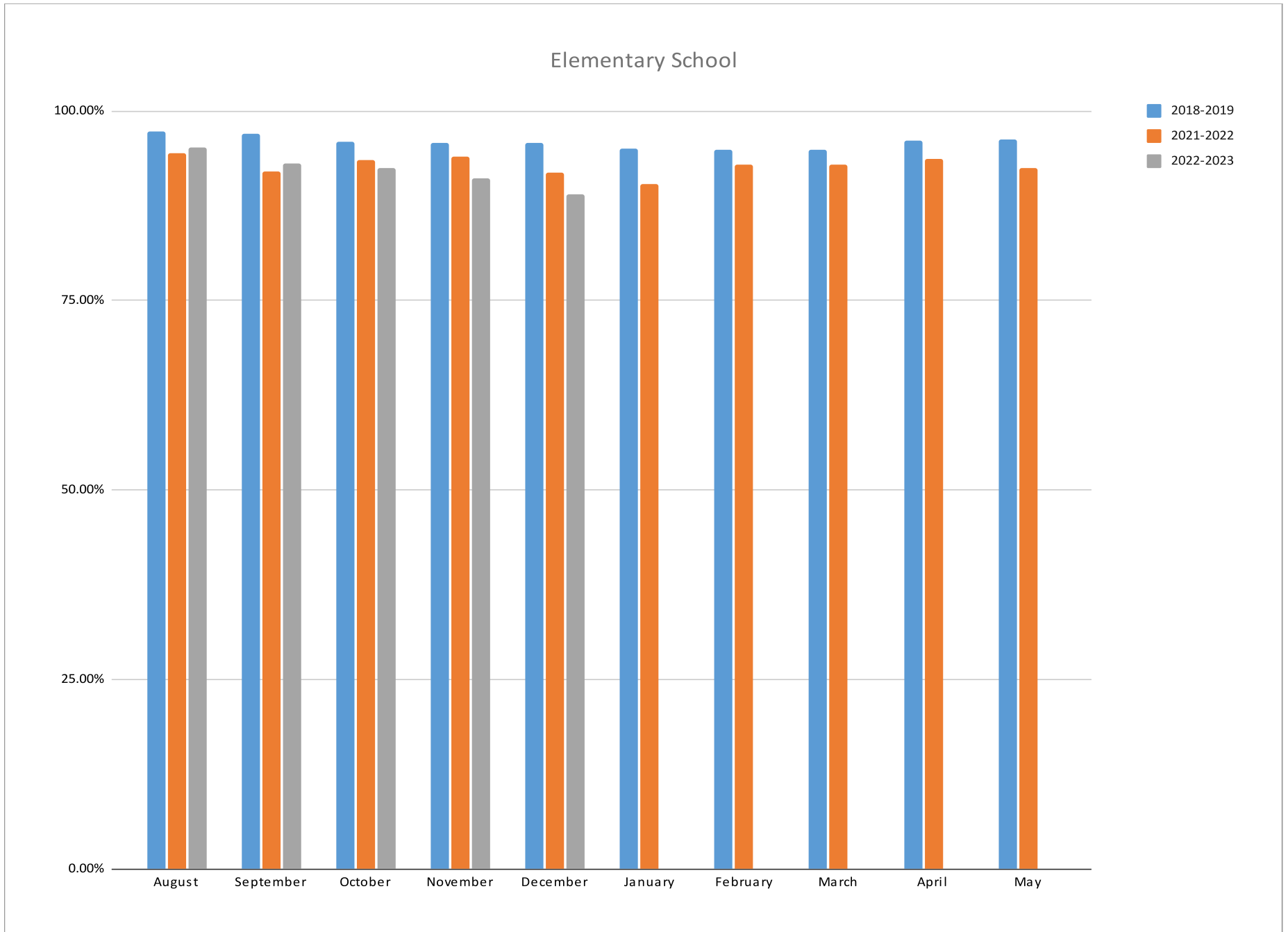
Hearing and Vision Screening - P, E, M
 SMILE dentist visits - P, E, M
 IAR review of Math and ELA data by teams - P, E, M
 Rotary Club Winter Party - P, E
 Shop with a Sheriff/Ray Chevrolet Winter Party - P, E, M
 Picture Retake Day - 12/12 - P, E, M

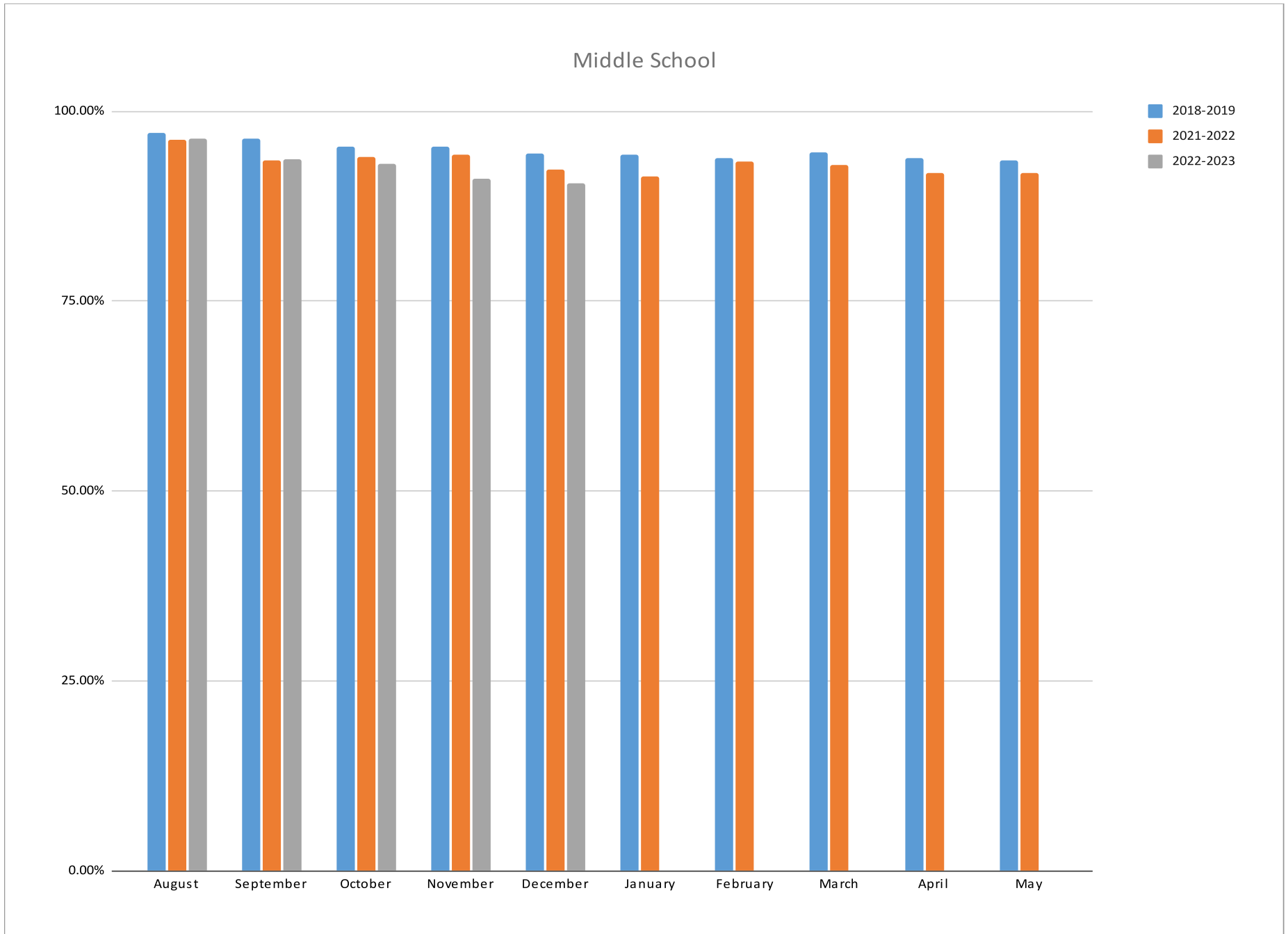
Monday, December 12, 2022

1. Good Things Happening for Kids:

Golden Spatula Award Incentive/Recognition for PBIS Behavior Expectations in lunch room - E
 Semester long Starbursts selected, yard signs distributed and students recognized. They will begin recognizing positive student behavior by giving Starbucks to students on the bus. - E
 Students earning STARbucks for following school expectations - P, E
 Hearing & Vision Screening - November 16 - P
 Stack-a-palooza - November 17 - P, E
 Step It UP Day of Awesomeness -November 21 & 22 - P, E, M
 Birthday books given to all students - P, E
 Student Birthday lunch & gifts - E
 After School Enrichment Classes - P, E
 Arts & Crafts - P
 Story Hour with Craft - P
 Winter Crafts - P
 Let’s Play after school club - P
 Walking Club-E
 Chess Club-E
 Good News Club-P, E
 Upcoming Clubs: *Want to Make a Movie*-E, M
 You won’t be “board” Game Club-E
 Using PBIS Rewards digital program to acknowledge student behavior - M







PLC MEETING AGENDA / ACTION RECORD

Team: Administration Date: December 14, 2022 Time: Noon

<u>Team Members Present</u>	<u>Norm</u> Take an inquiry stance Assume positive intentions Stick to protocol (task at hand) Be here now Ground statements in evidence Start and end on time Adhere to team decisions
Roles: Facilitator (be sure to review norms- 5 mins): Bob Recorder: Michelle Time Keeper: Christine Normkeeper: Erin	

Time allocations:	Purpose / Goal(s) for this meeting: <ul style="list-style-type: none"> ● Opening– Christine (10 min) ● Follow-up from recent Board meeting (10 min) ● Follow-up from recent meeting with union leadership (5 min) ● Policy and Administrative Procedure update (10 min) <ul style="list-style-type: none"> ○ Review the following AP’s <ul style="list-style-type: none"> ▪ 3:60 AP ▪ 3:70 AP ▪ 4:170 AP ● Review and discuss needs ● Review upcoming District meeting agendas <ul style="list-style-type: none"> ○ CAC January 23rd agenda draft ○ DLT January 17th agenda draft ○ AAPAC- January 12th agenda draft ● SRO discussion ● Discussion on professional hours ● ROE Educator of the Year ceremony <ul style="list-style-type: none"> ○ Wednesday, May 10, 2023 ○ Establish district committee review applicants ○ Discuss nomination process ● Maintenance/Facilities update <ul style="list-style-type: none"> ○ Maintenance list
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	<ul style="list-style-type: none"> o Cleaning procedural changes o Use of daytime custodial staff ● Emergency Dismissal Procedures <ul style="list-style-type: none"> o Website review ● Dinner at the Gold's on December 19th at 4:15 p.m. ● Discussion on pending vacancies (5 min)

Discussions / Decision Summary:

What follow-up is needed based on the information shared at this meeting?

<u>Action Steps:</u> -	<u>Person Responsible:</u> -
<u>Agenda for Next Meeting:</u> -	<u>Data to collect and bring to next meeting:</u> -
<u>Reflection of Norms</u> -	<u>Date/Time of next meeting:</u> -