



J. Sterling Morton High School District 201

District Office, 5801 West Cermak Road, Cicero, Illinois 60804

Open Session Regular Meeting

Wednesday, August 12, 2020

4:30 PM

AGENDA

Pursuant to Governor Pritzker's Executive Order 2020-47, all members of the public wishing to listen to the Board Meeting may dial: 1-978-990-5073, when prompted, please dial access code: 3365050#.

Members of the public who wish to address the Board during Public Comment may do so by submitting comments via email to BOE@jstmorton.org.

Public comments will be accepted on August 12, 2020 between the hours of 3:00- 5:00 p.m.

Please include the topic in the subject line of the email message, and the submitter must, per Board policy 2:230, identify oneself by name and address.

Anonymous messages will not be acknowledged.

Thank you for your understanding and flexibility as we implement these temporary procedures to keep everyone healthy and safe.

1. CALL TO ORDER: 4:30 p.m.
2. ROLL CALL
3. MOTION TO ADJOURN TO CLOSED SESSION
4. CLOSED SESSION AGENDA
 1. Student disciplinary cases. 5 ILCS 120/2(c)(9)
 2. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1)
 3. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11)
 4. Collective negotiating matters between the public body and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2)
5. MOTION TO ADJOURN FROM CLOSED SESSION AND RECONVENE TO OPEN SESSION 5:30 P.M.
6. ROLL CALL
7. PLEDGE TO THE FLAG
8. INSTALLATION OF NEW STUDENT BOARD MEMBERS
 1. Morton East: Jennifer Villagomez
 2. Morton West: Anthony Sanchez
9. REPORTS
 1. Superintendent's Committee Reports:
 2. Student Board Member's Reports:

3. Superintendent's Report: Dr. Timothy Truesdale
4. Associate Superintendent of Educational Program's Report: Dr. Joshua McMahon
5. Chief Financial Officer/Treasurer's Report:
6. Executive Director of Human Resources and Truant Officer's Report: Kathleen Kelly Colgan
7. Principals' Reports:
 1. Dr. Erin Kelly - Alternative School
 2. Jose Gamboa - East Campus
 3. Wendy Mullen - Freshman Center
 4. Kristy Cavanaugh - West Campus
10. AUDIENCE COMMENTS ON ACTION ITEMS ONLY
11. ACTION ITEMS - CONSENT AGENDA
 1. Approval of Minutes
 1. Closed Session
 1. Regular Meeting: July 8, 2020
 2. Open Session
 1. Regular Meeting: July 8, 2020
 2. Approval of Payroll
 1. Education: \$1,378,467.79
 2. Building: \$714,251.30
 3. Transportation: \$1,650.52
 3. Approval of Bills for Payment
 1. July 9, 2020: \$54,367.29
 2. August 13, 2020a: \$347,633.82
 3. August 13, 2020b: \$5,056,909.95
 4. Approval of Student Discipline
 1. Expulsion(s)
 5. Approval of Personnel
 1. Personnel Report
 6. Approval of Board Travel and/or Expense Reimbursement in Accordance with Board Policy 2:125
 7. Approval of Staff Travel and/or Expense Reimbursement in Accordance with Board Policy 2:125
 8. Approval of Student Travel
 9. Approval of Facility Requests
 1. City of Berwyn/Berwyn Public Library
 10. Approval of Contracts (Pending Final Legal Review and Negotiation [if necessary])
 1. The American Institutes for Research
 2. Athletic Trainer Services
 3. Renewal of Employee Medical Insurance Plan
 4. Renewal of Employee Dental Insurance Plan
 5. Renewal of Employee Basic and Voluntary Life/Accidental Death and Dismemberment Insurance Plan
 6. Renewal of Employee Long Term Disability Insurance Plan
 11. Approval to Bid or Quote
 12. Approval of Bid Results
 13. Approval to Accept Donations/Grants
 14. Approval to Dispose of District Property
 15. Approval of West 40 ALOP Intergovernmental Agreement 2020-2021
 16. Approval to Modify the 2020-2021 School Calendar
 17. Approval to Purchase, Renew, Adopt or Lease of Textbooks
 1. AP Biology
 2. AP Physics
 3. AP Chemistry
 18. Approval of West 40 Regional Safe Schools Program Intergovernmental Agreement 2020-2021

12. ACTION ITEM(S):
 1. Approval of Ratified MCU One (1)-Year Successor CBA Agreement to the Previous CBA that Expired on June 30, 2020
 2. Approval to Hire Chief Financial Officer/CSBO
13. OLD BUSINESS
14. AUDIENCE COMMENTS
15. BOARD MEMBER COMMENTS
16. DISCUSSION
 1. First Reading BOE Policy 2:265 Title IX Sexual Harassment Grievance Procedure
 2. First Reading BOE Policy 2:260 Uniform Grievance Procedure
17. CORRESPONDENCE
18. INFORMATIONAL ITEMS
 1. The next regular Board of Education Meeting will take place at Morton District Office on Wednesday, September 9, 2020 starting at 4:30 p.m. and going directly into Closed Session. Open Session will begin at approximately 5:30 p.m.
19. ADJOURNMENT

"I, (name of member or successful candidate), do solemnly swear (or affirm) that I will faithfully discharge the duties of the office of member of the Board of Education (or Board of School Directors) of (name of school district), in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

"I further swear (or affirm) that:

"I shall respect taxpayer interests by serving as a faithful protector of the school district's assets;

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

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

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

"As part of the Board of Education (or Board of School Directors, as the case may be), I shall accept the responsibility for my role in the equitable and quality education of every student in the school district;

"I shall foster with the board extensive participation of the community, formulate goals, define outcomes, and set the course for (name of school district);

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

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

"I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for (name of school district); and

"I shall strive to work together with the district superintendent to lead the school district toward fulfilling the vision the board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development."



Return to Instruction Plan

(Information current as of
July 31st and subject to
change)

J. Sterling Morton High School District 201

Background

- The District implemented Remote Learning April 6th until May 21st in response to Governor Pritzker's stay-at-home order
- School districts received return to school guidance from Illinois State Board of Education and Illinois Department of Public Health on June 23

Rules for Health and Safety in the Buildings

- Face coverings
- Temperature and symptom checks
- No more than 50 people in any designated space
- Social Distancing ***as much as possible***
- No use of hallway lockers or shared items
- No use of locker rooms (PE)

Additional Health and Safety Measures

- Masks (and face shields, only where appropriate)
- Temperature and symptom screening for all visitors
 - Visitors highly restricted and by appointment
- Plexiglass Dividers
- Cleaning Supplies
- Hand Sanitizer
- Social Distancing measures
 - floor markings, no-cash meal payments, etc.
- Signage throughout buildings
 - hand washing, social distancing, PPE, etc.

Phase 4 Instructional Delivery Options

Full Remote Learning

Ancillary services may be a hybrid of remote and on site (social services, IEP or 504 services, etc.)

Grab and go meals

Half Day with 50% Occupancy (Hybrid)

Some students may require remote learning

Ancillary services may be a hybrid of remote and on site (social services, IEP or 504 services, etc.)

Grab and go meals

Shortened Day w/ Full Occupancy

A small number of students may continue to require remote learning

Ancillary services are primarily provided on site

Meals may be served on site, as well as grab and go

Full Remote Learning

- All classes meet daily at scheduled times
- Extended break midday for:
 - Meal pickup
 - Teacher office hours
 - Student break time and work time
- Attendance at online class sessions in real time is mandatory
 - In-person services may be provided to students with IEPs, 504 plans, English learners, or other students
- School buildings open with access to large spaces for students who need it
 - Access to wifi in a safe and quiet space to learn
 - IDPH health and safety requirements will be strictly enforced

Full Remote Learning Schedule

	Daily
7:55 - 8:45	Zero Period
8:50 - 9:40	Period 1
9:45 - 10:35	Period 2
10:40 - 11:30	Period 3
11:35 - 12:30	Teacher Office Hours Meal Pickup Break/Work Time
12:30 - 1:20	Period 4
1:25 - 2:15	Period 5
2:20 - 3:10	Period 6

Hybrid Schedule (when safe to return)

- Divide students alphabetically
 - No more than 50% of students attend in person at a time
 - Silver group attends in person in the morning
 - Maroon group attends in person in the afternoon
- Attendance at online and in-person class sessions in real time is mandatory
 - Exceptions to in-person attendance may be necessary for some students
 - Students who continue to attend fully remotely will remain with their teachers of record
- Avoid group sizes that exceed IDPH guidelines for PE, meals
 - Meals remain grab and go
 - PE will continue to restrict locker room use
- Students see all of their teachers as much as possible
- Ensure opportunities for most effective learning activities
 - labs, projects, simulations, vocational activities, etc.

Hybrid Schedule- 50% Occupancy with AM and PM Shifts

	Monday	Tuesday	Wednesday	Thursday	Friday
7:00 - 7:50	Zero Period				
7:55 - 8:45	Period 1- Silver	Period 4- Silver	Period 1- Silver	Period 4- Silver	Period 1- Silver
8:50 - 9:40	Period 2- Silver	Period 5- Silver	Period 2- Silver	Period 5- Silver	Period 2- Silver
9:45 - 10:35	Period 3- Silver	Period 6- Silver	Period 3- Silver	Period 6- Silver	Period 3- Silver
10:40 - 11:10	Extra Help AM				
11:10 - 12:05	Clean/Transition	Clean/Transition	Clean/Transition	Clean/Transition	Clean/Transition
12:05 - 12:35	Extra Help PM				
12:40 - 1:30	Period 4- Maroon	Period 1- Maroon	Period 4- Maroon	Period 1- Maroon	Period 4- Maroon
1:35 - 2:25	Period 5- Maroon	Period 2- Maroon	Period 5- Maroon	Period 2- Maroon	Period 5- Maroon
2:30 - 3:20	Period 6- Maroon	Period 3- Maroon	Period 6- Maroon	Period 3- Maroon	Period 6- Maroon

Physical Education

- Due to the guidance limitations we generally cannot currently:
 - Change clothes
 - Use locker rooms
 - Use shared equipment
 - Gather in groups of 50 or more
 - Engage in activities with close contact (i.e. guarding an opponent)
- The PE department is developing a plan for all activities that can be implemented safely under these restrictions

Student Expectations During Remote Learning

- Students will attend classes remotely in real time when not attending in person
 - Teachers will use Microsoft Teams for students to participate remotely
 - Students will be marked present or absent during remote class periods
- During class periods students may:
 - view live instruction
 - engage in class chatrooms or “breakout rooms”
 - work on course projects and assignments

Student Expectations, continued

- **General**

- Know each teacher's student support times to know when extra help is available
- When not in class, communicate to teachers any questions using the teacher's designated platform (Teams, Outlook, etc.); please allow a response window until end of next school day
- Complete/submit assignments by assigned due date
- Produce, submit high quality original work
- Be respectful to yourself, teachers, and peers
- Check grades in Skyward to monitor progress
- Complete all assessments and assignments
- Understand all Parent and Student Handbook guidelines remain in effect

- **During Class Sessions**

- Log in on time to class sessions
- Mute audio when not speaking
- Keep the camera on at all times during class sessions unless directed by the teacher
- Know teachers' expectations class sessions
- Ask questions for clarification
- Talk one at a time and be an effective listener
- Only post appropriate comments in the chat
- Use respectful language and appropriate behavior at all times
- Participate only in assigned sessions

Meals

Continue Grab and Go meals

- Students pick up meals mid-day (Remote model)
- Students pick up meals upon departure each day (Hybrid model)
- Breakfast and lunch (meals are made to be heated at home)
 - A daily meal option for students with dietary restrictions will be available
- Schools will communicate additional meal pickup sites throughout the community

What Happens When Someone Gets Sick

- Follow IDPH and CCDPH and follow current guidance
- Nurses Offices and Isolation Rooms
- Cleaning and Sterilization of Spaces
- Contact Tracing of People in Close Proximity Within 6 feet for more than 15 minutes
- Implement current IDPH guidelines for self-isolation and quarantine
- Our model allows us to move from one mode of instruction to another seamlessly, when necessary

Sports and Activities

- IHSA has designated only cross country, swimming/diving, tennis and golf to play this fall
- Guidelines for safe implementation of fine arts (band, theater, etc.) and clubs are under review

First Semester Calendar Modifications

- First Day of School for Students August 19th
 - August 17th and 18th are additional planning days to prepare for reopening
 - August 19th - 21st students attend in person for one half day in small groups on staggered schedules to meet teachers and ensure laptops and access to teachers' online platforms are ready for remote learning
- Additional planning days will be scheduled during first semester
 - ISBE approved up to five additional planning days for this year's school calendar
- There will be no late start days until further notice
- Half day institute days will have no in-person student attendance
 - half day of remote learning and half day SIP time
- November 3rd has been declared a state holiday
- Final exam schedule is subject to change

Looking Ahead

- Guidance Will Likely Change Moving Forward
- The district will review data and health requirements every two weeks
- This schedule is subject to change over the next month
- This schedule will likely change during the year
 - The goal is to move back to full in-person learning for all students as soon as possible, safely
 - It's possible that the District may have to switch between modes of delivery if Illinois were to fluctuate between Phase 3 and Phase 4

Assistant Superintendent Report

August 13, 2020



Agenda

- Summer Program Overview
- Summer Professional Development
- Professional Development Overview



Summer Bridge

- Morton West
 - Enrollment at the start of each session –
 - June – 120 students
 - July - 95 students
 - Credit Earned – students that successfully completed the 17-day program.
 - June – 98 students (82%)
 - July – 57 students (60%)



Summer Bridge

- Morton Freshman Center
 - Enrollment at the start of each session –
 - June – 111 students
 - July - 111 students
 - Credit Earned – students that successfully completed the 17-day program.
 - June – 73 students (66%)
 - July – 68 students (61%)



Summer School

- 1,337 total students received credit this summer
 - 815 were from traditional credit courses
 - 419 were from the incomplete lab
 - 103 were from the E* Lab
- ABC rate of 85% for students that received credit during traditional courses
 - A= 351 (43% of students)
 - B = 185 (23% of students)
 - C = 154 (19% of students)

267 total students completed the Drivers Education Bookwork program



Summer Learning Challenge

- 362 Students registered
- Over 6,000 activities completed
- Weekly Top 10 Videos
 - <https://youtu.be/5CZTxYvssKk>

Grade	#
09	49
10	64
11	62
12	56
Total	231



Summer Professional Development

Designing Quality Instruction through Technology – 55 participants

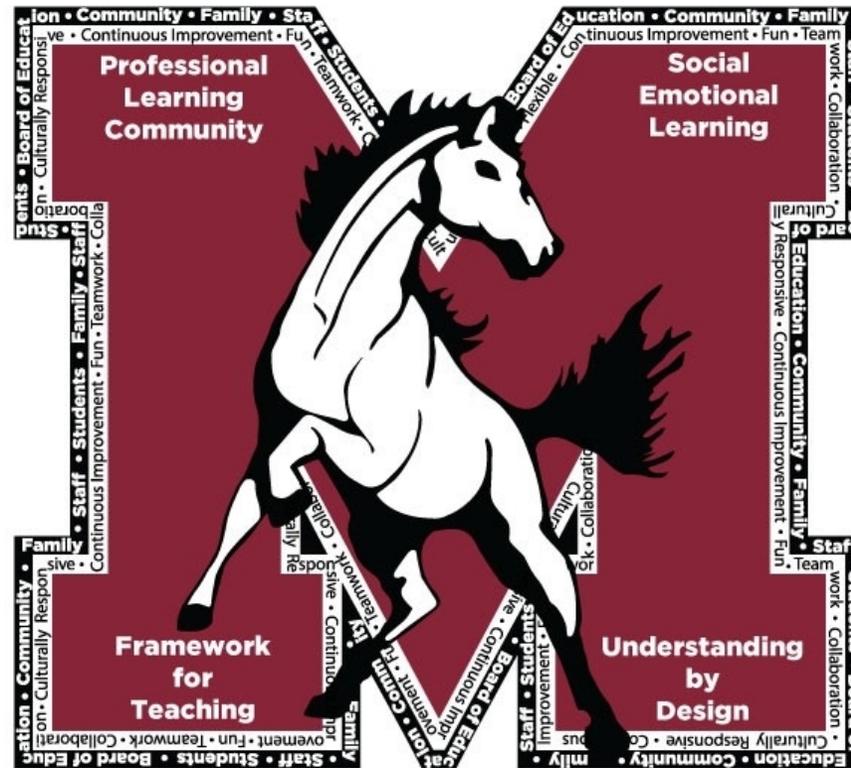
Building Community with Students using Library Resources – 56 participants

AP Training – 4 participants

Understanding by Design Curriculum Professional Development – 186 participants



Professional Development Plan





TO: Dr. Timothy Truesdale and the J Sterling Morton Board of Education

FROM: Dr. Joshua McMahon

DATE: August 13, 2020

SUBJECT: Learning Support Services Directors Update Reports

Please find below a summary of the past month's professional development, curriculum design, and personnel updates for each of the Learning Support Services disciplines.

Career/Technology Education (CTE) – Eric Mastey, Director

Morton Industrial Technology:

The Morton Industrial Technology courses utilized this summer to navigate the transition from in person learning to virtual learning. This transition required teachers to redesign and rethink access to materials and components that best simulate hands on learning while away from the classroom. Courses that have redesigned curriculum include Engineering: Introduction to Engineering, Automotive, and Welding. Our new Morton West course Beginning Welding with Mr. James Nolan, offers dual credit opportunities via Morton College. Students who continue along this path will have an opportunity for AWS certification as well.

Morton Family Consumer Science:

The Morton Family and Consumer Science courses also utilized the summer as an opportunity to advance their curriculum beyond in person instruction. The group was able to adjust pacing and hands on learning so that students would have an opportunity to work at home while meeting the work based learning model that would have been the case during live in person instruction. Summer School Culinary Arts modeled virtual instruction and was able to display student work using both social media and the Microsoft Teams platform.

Morton Business and Informational Technology:

The Morton Business and Informational Technology courses maintained a heavy focus around certifications and virtual testing and practice modules. Our certification partner has agreed to extend the certification opportunities from the 19/20 school year until the end of October for students and will also be offering From Home Proctoring as well. Teachers now can proctor student certification exams during the virtual learning period. Additionally, Morton Entrepreneurship and Marketing teachers have begun integrating a simulation based software program in Sports Entertainment. This new addition will allow students to simulate the Sports and Entertainment industry while teachers track progress via an Internet based platform.

Morton Certifications:

While the 19/20 school year in person instruction was changed dramatically, we are proud to announce that ahead of March 1, 2020 we had over 395 students earn a certification. The number of students earning a Microsoft Office Specialist Certification was 224 and the number of students earning an Adobe Specialist Certification was 171. We are looking forward to the extension of certification opportunities beyond the



start of the 20/21 school year as most of the curriculum within our courses had students sitting for a certification exam after March of 2020.

Special Education – Ramona Stavros, Director

- Extended School Year was a success this past June. Over one hundred students participated virtually.
- Plans have been made to continue the successful instruction for our students to continue to participate virtually beginning in August.
- Many ASI students were able to get on Zoom this past spring. They did their work at home and shared their crafting. They LOVED seeing classmates!! Each student got to share a "joke of the day" and they learned how to Kahoot using flash cards to answer!!
- Our summer learning challenge for our ASI and FSI students was met with success. Challenges were a fun surprise, and prizes were awarded.

Physical Education, Health, Drivers Education – Joe Collins, Director

- Drivers Education is proud to have had over 300 students participate and successfully complete online drivers education bookwork. These students now have their driving permits and are one step closer to receiving their drivers license. Along with drivers education bookwork, Morton has been able to successfully participate in drivers education behind the wheel driving. With safety being a high priority and following state guidelines students were able to complete their required 6 hours of driving with an instructor.
- The PE and Health department had volunteers over the summer work to plan and organize course adjustments for the upcoming school year. It is guaranteed that PE will not look like it normally looks this year but students will have a great opportunity to improve their physical and cognitive well being.
- Freshman PE students at the Freshman Center and Morton West will be receiving Polar A370 heart rate monitor watches to help guide them in at home physical activity. Students will be able to track their daily activity and have a focus on how hard they are working during a workout. The data is seamlessly shared between the teacher and the student.
- We would like to welcome new members to the PE and Health department team!

Mike McGlennon: Morton West Freshman Health

Megan Gary: Freshman Center Health/Physical Education

English Language Arts and Media Services – James Monaco, Director

- During the months of June and July, the Morton Librarians team hosted two virtual book clubs called the Morton Page Turners. Over fifty (50) teachers across the contents participated in each session reading *Stamped: Racism, Antiracism, and You* and *Dear Evan Hansen*. Teachers were so impressed with the discussion and resources that they have requested to continue this venture throughout the upcoming school year!
- Our continued collaboration with the Social Science department allowed the English Department to offer a one-month AP Seminar during the month of June. Students at both East and West enrolled in



this credit-bearing enrichment program to get a head start on the AP curriculum in both AP English Language and Composition and AP U.S. History (APUSH). In collaboration with NEIU, students partnered with local artists to create images depicting social justice and equity.

- Morton Freshman Center and Morton West successfully completed two rounds of the Summer Bridge Program. To engage students in this ever-changing world, the English Department provided a novel, Jason Reynold's *For Every One*, for each student. In addition, students had access to Achieve3000 and Membean in order to build literacy skills.
- On July 9, 2020, the Morton Librarians hosted a two-hour virtual professional development called *Community Building Resources and Ideas*. With 56 participants, the librarians were able to jumpstart collaborative efforts and partnerships so that teachers felt equipped with ways to build their virtual communities once school resumes in August.
- The English Department is proud of the many posts students have completed over the past seven weeks during the Morton Summer Challenge. Students were engaged in reciting poetry, scanning advertisements for rhetorical devices, and using art as a form of effective communication. We are looking forward to next summer and all the new challenges that await!

English Learners (EL)/Modern Languages – Melody Becker, Director

- The department participated in a four-part webinar series this summer to aid their planning for curriculum development, flexible and response lesson design and attention to social emotional learning. This series was a continuation of the Understanding by Design Learning Network that was supported by Olivia Mulcahy at the Illinois Resource Center. The goal was to make our planning transparent to ourselves and to our students. One strategy we practices was implementing Hyperdocs. This will make learning accessible for students in all learning environments, especially in a remote learning platform.
- *Academia Bilingüe* was a great success! This year we increased opportunities for students by adding an additional option, STEM, to our Arts option. We also closely collaborated with Northeastern Illinois University (NEIU) to provide college tutors and additional arts integration. Through this unique experience, the students developed their academic Spanish skills. Students were left wishing that they had more time for summer enrichment.
- Students participated in a variety of AP boot camps this year. The virtual setting allowed for a wider selection and participation in the boot camps. The purpose of the boot camps are to introduce to the components of the AP exam and were able to become familiar with the AP themes. Students had the opportunity to prepare in AP Spanish Language and Culture, AP Spanish Literature and Culture, AP Chinese Language and Culture, Pre-AP Chinse and Pre-AP French.
- Stefano Crancich, Liz Mendoza, and Erika Zacarias were invited to serve as readers for AP exams. After an unusual testing season, they spent one week scoring hundreds of student samples after an intense training. They will be able to share their experiences with their teams to build even more capacity for student success!

Science – Anne Semenske, Director

- Nineteen students earned credit in the Sumer Garden Program with Freshman Center Biology Teacher, Kevin O'Toole. In the beginning of the summer students interacted remotely through Microsoft Teams to identify species and map out the garden. During Phase 4, students practiced social distancing and safely worked in the garden.



- Biology, Chemistry, Earth Science, Astronomy and Physics curriculum teams continued to update and strengthen curriculum by revising assessments, making labs more inquiry based, and focusing on strategies that would help students to be successful in a remote learning environment. AP Physics, AP Biology and AP Chemistry curriculum teams met to revise and refine common assessments and labs to be in alignment with the new College Board curriculum maps.
- AP Boot Camps were offered for four science AP classes in the month of June. Session met remotely. The AP Chemistry sessions was taught by Rob Anderson and Janin Huerta, the AP Biology sessions were taught by Scott Katzberger, the AP Environmental Science session was taught by Georgia MacDougal, and the AP Physics 1 session was taught by Rob Anderson.
- Scott Katzberger attended the Biology AP Summer Institute at Plainfield HSD 202 and remotely collaborated to build a professional learning network with teachers from other schools.

Mathematics - Mary O'Sullivan, Director

- Teams of teachers are working on aligning the Integrated Curriculum to incorporate the new Carnegie resources. There is also a team working on the Quantitative Literacy course curriculum. Those teachers were modifying some projects and assessments to better meet the needs of all students.
- Our Quantitative Literacy was approved by the State Board of Education to be portable throughout the state. A student who has the portability code on their transcript may enroll in credit bearing Mathematics courses at any community college in the state, and some 4 year universities.
- The last week of May over 60 teachers attended a two day (6 hour) training for the new Carnegie resources we recently adopted.
- The Mathematics Department would like to welcome the following new staff to the District and to new buildings.

John Oreluk - Alternative School to Freshman Center
Tara Chatteraj - Alternative School Math
Daphne David - Freshman Center Math
Gabriella Nowobilski - Freshman Center Math
Michael Howitz – Morton West Math

Social Science – Ricardo Garcia, Director

- During the month of July, Social Studies teams have been finalizing their summer work on Understanding by Design, reviewing common assessments and reviewing over all course materials. We also finalized the curriculum and pacing guides along with supports for two new courses which will be offered for the first time in our district.
- *AP Human Geography* – Mr. Matthew McDougal from Morton West and Mrs. Deanna Gorgon from Morton Freshmen Academy worked over the summer to create the curriculum, pacing guides and assessments for this new course.



- Sociology – Mr. Parry Doogan from Morton East along with Mr. Richard Moore and Mrs. Brenda Groeper from Morton West collaborated and created the curriculum and support structures for this new course.

Fine Arts – Ricardo Garcia, Director

- Fine Arts teams have worked on generating better assessments and developing new methods of instruction, which allow them to teach and conduct music and art via remote learning environment. Art teachers worked on creating and updating the Arts course strands by subject.

MORTON HSD 201
EXPENDITURE VARIANCE REPORT - ALL FUNDS
AS OF JULY 31, 2020

JUNE 2020	FY 2021 BUDGET	FY 2021 ACTUAL	% OF BUDGET REALIZED
Education Fund			
Salaries	\$ 56,544,134	1,325,142	2%
Benefits	14,976,132	38,115	0%
Purchased Services	8,034,154	(4,688)	0%
Supplies/Materials	5,587,795	(38,932)	-1%
Capital Outlay	1,883,891	(400)	0%
Other (including tuition)	4,856,964	200	0%
Non-capitalized Equipment	74,327	-	0%
Education Fund Total	\$ 91,957,397	\$ 1,319,437	1%
Operations & Maintenance	\$ 23,174,666	\$ 714,601	3%
Debt Service	\$ 12,024,843	\$ -	0%
Transportation	\$ 4,878,754	\$ (2,277)	0%
IMRF	\$ 3,832,897	\$ 250,673	7%
Capital Projects	\$ 3,899,024	\$ -	0%
Life Safety	\$ 3,961,863	\$ -	0%
GRAND TOTAL	\$ 143,729,444	\$ 2,282,434	2%

**MORTON HSD 201
REVENUE REPORT
AS OF JULY 31, 2020**

JUNE 2020	FY 2021 BUDGET	FY 2021 YTD REVENUES	% OF BUDGET REALIZED
Education Fund			
Local taxes	\$ 26,298,565	2,586,286	10%
CPPRT	2,300,000	-	0%
Investment Earnings	1,110,000	77,252	7%
Other Local Revenue	1,958,278	158,981	8%
State Funding	46,961,621	353,327	1%
Federal Funding	7,215,873	2,811,472	39%
Education Fund Total	85,844,337	5,987,317	7%
Operations & Maintenance	\$ 25,704,118	\$ 620,546	2%
Debt Service	\$ 15,586,586	\$ 5,877	0%
Transportation	\$ 4,733,423	\$ 132,238	3%
IMRF	\$ 3,654,473	\$ 405,231	11%
Capital Projects	\$ 2,300,000	\$ 798,751	35%
Working Cash	\$ -	\$ 11,337	#DIV/0!
Life Safety	\$ 1,480,176	\$ 158,093	11%
GRAND TOTAL	\$ 139,303,113	\$ 8,119,390	6%

MORTON HSD 201
REVENUE REPORT - DETAIL
 July 31, 2020

JULY 2020	FY 2021 BUDGET	FY 2021 YTD REVENUES	% OF BUDGET REALIZED
Education Fund			
Local taxes	\$ 26,298,565	2,586,286	10%
CPPRT	2,300,000	-	0%
Investment Earnings	1,110,000	77,252	7%
Other Local Revenue	1,958,278	158,981	8%
a. Tuition	135,000	11,263	8%
b. Food Service	334,800	201	0%
c. Pupil Activities	233,970	139,463	60%
d. Textbooks	1,600	401	25%
e. Other Local Revenue	224,600	4,802	2%
f. Insurance Contribution Cobra	1,028,308	2,852	0%
State Funding	46,961,621	353,327	1%
a. General State Aid-3001	45,101,792	-	0%
GSA Loss Limit Grant	-	-	-
b. Special Ed private facility-3100	1,037,829	-	0%
c. Special Ed extraordinary-3105	-	-	0%
d. Special Ed personnel-3110	-	-	0%
e. Summer School-3145	-	-	0%
f. Voc Ed- Secondary-3220	220,000	138,545	63%
g. Voc Ed- Agriculture	-	-	0%
h. Bilingual Ed - TPI/TPE-3305	-	-	-
i. Lunch & Breakfast-3360/3365	-	-	#DIV/0!
j. Drivers Ed-3370	12,000	-	0%
k. Regional Safe Schools-3696	-	-	#DIV/0!
l. Early Childhood-3705	460,000	34,782	8%
m. ADA Safety & Ed Block- 3775	-	-	-
n. State Library Grant-3800	-	-	-
o. AP College-3961	-	-	0%
p. Teacher/Admin Mentoring-3982	-	-	-
q. Other State Grants-3999	130,000	180,000	-
Federal Funding	7,215,873	2,811,472	39%
a. National School Lunch -4210	-	-	#DIV/0!
b. School Breakfast -4220	-	-	#DIV/0!
c. Child and Adult Care Food Program	-	306,346	#DIV/0!
d. NSLP Equipment Grant-4260	-	-	-
e. Title I Low Income-4300	3,200,000	1,496,480	47%
f. Title I School Improvement-4331	-	-	-
g. School Improvement Grant-4339	-	-	#DIV/0!
h. Title IV Safe & Drug Free-4400	-	-	-
i. IDEA Flow Through-4620	2,600,000	699,386	27%
j. IDEA Room and Board- 4625	-	-	-
k. Voc Ed- Perkins-4745	400,000	-	0%
l. Voc Ed- Perkins tech Prep-4770	-	-	-
m. ARRA Title I-4851	-	-	-
n. ARRA IDEA Flow Through-4857	-	-	-
o. ARRA McKinley-Vento-4862	-	-	-
p. DHS ARRA Voc Rehab-4871	-	-	-
q. Immigrant Education-4905	10,000	-	0%
r. LIPPS-4909	144,600	20,055	14%
s. Learn & Serve-4910	-	-	-
t. Title II Eisenhower-4932	361,273	196,593	54%
u. DORS-4950	500,000	92,612	19%
v. Tech Enhance Education	-	-	-
w. Medicaid Admin Outreach-4991	-	-	0%
x. Medicaid Fee for Service-4992	-	-	0%
y. NIEU Teacher Quality=4998	-	-	-
Education Fund Total	85,844,337	5,987,317	7%
Buildings & Grounds			
Local Taxes	5,444,900	604,265	11%
Interest	150,000	5,156	3%
Rentals	1,000	11,125	1113%
Grants	-	-	-
Refund of Prior years Ex	-	-	-
Other Local	80,000	-	0%
a. Other Misc Local Revenue	-	-	-
b. Other Misc Income East	50,000	-	0%
c. Other Misc Income West	30,000	-	0%
d. Other Misc Income FC	-	-	-
State Sources	20,028,218	-	0%
a. General State Aid	20,028,218	-	0%
b. School Maintenance Grant	-	-	0%
c. Direct Federal Grant - 4090 REMS	-	-	-
d. Other Financing Sources	-	-	-
Building and Grounds Total	25,704,118	620,546	2%
Debt Service			
	15,586,586	5,877	0%
Transportation			
Local Taxes	1,145,241	127,762	11%
Interest	60,000	4,288	0%
State Sources	3,528,182	188	0%
General State Aid	2,381,975	-	0%
a. Trans Aid - Reg/Voc	650	188	29%
b. Trans Aid SPED	1,145,557	-	0%
Total Transportation Fund	4,733,423	132,238	3%
IMRF	3,654,473	405,231	11%
Capital Projects			
	2,300,000	798,751	35%
Working Cash			
	-	11,337	#DIV/0!
Life Safety			
	1,480,176	158,093	11%
GRAND TOTAL	139,303,113	8,119,390	6%

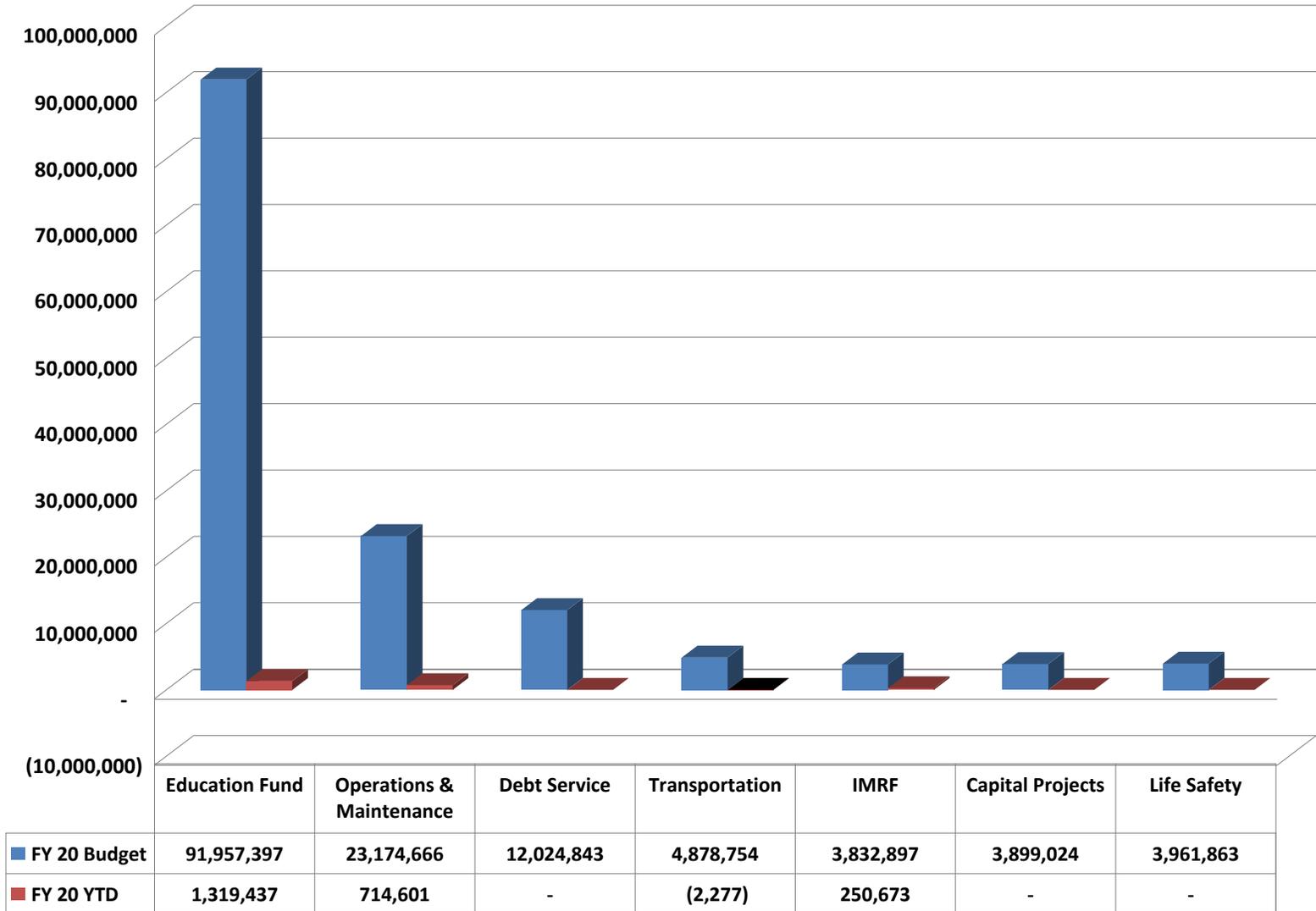
**MORTON HSD 201
EXPENDITURE REPORT - DETAIL
AS OF JULY 31, 2020**

JULY 2020	FY 2021 BUDGET	FY 2021 YTD EXPENSES	% OF BUDGET REALIZED
<u>Education Fund</u>			
Salaries	\$ 62,379,216	1,325,142	2%
Benefits	17,090,177	38,115	0%
Purchased Services	6,453,761	(4,688)	0%
Supplies/Materials	6,690,851	(38,932)	-1%
Capital Outlay	1,320,530	(400)	0%
Other	4,543,510	200	0%
Non-capitalized Equipment	31,329	-	0%
<u>Education Fund Total</u>	\$ 98,509,374	\$ 1,319,437	1%
<u>Buildings & Grounds</u>			
Salaries	8,298,432	714,251	9%
Benefits	1,805,207	-	0%
Purchased Services	4,083,300	-	0%
Supplies/Materials	2,705,000	350	0%
Capital Outlay	8,775,000	-	0%
Other	-	-	0%
Non-capitalized Equipment	25,000	-	0%
<u>Buildings and Grounds Total</u>	25,691,939	714,601	3%
<u>Debt Service</u>	12,070,843	-	0%
<u>Transportation</u>			
Salaries	38,205	1,651	4%
Benefits	22,050	-	0%
Purchased Services	4,663,832	(3,928)	0%
Supplies/Materials	8,268	-	0%
Capital Outlay	-	-	#DIV/0!
Other	530	-	0%
<u>Transportation Total</u>	4,732,885	(2,277)	0%
<u>IMRF</u>	3,786,926	250,673	7%
<u>Capital Projects</u>	14,300,000	-	0%
<u>Life Safety</u>	3,000,000	-	0%
GRAND TOTAL	162,091,967	2,282,434	1%

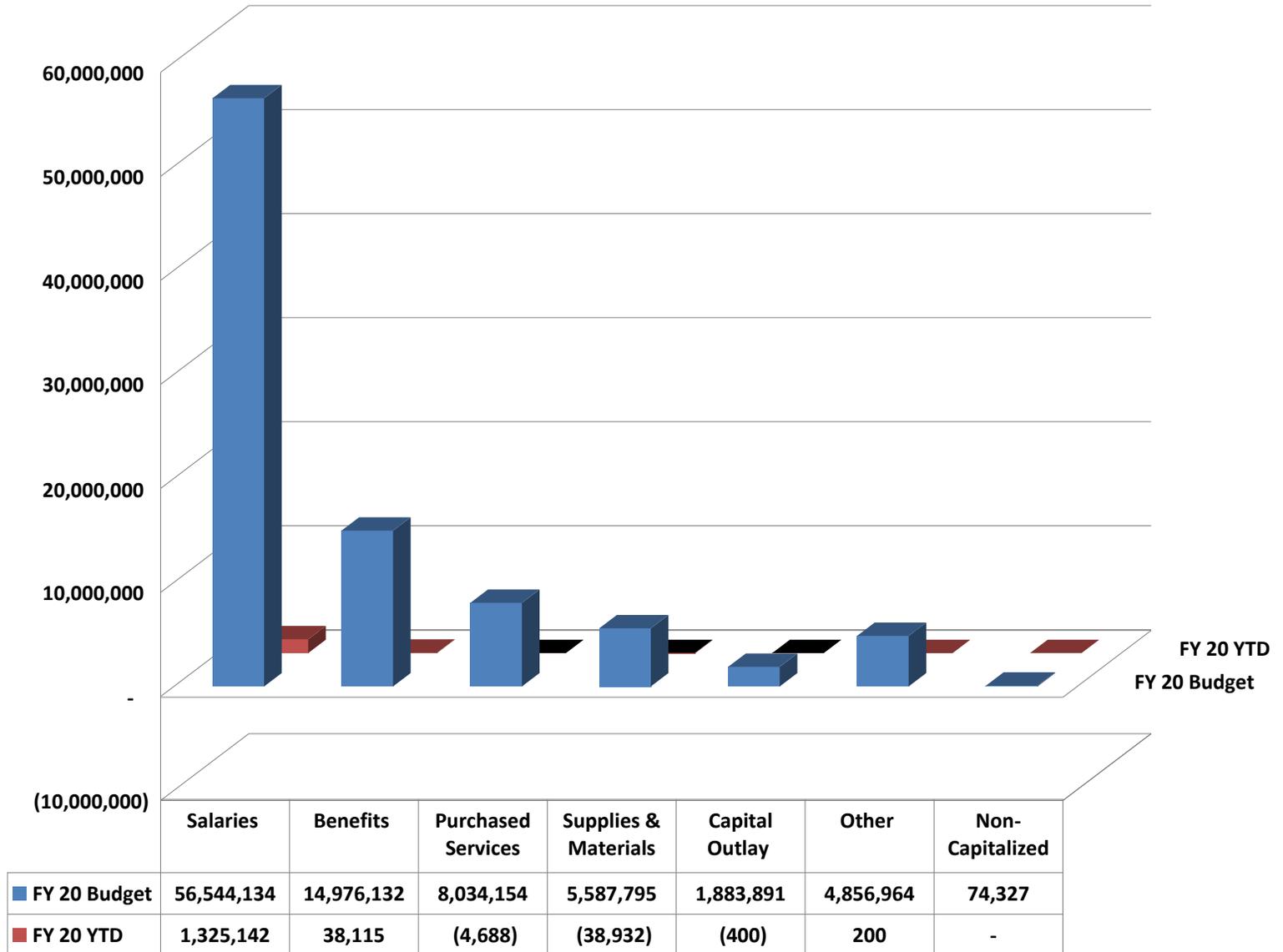
**MORTON HSD 201
SUMMARY OF CASH BALANCES
AS OF JULY 31, 2020**

CASH BALANCES UNAUDITED	BALANCE 6/30/2020	BALANCE 7/31/2020
EDUCATION FUND	\$ 48,580,118.99	\$ 50,659,582.05
BUILDINGS AND GROUNDS FUND	\$ 5,296,987.18	\$ 4,411,161.31
DEBT SERVICE FUND	\$ 8,932,476.04	\$ 8,938,353.01
TRANSPORTATION FUND	\$ 3,166,209.97	\$ 3,292,323.43
IMRF FUND	\$ 2,680,118.03	\$ 2,834,676.31
CAPITAL PROJECTS FUND	\$ 6,529,250.31	\$ 5,364,416.50
WORKING CASH FUND	\$ 8,354,522.97	\$ 8,365,859.66
LIFE SAFETY FUND	\$ 2,264,810.21	\$ 2,422,903.25
TOTAL ADJUSTED CASH BALANCES	\$ 85,804,493.70	\$ 86,289,275.52
STUDENT ACTIVITY ACCOUNTS	\$ (971,196.45)	\$ (493,476.03)
FLEXIBLE SPENDING	\$ (24,187.03)	\$ (24,187.03)
DEPENDENT CARE	\$ (71,516.34)	\$ (71,516.34)
Cash in Banks	\$ 86,871,393.52	\$ 86,878,454.92
TOTAL ADJUSTED CASH IN BANK	\$ 85,804,493.70	\$ 86,289,275.52
VARIANCE	\$ -	\$ -

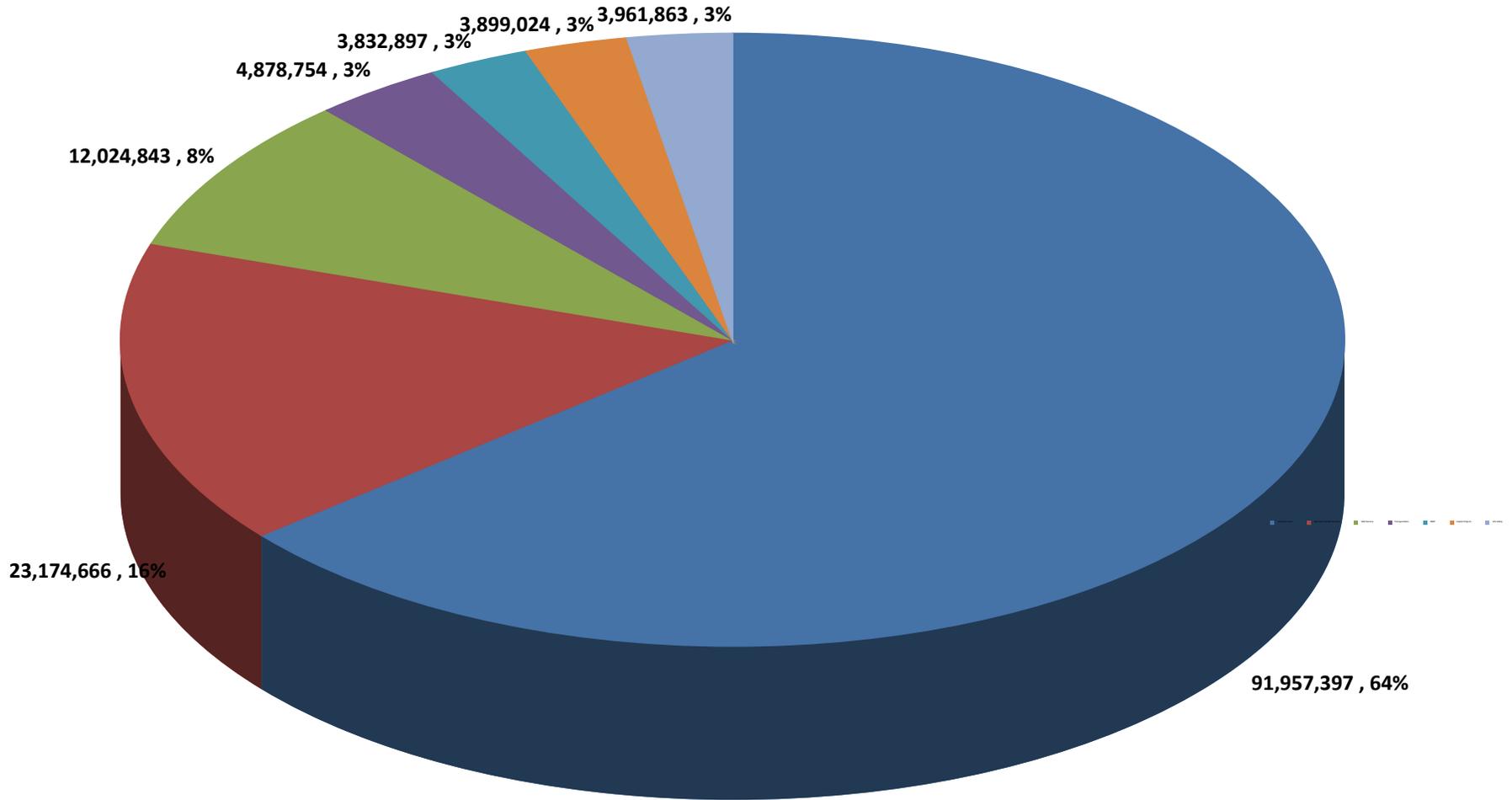
FY 2020 EXPENDITURES BUDGET TO ACTUALS - ALL FUNDS



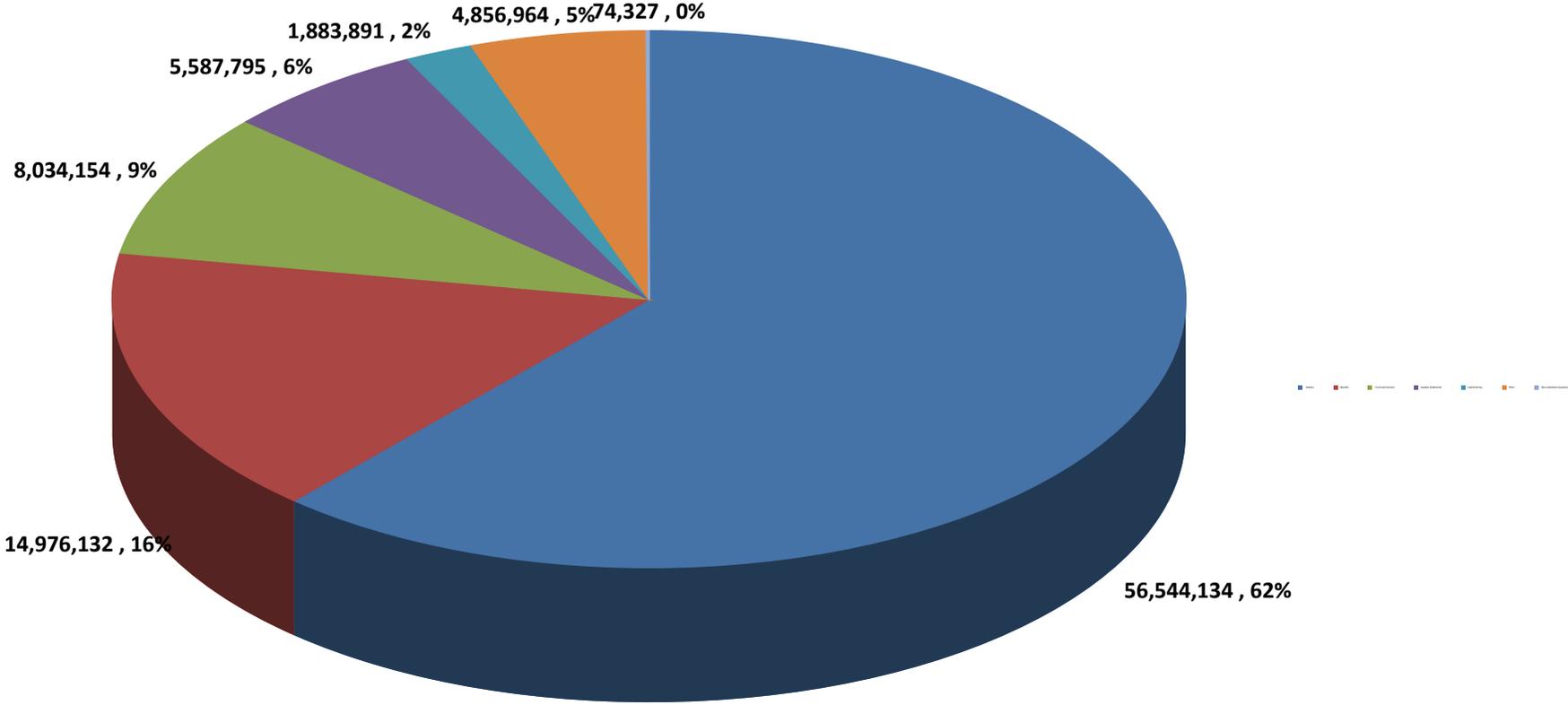
FY 2020 EDUCATION FUND - BUDGET TO ACTUALS



FY 20 EXPENDITURE BUDGET- ALL FUNDS



**FY 2020
BUDGET - EDUCATION FUND**



OVERALL FUNDS EXPENDITURES

	FY 20 Budget	FY 20 YTD
Education Fund	91,957,397	1,319,437
Operations & Maintenance	23,174,666	714,601
Debt Service	12,024,843	-
Transportation	4,878,754	(2,277)
IMRF	3,832,897	250,673
Capital Projects	3,899,024	-
Life Safety	3,961,863	-
Total	143,729,444	2,282,434

EDUCATION EXPENDITURES

	FY 20 Budget	FY 20 YTD
Salaries	56,544,134	1,325,142
Benefits	14,976,132	38,115
Purchased Services	8,034,154	(4,688)
Supplies & Materials	5,587,795	(38,932)
Capital Outlay	1,883,891	(400)
Other	4,856,964	200
Non-Capitalized Equipment	74,327	-
Total	91,957,397	1,319,437

Principals' Report

Ms. Kristy Cavanaugh, Mr. Jose Gamboa, Dr. Erin Kelly, Ms. Wendy Mullen

August 13, 2020



Morton 201 Safety Plan



MITIGATION AND PREVENTATIVE MEASURES

- Masks are required to be worn in the building at all times.
- Plexiglass barriers will be used in spaces where social distancing is challenging (student support offices, clerical offices, etc.)
- IDPH signage (hand-washing, social distancing, masks, etc.) will be posted in all entrances and common areas.
- CARE lessons will be provided to teachers to convey school-wide expectations to include:
 - academics
 - behavior
 - remote learning
 - COVID safety expectations



SIGNAGE AND ANNOUNCEMENTS

- Signage and messages to reinforce safety precautions and promote every day protective measures will be in highly visible locations. This includes:
 - Face covering requirements
 - Proper handwashing
 - Maintaining social distancing
 - Directional signage for hallways and stairwells.
 - Other methods of communication will include main hallway screens, videos, emails, and social media messages.
 - Additionally, daily reminder messages via the PA system will be shared with students and staff about reducing the spread of COVID-19.



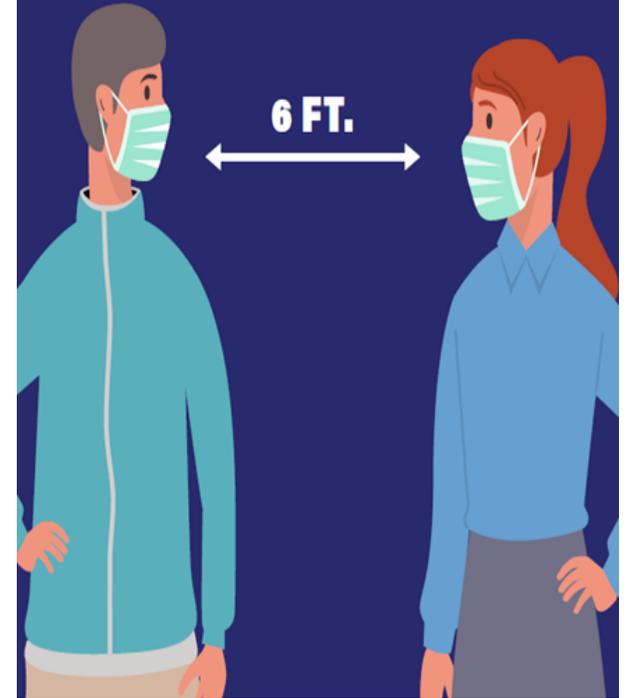
**PROTECT YOURSELF
AND OTHERS**



**NO GATHERING
IN CROWDS**



**KEEP YOUR
DISTANCE**



**PREMISES HAVE
BEEN SANITIZED**



**WASH
YOUR HANDS
FREQUENTLY**



**EXHIBITING
SYMPTOMS?
DO NOT ENTER.**



STUDENT AND STAFF ARRIVAL PROCESSES

- **Students:**

- All students will enter the building through the designated student entrances.
- Covid symptom screenings and temperature checks will be conducted by building security staff upon entry.
- Students with a temperature above 100.4 degrees or who are symptomatic will be sent to the Isolation Area.

- **Faculty and Staff:**

- All faculty will enter the building through the designated staff entrances.
- Covid symptom screenings and temperature checks will be conducted by building security staff upon entry.
- Staff with a temperature above 100.4 degrees or who are symptomatic will not be allowed to enter the building and will be referred to Human Resources for further instruction.
- Other building personnel such as food service, maintenance, security, and clerical will have symptoms screenings and temperature checks conducted by their direct supervisor upon arrival to work.



VISITOR PROCESS

- Visitors to the building are restricted to prearranged, authorized visits only.
- Temperature check and symptoms screening conducted upon arrival.
- Hand sanitizer will be issued upon entry to the building.
- Face mask must be worn to enter facilities and kept on throughout the duration of their visit.



COMMON STUDENT LEARNING SPACES

- Students are encouraged to utilize Common Student Learning Spaces to work remotely, receive academic and other support.
- Students needing a quiet place to do remote learning, stable internet access, or with other needs are invited to visit the building on a daily basis.
- Students will enter the building through a designated entrance and will have symptom screenings, temperature checks and then will be scanned in by security staff upon entry to the building.
- Students will be assigned to a learning space for the day that meets COVID safety guidelines. Seats will be assigned and students will then be scanned using Skyward Positive Attendance at that assigned location.
- Families will receive a message through Blackboard notifying them that their student was at the school.



HALLWAY USAGE

- Visible signage on floors and walls to demonstrate social distancing and "keep to the right" in hallways at each building.
- Stairways will be one way only.
- Directional arrows will be located inside and outside the stairwells to indicate the traffic pattern.
- Visual reminders to keep masks on and social distance will be posted



ISOLATION AREAS

In the event a student does not pass the Covid screening he or she will be escorted to designated isolation areas in each building.

East: Room 132 or tent on the field

West: Little Theater or tent outside door 2

FC: First floor south end of the building

MAS: Exit 6 and outdoor tent located outside exit 2



COMMON AREAS

All common areas will follow COVID safety guidelines

- Greeter's Desk
- Main Office
- Dean's Office
- Bookstore/Cashier
- Health Office
- Student Cafeteria
- Staff Cafeteria



BATHROOM AND WATER FOUNTAINS

- Drinking fountains have been disabled.
- Students and staff will have access to touchless water bottle fillers that are located throughout the buildings.
- Students will not be allowed to use the bathrooms without an escort.
- Only one student will be allowed to use designated washrooms at a time.



STUDENT SUPPORT SERVICES

- Students may visit their guidance counselor, social worker/psychologist, Tapestry advocate, or other staff member to receive academic or social emotional interventions and supports in the building.
- Appointments will be made in advance via Calendly, Microsoft Teams, QR code in person, or as walk-ins during designated office hours during the school day.
- In the event of a crisis or emergency situation, each building should follow guidelines outlined for their respective building.



Meal Distribution

Morton West

Morton West High School- Door #27	10:30AM- 1:30PM 3:15PM-5:00PM (Dinner Program only)
Berwyn Recreation Center 31st Street & East Avenue, northside of parking lot	10:30AM- 1:30PM
16th Street & Euclid Ave Across the street from Strikers Lanes	10:30AM- 1:30PM
Stickney Library 43rd Street & Oak Park Avenue	10:30AM- 1:30PM
School District #103 4100 Joliet Avenue, Lyons , District Office parking lot	10:30AM- 1:30PM

Morton East, Freshman Center & Alternative School

Morton Freshman Center Main Entrance Door #2	10:30 A.M. – 1:00 P.M.
Morton East High School Exit 7 located on 25 th Street	10:30 A.M. – 1:00 P.M.
Morton Transition Center 5041 W. 31 st Street, Cicero	10:30 A.M. – 1:00 P.M.
Lincoln School 3545 S. 61 st Avenue, Cicero	10:30 A.M. – 1:00 P.M.

MINUTES
Meeting of the Board of Education
District 201, Cook County
Wednesday, July 8, 2020

1. CALL TO ORDER

The meeting of the Board of Education of J. Sterling Morton High School, District 201 was called to order at 4:48 p.m. on Wednesday, July 8, 2020, at District Office in the Garden Terrace Room by Member Pesek.

2. ROLL CALL

Member Jaramillo-Flores called the roll and the following were present:

Members Melissa Cundari, Jessica Jaramillo-Flores, Lido Manetti, Jr., Jeffry Pesek and Sandra Tomschin

Absent: Members Dr. Margaret Kelly and Mark Kraft

Also, present Superintendent, Dr. Timothy Truesdale, Executive Director of Human Resources Kathleen Kelly Colgan, Attorney Eric Stach, Attorney Karl Vogel and Board Clerk, Connie Chapman.

3. MOTION TO ADJOURN TO CLOSED SESSION

Member Jaramillo-Flores moved to adjourn to Closed Session at 4:48 p.m. in the Board Room at the Morton District Office. Member Manetti, Jr. seconded.

Ayes: Members Cundari, Jaramillo-Flores, Manetti, Jr., Pesek and Tomschin

Nays: none

Abstain: none

Absent: Members Kelly and Kraft

Motion carried.

4. CLOSED SESSION AGENDA

4.1. Student disciplinary cases. 5ILCS 120/2(c)(9).

4.2. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5ILCS 120/2(c)(1).

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

4.4. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5ILCS 120/2(c)(11).

5. MOTION TO ADJOURN FROM CLOSED SESSION AND RECONVENE TO OPEN SESSION

Member Jaramillo-Flores motioned to adjourn from Closed Session and reconvene to Open Session at 5:29 p.m. in the Garden Terrace room at the Morton District Office. Member Manetti, Jr. seconded.

Ayes: Members Cundari, Jaramillo-Flores, Kelly, Manetti, Jr., Pesek and Tomschin
Nays: none
Abstain: none
Absent: Member Kraft
Motion carried.

6. ROLL CALL

Secretary Jaramillo-Flores called the roll and the following were present:
Members Melissa Cundari, Jessica Jaramillo-Flores, Dr. Margaret Kelly, Lido Manetti, Jr., Jeffry Pesek and Sandra Tomschin
Absent: Member Mark Kraft

Also, present Superintendent, Dr. Timothy Truesdale, Executive Director of Human Resources Kathleen Kelly Colgan, Attorney, Eric Stach, Attorney Karl Vogel and Board Clerk, Connie Chapman.

7. PLEDGE TO THE FLAG: President Pesek led the pledge.

8. REPORTS

8.1. Superintendent's Committee Reports: None

8.2. Student Board Member Reports: None

8.3. Superintendent's Report: Dr. Truesdale reported. IHSA released guidance for high schools to resume summer athletics for fall sports. The District will remain more conservative for safety. ISBE released guidance on return to school along with Illinois Department of Health. There are already some changes made. The goal is to ensure the students are safe, healthy, maximize learning, have access to services, meals, school nurse and at the same time coordinate with elementary districts and transportation.

8.4. Assistant Superintendent of Educational Program's Report: Dr. Josh McMahon - None

8.5. Chief Financial Officer/Treasurer Report: None

8.6. Executive Director of Human Resources' Report: Kathleen Kelly Colgan - None

Aimee Dayhoff	Dean of Students (transfer from Teacher) Replacement for: Claudia Fernandez (transfer) Effective: 07/30/2020	West
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Matthew Dugan	Assistant Principal – Freshman Academy & Student Activities (transfer from Dean) Replacement for: Timothy Brodeur Effective: 07/09/2020	West
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Enrique Ojeda	Dean of Students (transfer from West) Replacement for: Matthew Dugan (transfer) Effective: 07/30/2020	East
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CERTIFIED STAFF

Alexis Couch	Social Science Teacher (AP Psychology) New Position Effective: Start of the 2020-2021 School Year	East
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Daphne David	Math Teacher Replacement for: Patrick Higgins Effective: Start of the 2020-2021 School Year	FC
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Daniel Fordney	Academic Support Teacher Replacement for: Jonathan Carrillo (transfer) Effective: Start of the 2020-2021 School Year	West
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Corilynn McVeagh	Special Education Teacher Replacement for: Meghan Gary (transfer) Effective: Start of the 2020-2021 School Year	FC
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Jessie Montes de Oca	School Psychologist Replacement for: Meghan Meyer Effective: Start of the 2020-2021 School Year	East
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Cara Noonan	Special Education Teacher Replacement for: Anne Jaeger Effective: Start of the 2020-2021 School Year	East
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Siegfried Oyales	Substitute Art Teacher Leave Coverage for: Ana Sotomayor Effective: 08/13/2020 – 11/05/2020	West
Rosa Terracciano	Academic Support Teacher Replacement for: Jen Chillo (transfer) Effective: Start of the 2020-2021 School Year	West
Leana Young	English Teacher Replacement for: Estefania Cortes (transfer) Effective: Start of the 2020-2021 School Year	East

Guidance Counselor Coordinators for the 2020-2021 School

Jason Booker	Guidance Counselor Coordinator	West
Ryan Smith	Guidance Counselor Coordinator	East

Coaching/Clubs/Activities for 2020-2021 School Year

Robert Anderson	Asst. Boys Cross Country Effective: pending fall season starting
Kristeen Anthonsen	Asst. Girls Volleyball Effective: pending fall season starting
Daniel Anzilotti	Asst. Football Effective: pending fall season starting
Jim Bageanis	Head Boys Soccer Effective: pending fall season starting
Kelly Bartosz	Asst. Girls Swimming Effective: pending fall season starting
Christopher Blomquist	Head Golf Effective: pending fall season starting
Bill Bloom	Head Boys Cross Country Effective: pending fall season starting
Logan Brown	Asst. Football Effective: pending fall season starting
Amy Bruns	Asst. Girls Volleyball Effective: pending fall season starting

Daniel Bulster	Head Girls Cross Country Effective: <i>pending fall season starting</i>
Stefano Crancich	Asst. Boys Soccer Effective: <i>pending fall season starting</i>
Steven DeMartelaere	Asst. Football Effective: <i>pending fall season starting</i>
Jonathan Depke	Asst. Girls Volleyball Effective: <i>pending fall season starting</i>
Johnny Duarte	Asst. Football Effective: <i>pending fall season starting</i>
Bianca Frutos	Asst. Girls Cross Country
Dulcinea Garcia	Asst. Girls Cross Country Effective: <i>pending fall season starting</i>
Scott Gourley	Head Girls Swimming Effective: <i>pending fall season starting</i>
Ryan Gronwick	Asst. Football Effective: <i>pending fall season starting</i>
Joseph Helton	Asst. Football Effective: <i>pending fall season starting</i>
Madeline Hughes	Asst. Girls Cross Country Effective: <i>pending fall season starting</i>
Natalie Kozlowski	Asst. Girls Volleyball Effective: <i>pending fall season starting</i>
Eric Kraft	Asst. Boys Cross Country Effective: <i>pending fall season starting</i>
Raymond Lunz	Asst. Golf Effective: <i>pending fall season starting</i>
Brian Manfre	Asst. Football Effective: <i>pending fall season starting</i>
Malika Manouzi	Asst. Boys Soccer Effective: <i>pending fall season starting</i>

Kevin Melvin	Asst. Boys Soccer Effective: <i>pending fall season starting</i>	
Jim Nudera	Asst. Football Effective: <i>pending fall season starting</i>	
David Odell	Asst. Football Effective: <i>pending fall season starting</i>	
Daniel O'Donnell	Asst. Football Effective: <i>pending fall season starting</i>	
Robert Organ	Head Football Effective: <i>pending fall season starting</i>	
Angelica Orzel	Head Cheerleading Effective: <i>pending fall season starting</i>	
Ryan Ramos	Asst. Football Effective: <i>pending fall season starting</i>	
Joshua Scaletta	Head Girls Volleyball Effective: <i>pending fall season starting</i>	
Marek Sorenson	Asst. Football Effective: <i>pending fall season starting</i>	
Joseph Starr	Head Girls Tennis Effective: <i>pending fall season starting</i>	
Abelino Tovar	Asst. Boys Soccer Effective: <i>pending fall season starting</i>	
Manuel Tovar	Asst. Boys Soccer Effective: <i>pending fall season starting</i>	
James Tsenes	Asst. Boys Soccer Effective: <i>pending fall season starting</i>	
NON-CERTIFIED		
Food Service		
Mary Abernathy	Full Time Food Service (transfer from Part Time) Revised Effective Date: 06/22/2020	East

Margarita Fernandez	Full Time Food Service (transfer from Part Time)	East
	Revised Effective Date: 06/22/2020	

Maintenance

John Gordon Jr.	Substitute Custodian	
Miguel Sanchez Jr.	Substitute Custodian	

SUMMER

Summer Bridge

Fernando Arratia	Summer Bridge Teacher Aide	FC
Jose Arreola	Summer Bridge Teacher	West
Wendy Baxter	Summer Bridge Teacher	West
Tara Chatteraj	Summer Bridge Teacher Aide	West
Alicia Cook	Summer Bridge Teacher	FC
Estefania Cortes	Summer Bridge Teacher	FC
Nestor Hernandez	Summer Bridge Teacher	FC
Danielle Herrndobler	Summer Bridge Counselor	West
Patrick Higgins	Summer Bridge Teacher	FC
AnneMarie Madej	Summer Bridge Teacher	West
Diana Madrigal	Summer Bridge Teacher	West
Adilene Medina	Summer Bridge Teacher Aide	FC
Isabel Ramirez	Summer Bridge Teacher Aide	West
Denise Reiter	Summer Bridge Teacher	West
Mark Sujak	Summer Bridge Teacher	FC
Doris Tobin	Summer Bridge Teacher	FC
Shirley Trimborn	Summer Bridge Teacher	West
Gabriel Villanueva	Summer Bridge Counselor	FC

Temporary Summer Operations Help

Mary Beth Arenella	Temporary Summer Operations Help	West
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RESIGNATIONS

Joseph Baratta	10 Month Part Time Security Effective: 06/26/2020	West
Eric Borjas	Assistant Bookkeeper Effective: 06/24/2020	Distri
Timothy Brodeur	Assistant Principal Effective: 06/30/2020	West
Danielle Herrndobler	Guidance Counselor Effective: 07/30/2020	West

Meghan Meyer School Psychologist East
Effective: End of the 2019-2020 School Year

Sandra Ramirez 10 Month Full Time Security FC
Effective: 07/15/2020

RETIREMENTS

Jeanine Baumgartner Teacher Aide West
Effective: 05/21/2020

INFORMATIONAL

Angela Marino Special Education Teacher FC
Offer Declined

Elliott Pollack Math Teacher FC
Offer Declined

10.5. Approval of Staff Travel and/or Expense Reimbursement in Accordance with Board Policy 5:60: None

10.6. Approval of Board Travel and/or Expense Reimbursement in Accordance with Board Policy 2:125
10.6.1. Joint Annual Conference

10.7. Approval of Facility Requests: None

10.8. Approval of Contracts (Pending Final Legal Review and Negotiation [if necessary]):

10.8.1. Achieve3000

10.8.2. Edgenuity

10.8.3. Remind

10.8.4. CoVitality

10.9. Approval to Bid or Quote: None

10.10. Approval of Bid Results:
10.10.1. Custodial Supplies

10.11. Approval to Dispose of District Property: None

10.12. Approval to Accept Donations/Grants: None

10.13. Approval to Renew National School Boards Association National Connection Fees for periods 07/01/2020 to 06/30/2021

10.14. Approval to Renew Illinois Association of School Boards Annual Dues for Periods 07/01/2020 to 06/30/2021

10.15. Approval of Resolution Calling for a Public Hearing on FY 2021 Budget

10.16. Approval of Illinois Association of School Boards BoardBook Premier Subscription Agreement July 1, 2020 - June 30, 2021

11. OLD BUSINESS: None

12. AUDIENCE COMMENTS: None

13. BOARD MEMBERS COMMENTS: None

14. DISCUSSION: None

15. CORRESPONDENCE: None

16. INFORMATIONAL ITEM:

16.1. The next regular Board of Education Meeting will take place at the Morton District Office on Wednesday, August 12, 2020, starting at 4:30 p.m. and going directly into Closed Session. Open Session will begin at approximately 5:30 p.m.

17. ADJOURNMENT

At 5:47 p.m., Member Manetti, Jr. moved to adjourn. Member Tomschin seconded.

Ayes: Members Cundari, Jaramillo-Flores, Kelly, Maldonado, Manetti, Jr., Pesek and Tomschin

Nays: none

Abstain: none

Absent: Member Kraft

Motion carried.

Jeffry Pesek, President

Date

Jessica Jaramillo-Flores, Secretary

Date

Check Nbr	Vendor Name	Check Date	Check Amount
225812	Vendor Continued Check	07/09/2020	0.00
225813	Morton Activity Account	07/09/2020	36,601.86
225814	TEACHERS RETIREMENT SYSTEM	07/09/2020	17,765.43
3	Computer	Check(s) For a Total of	54,367.29

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	3	Computer	Checks For a Total of	54,367.29
Total For	3	Manual, Wire Tran, ACH & Computer	Checks	54,367.29
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	54,367.29

F U N D S U M M A R Y

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	215.34	936.00	53,215.95	54,367.29

Check Nbr	Vendor Name	Check Date	Check Amount
0	AFFILIATED CUSTOMER SERVICE IN	08/12/2020	10,310.00
0	B&H PHOTO-VIDEO ***	08/12/2020	1,618.33
0	BERWYN GARAGE ***	08/12/2020	1,898.96
0	CASTLE CHEVROLET ***	08/12/2020	520.00
0	CINTAS 769 ***	08/10/2020	1,378.05
0	COLLEGE BOARD MIDWESTERN REGIO	08/12/2020	95,300.00
0	DEMCO INC ***	08/12/2020	649.79
0	FLINN SCIENTIFIC INC ***	08/12/2020	37.80
0	FOLLETT SCHOOL SOLUTIONS, INC	08/11/2020	11,857.94
0	FULLMER LOCKSMITH ***	08/12/2020	10.95
0	GARDA CL GREAT LAKES INC ***	08/12/2020	801.83
0	IDENTISYS, INC ***	08/10/2020	6,017.79
0	NATIONAL SEED CO ***	08/12/2020	370.00
0	RAMROD DISTRIBUTORS, INC***	08/12/2020	2,495.02
0	SCHOOL HEALTH CORPORATION***	08/12/2020	4,850.80
0	SHERWIN-WILLIAMS***	08/12/2020	336.29
0	SNAP-ON INDUSTRIAL ***	08/12/2020	267.00
0	SPORT SUPPLY GROUP INC - BSN S	08/12/2020	998.10
0	TEXTBOOK WAREHOUSE***	08/12/2020	34,555.20
0	TYCO INTEGRATED SECURITY LLC**	08/12/2020	84,574.09
0	ULINE***	08/12/2020	911.61
0	UNITED RADIO COMMUNICATIONS***	08/12/2020	11,041.15
0	WILLIAM V MACGILL & CO***	08/12/2020	5,015.01
23	Manual	Check(s) For a Total of	275,815.71

	23	Manual	Checks For a Total of	275,815.71
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	23	Manual, Wire Tran, ACH & Computer	Checks	275,815.71
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	275,815.71

F U N D S U M M A R Y

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	0.00	0.00	164,279.08	164,279.08
20	OPER & MAINT	0.00	0.00	110,847.50	110,847.50
40	TRANSPORT	0.00	0.00	689.13	689.13

Check Nbr	Vendor Name	Check Date	Check Amount
0	AFFILIATED CUSTOMER SERVICE IN	08/12/2020	3,963.99
0	CHEMSEARCHFE ***	08/12/2020	257.00
0	CINTAS 769 ***	08/12/2020	657.00
0	FULLMER LOCKSMITH ***	08/12/2020	754.00
0	NATIONAL ASSOCIATION OF SECOND	08/12/2020	250.00
0	RAMROD DISTRIBUTORS, INC***	08/12/2020	2,576.40
0	SHERWIN-WILLIAMS***	08/12/2020	335.06
0	SPECIALTY MAT SERVICE***	08/06/2020	99.11
0	SPORT SUPPLY GROUP INC - BSN S	08/12/2020	5,081.71
0	TRANE US INC***	08/12/2020	7,850.00
0	TYCO INTEGRATED SECURITY LLC**	08/12/2020	49,993.84
11	Manual	Check(s) For a Total of	71,818.11

	11	Manual	Checks For a Total of	71,818.11
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	11	Manual, Wire Tran, ACH & Computer	Checks	71,818.11
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	71,818.11

F U N D S U M M A R Y

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	0.00	0.00	5,430.82	5,430.82
20	OPER & MAINT	0.00	0.00	66,387.29	66,387.29

Check Nbr	Vendor Name	Check Date	Check Amount
225873	ABC AUTOMOTIVE ELECTRONICS	08/13/2020	1,237.50
225874	ABC PRINTING	08/13/2020	1,740.00
225875	ACT	08/13/2020	32.00
225876	AGUILAR, MARTIN	08/13/2020	18.00
225877	ALEXIAN BROTHERS BEHAVIORAL HO	08/13/2020	80.00
225878	Vendor Continued Check	08/13/2020	0.00
225879	Vendor Continued Check	08/13/2020	0.00
225880	ALGOR PLUMBING AND HEATING SUP	08/13/2020	2,725.67
225881	ALLENDALE ASSOCIATION	08/13/2020	3,626.00
225882	ALVAREZ, GABRIELA	08/13/2020	18.00
225883	Vendor Continued Check	08/13/2020	0.00
225884	Vendor Continued Check	08/13/2020	0.00
225885	Vendor Continued Check	08/13/2020	0.00
225886	Vendor Continued Check	08/13/2020	0.00
225887	Vendor Continued Check	08/13/2020	0.00
225888	Vendor Continued Check	08/13/2020	0.00
225889	Vendor Continued Check	08/13/2020	0.00
225890	Vendor Continued Check	08/13/2020	0.00
225891	AMAZONCOM	08/13/2020	9,758.56
225892	AMPERAGE ELECTRICAL SUPPLY, IN	08/13/2020	4,250.00
225893	ANUM, MORGAN	08/13/2020	72.00
225894	ARAIZA, HUGO	08/13/2020	36.00
225895	ARCE, VANESSA	08/13/2020	36.00
225896	ARRECI, VANESSA	08/13/2020	36.00
225897	ARRIAGA, PEDRO	08/13/2020	90.00
225898	AT & T	08/13/2020	3,500.00
225899	AT&T	08/13/2020	41,478.72
225900	AT&T LONG DISTANCE	08/13/2020	228.85
225901	THE ATHLETIC EQUIPMENT SOURCE	08/13/2020	1,698.01
225902	AVALOS, JORGE	08/13/2020	12.00
225903	AVILA, AZUCENA	08/13/2020	18.00
225904	AVITIA, FANNY	08/13/2020	18.00
225905	BAHENA, ELIAZIN	08/13/2020	18.00

Check Nbr	Vendor Name	Check Date	Check Amount
225906	BAKER, JAMES F	08/13/2020	2,084.35
225907	BARAJAS, JOSE	08/13/2020	77.00
225908	BARLOW, ANNETTE	08/13/2020	18.00
225909	BARRIOS, JOSE	08/13/2020	66.00
225910	BARRIOS, NANCY	08/13/2020	54.00
225911	BECKER, MELODY	08/13/2020	134.00
225912	BENITEZ, CARLOS	08/13/2020	36.00
225913	BERUMEN, ELVIA	08/13/2020	36.00
225914	BEST BUY BUSINESS ADVANTAGE AC	08/13/2020	1,121.21
225915	BEST, CAROL	08/13/2020	299.00
225916	BETANCOURT, MARIBEL	08/13/2020	18.00
225917	BLACKBOARD, INC	08/13/2020	9,355.75
225918	BLANCO, ANTONIO	08/13/2020	36.00
225919	BLUEWIRE COMMUNICATIONS	08/13/2020	14,980.00
225920	BOGARIN, MARY	08/13/2020	90.00
225921	BORGARDT, RANDALL	08/13/2020	213.80
225922	BORNHEIM, TRACEY L	08/13/2020	287.36
225923	BRADFORD SYSTEMS	08/13/2020	14,960.00
225924	BRISENO, ROSELIA	08/13/2020	18.00
225925	BSA BUILDING SERVICES OF AMERI	08/13/2020	88.89
225926	BUCKEYE CLEANING CENTER	08/13/2020	847.80
225927	BUDDY BEAR CAR WASH	08/13/2020	139.00
225928	Vendor Continued Check	08/13/2020	0.00
225929	Vendor Continued Check	08/13/2020	0.00
225930	Vendor Continued Check	08/13/2020	0.00
225931	Vendor Continued Check	08/13/2020	0.00
225932	BUREAU OF WATER AND SEWERAGE	08/13/2020	14,331.44
225933	CABRERA, NYDIA M	08/13/2020	97.28
225934	CAICEDO, SALLY	08/13/2020	72.00
225935	CAMPOS, MIGUEL	08/13/2020	54.00
225936	CARDENAS, ERICKA	08/13/2020	72.00
225937	CARDOSO, DELORES	08/13/2020	18.00
225938	CARRENO, MARIA	08/13/2020	36.00

Check Nbr	Vendor Name	Check Date	Check Amount
225939	CARRILLO, ESPERANZA	08/13/2020	18.00
225940	CARRILLO, JESUS	08/13/2020	36.00
225941	CASTANDEA, SUSAN	08/13/2020	18.00
225942	CDW GOVERNMENT	08/13/2020	90.56
225943	CENTER ON DEAFNESS	08/13/2020	7,585.94
225944	CENTRAL RESTAURANT PRODUCTS	08/13/2020	3,391.02
225945	CERDA, CELINA	08/13/2020	54.00
225946	CERVANTES, JOSE	08/13/2020	30.00
225947	CHAIDEZ, BRENDA	08/13/2020	18.00
225948	CHAVEZ, ADAM	08/13/2020	90.00
225949	CHAVEZ, ALBERTO	08/13/2020	18.00
225950	CHILDREN'S CENTER OF CICERO-BE	08/13/2020	8,699.11
225951	CISNEROS, REGINA	08/13/2020	18.00
225952	Vendor Continued Check	08/13/2020	0.00
225953	CITY OF BERWYN-WATER	08/13/2020	14,661.16
225954	COMAS, BENJAMIN	08/13/2020	18.00
225955	Vendor Continued Check	08/13/2020	0.00
225956	Vendor Continued Check	08/13/2020	0.00
225957	Vendor Continued Check	08/13/2020	0.00
225958	Vendor Continued Check	08/13/2020	0.00
225959	Vendor Continued Check	08/13/2020	0.00
225960	Vendor Continued Check	08/13/2020	0.00
225961	Vendor Continued Check	08/13/2020	0.00
225962	Vendor Continued Check	08/13/2020	0.00
225963	Vendor Continued Check	08/13/2020	0.00
225964	Vendor Continued Check	08/13/2020	0.00
225965	Vendor Continued Check	08/13/2020	0.00
225966	CONSTELLATION ENERGY SERVICES-	08/13/2020	54,690.74
225967	Vendor Continued Check	08/13/2020	0.00
225968	CORNELL INTERVENTIONS, INC	08/13/2020	15,034.20
225969	CORRAL, PEDRO	08/13/2020	18.00
225970	COUNCIL FOR EXCEPTIONAL CHILDR	08/13/2020	20.60
225971	CRUZ, MARIO	08/13/2020	72.00

Check Nbr	Vendor Name	Check Date	Check Amount
225972	CRUZ, NANCY	08/13/2020	36.00
225973	CURIEL, MARIA	08/13/2020	18.00
225974	DE LA TORRE, JOSE	08/13/2020	18.00
225975	DIAZ, GRACIELA	08/13/2020	108.00
225976	DIAZ, JOSE	08/13/2020	36.00
225977	DIAZ DE LEON, TEREZA	08/13/2020	62.50
225978	DISCOVERY EDUCATION, LLC	08/13/2020	3,400.00
225979	DOMINION LIGHTING, INC.	08/13/2020	49,034.88
225980	DOMINGUEZ, MIGUEL	08/13/2020	36.00
225981	DOWNEY, KARYN	08/13/2020	116.00
225982	EASTER SEALS METROPOLITAN CHIC	08/13/2020	34,147.95
225983	Vendor Continued Check	08/13/2020	0.00
225984	Vendor Continued Check	08/13/2020	0.00
225985	ENGIE RESOURCES, LLC	08/13/2020	96,358.62
225986	ERIC ARMIN INC.	08/13/2020	694.44
225987	ESCOBEDO, ANGELICA	08/13/2020	36.00
225988	ESPINOZA, JUANA	08/13/2020	108.00
225989	FLORES, MICHELLE	08/13/2020	18.00
225990	FONSECA, ANA	08/13/2020	36.00
225991	FRAGOSO, ANGEL	08/13/2020	18.00
225992	FUENTES, LOURDES	08/13/2020	18.00
225993	GALANOS, SUSAN	08/13/2020	90.00
225994	GALARZA, EFIGENIA	08/13/2020	41.00
225995	GALLEGOS, LORIE	08/13/2020	18.00
225996	GALVEZ, MAYRA	08/13/2020	72.00
225997	GAONA, IRERI	08/13/2020	54.00
225998	GARCIA, CECILIO	08/13/2020	12.00
225999	GARCIA, JULIO	08/13/2020	18.00
226000	GARCIA, MARIA	08/13/2020	72.00
226001	GARZA, ANA	08/13/2020	18.00
226002	GATEWAY EDUCATION HOLDINGS LLC	08/13/2020	32,955.00
226003	GAUCIN, FRANCISCO	08/13/2020	72.00
226004	GEM ELECTRIC SUPPLY, INC	08/13/2020	154.96

Check Nbr	Vendor Name	Check Date	Check Amount
226005	GLEESON, KEVIN	08/13/2020	72.00
226006	GONZALEZ, CINDIA	08/13/2020	18.00
226007	GONZALEZ, IRMA	08/13/2020	3.50
226008	GONZALEZ, MIGUEL	08/13/2020	36.00
226009	GRECO AND SONS INC	08/13/2020	88.61
226010	GUADADO, MIGUEL	08/13/2020	41.00
226011	GUARDARRAMA, PASCUAL	08/13/2020	18.00
226012	GUNTY, JOSEPH	08/13/2020	79.00
226013	GUTIERREZ, CARLOS	08/13/2020	18.00
226014	GUZMAN, ANA	08/13/2020	18.00
226015	GUZMAN, ELISEO	08/13/2020	18.00
226016	GUZMAN, LESLIE	08/13/2020	18.00
226017	GUZMAN	08/13/2020	48.00
226018	GUZMAN, RUTH	08/13/2020	18.00
226019	HAYES MECHANICAL	08/13/2020	8,875.00
226020	HAYMARKET BOOKS	08/13/2020	400.00
226021	HELPING HAND CENTER	08/13/2020	7,709.24
226022	HERNANDEZ, ASUNCION	08/13/2020	36.00
226023	HERNANDEZ, MARGARITA	08/13/2020	18.00
226024	HERRERA, MARIBEL	08/13/2020	36.00
226025	HILL FIRE PROTECTION, LLC	08/13/2020	915.00
226026	Vendor Continued Check	08/13/2020	0.00
226027	Vendor Continued Check	08/13/2020	0.00
226028	Vendor Continued Check	08/13/2020	0.00
226029	HOME DEPOT Dept. 32-2501460665	08/13/2020	5,301.77
226030	HOME DEPOT	08/13/2020	1,053.47
226031	HUERTA, JUAN	08/13/2020	48.00
226032	IASB	08/13/2020	13,797.00
226033	IBARRA, LUZ	08/13/2020	18.00
226034	IL DEPT OF REVENUE - OFF. COLL	08/13/2020	2,000.64
226035	ILLINOIS DEPARTMENT OF REVENUE	08/13/2020	2,205.64
226036	ILLINOIS OFF OF STATE FIRE MAR	08/13/2020	350.00
226037	ILLUMINIGHT LIGHTING, INC	08/13/2020	1,800.00

Check Nbr	Vendor Name	Check Date	Check Amount
226038	JACOBO, ALFREDO	08/13/2020	54.00
226039	JAIMES, MARIA	08/13/2020	36.00
226040	JAROS, SUSAN	08/13/2020	18.00
226041	JELESKI, KRISTINE	08/13/2020	18.00
226042	JELIC, JEANY	08/13/2020	36.00
226043	JEWISH CHILD AND FAMILY SERVIC	08/13/2020	10,035.36
226044	JIMENEZ, ALONSO	08/13/2020	108.00
226045	JIMENEZ, RAMON	08/13/2020	90.00
226046	JIMENEZ, VERONICA	08/13/2020	18.00
226047	JONES-HOUSTON, SHUNNIE	08/13/2020	18.00
226048	KAGAN & GAINES MUSIC CO INC	08/13/2020	127.03
226049	KRUEGER INTERNATIONAL, INC	08/13/2020	216,440.07
226050	KURTIS, YOLANDA	08/13/2020	54.00
226051	LAGRANGE MEDICAL CENTER	08/13/2020	110.00
226052	LAGRANGE AREA DEPT OF SPECIAL	08/13/2020	385,656.93
226053	Vendor Continued Check	08/13/2020	0.00
226054	Vendor Continued Check	08/13/2020	0.00
226055	LAKE-COOK DISTRIBUTORS INC	08/13/2020	26,487.46
226056	Vendor Continued Check	08/13/2020	0.00
226057	LAKEVIEW BUS LINES, INC	08/13/2020	73,232.00
226058	LEGORRETA, ELIZABETH	08/13/2020	18.00
226059	LINDEN OAKS TUTORING SERVICE	08/13/2020	624.00
226060	LOBATO, JOSE	08/13/2020	8.00
226061	LOERA, LUCY	08/13/2020	41.00
226062	LOERA, TINA	08/13/2020	18.00
226063	LOPEZ, IMELDA	08/13/2020	72.00
226064	LOPEZ, LIZETH	08/13/2020	18.00
226065	LOPEZ, MARIO	08/13/2020	72.00
226066	LRS HOLDINGS, LLC	08/13/2020	1,650.00
226067	MACIAS, GABRIELA	08/13/2020	108.00
226068	MANDUJANO, RICARDO	08/13/2020	54.00
226069	MARCHAN, CLAUDIA	08/13/2020	54.00
226070	MARKIN, EBONY	08/13/2020	54.00

Check Nbr	Vendor Name	Check Date	Check Amount
226071	Vendor Continued Check	08/13/2020	0.00
226072	MARKLUND CHILDREN'S HOME	08/13/2020	28,414.72
226073	MARQUEZ, JORGE	08/13/2020	12.00
226074	MARTINEZ, CYNTHIA	08/13/2020	32.50
226075	MC CLOUD SERVICES	08/13/2020	468.93
226076	MCGRAW-HILL GLOBAL EDUCATION H	08/13/2020	12,674.40
226077	MEDINA, AURELIANO	08/13/2020	18.00
226078	MEDINA, GERARDO	08/13/2020	12.00
226079	MEDINA, RODOLFO	08/13/2020	10.00
226080	MENDEZ, ANTONIO	08/13/2020	18.00
226081	METRO GARAGE INC	08/13/2020	25.00
226082	MIDWEST PAPER RETRIEVER	08/13/2020	922.68
226083	MINUTEMAN PRESS OF LYONS	08/13/2020	431.70
226084	MIRANDA, JANINE	08/13/2020	36.00
226085	MIRELES, ELIA	08/13/2020	54.00
226086	MOCEAN TACTICAL, LLC	08/13/2020	354.48
226087	MOLINA, GENARA	08/13/2020	54.00
226088	MOLINA, MONICA	08/13/2020	36.00
226089	MONARREZ, AMANDA	08/13/2020	18.00
226090	MONTOYA, RUBI	08/13/2020	8.00
226091	MORA, VICTORIA	08/13/2020	54.00
226092	MORALES, JUANA	08/13/2020	36.00
226093	MPS-ACCOUNTS RECEIVABLE	08/13/2020	43,980.00
226094	MUNOZ, GABRIEL	08/13/2020	18.00
226095	MUNOZ, ISRAEL	08/13/2020	18.00
226096	MUNOZ, RAMON	08/13/2020	180.00
226097	NASCO	08/13/2020	164.77
226098	NATIONAL SCHOOL BOARDS ASSOCIA	08/13/2020	5,335.00
226099	NEARPOD	08/13/2020	18,900.00
226100	NEW HORIZON CENTER FOR THE	08/13/2020	33,942.00
226101	Vendor Continued Check	08/13/2020	0.00
226102	Vendor Continued Check	08/13/2020	0.00
226103	Vendor Continued Check	08/13/2020	0.00

Check Nbr	Vendor Name	Check Date	Check Amount
226104	Vendor Continued Check	08/13/2020	0.00
226105	Vendor Continued Check	08/13/2020	0.00
226106	Vendor Continued Check	08/13/2020	0.00
226107	NICOR GAS	08/13/2020	9,609.12
226108	NIETO, FABIOLA	08/13/2020	90.00
226109	NUNEZ, AGUSTIN	08/13/2020	18.00
226110	NUNEZ, ESTELA	08/13/2020	28.00
226111	OCAMPO, MIGUEL	08/13/2020	23.00
226112	OCHOA, CHRISTIAN	08/13/2020	54.00
226113	OCHOA, MARIA	08/13/2020	18.00
226114	OCHOA, QUINTIL	08/13/2020	36.00
226115	Vendor Continued Check	08/13/2020	0.00
226116	Vendor Continued Check	08/13/2020	0.00
226117	Vendor Continued Check	08/13/2020	0.00
226118	OFFICE DEPOT	08/13/2020	1,784.41
226119	ONEDER	08/13/2020	1,042.50
226120	OOSTERBAAN & SONS CO.	08/13/2020	28,490.00
226121	OROZCO, DANIEL	08/13/2020	72.00
226122	OROZCO, SANDRA	08/13/2020	54.00
226123	ORTEGA, MARCOS	08/13/2020	54.00
226124	ORTIZ, ANDRES	08/13/2020	36.00
226125	ORTIZ-RIVERA, MERCEDES	08/13/2020	32.49
226126	OSTIGUIN, BARBARA	08/13/2020	54.00
226127	PACHECO, DORA	08/13/2020	18.00
226128	PAISANS PIZZA	08/13/2020	117.31
226129	PAREDES, AURORA	08/13/2020	36.00
226130	PARRA, MONICA	08/13/2020	36.00
226131	PATINO, EDITH	08/13/2020	70.00
226132	Vendor Continued Check	08/13/2020	0.00
226133	Vendor Continued Check	08/13/2020	0.00
226134	PAULSON'S PAINT FOREST PARK	08/13/2020	3,337.52
226135	PEREZ, MARIA	08/13/2020	90.00
226136	PEREZ, MISAEEL	08/13/2020	36.00

Check Nbr	Vendor Name	Check Date	Check Amount
226137	PIMENTEL, MARIA	08/13/2020	18.00
226138	PINEDA, NOE	08/13/2020	18.00
226139	PUENTE, RUBEN	08/13/2020	54.00
226140	QUEST FOOD MANAGEMENT SERVICES	08/13/2020	7,659.46
226141	QUEVEDO, MARIA	08/13/2020	26.00
226142	QUILL CORPORATION	08/13/2020	418.67
226143	QUIROZ, ALBERTO	08/13/2020	36.00
226144	RAMIREZ, MELANIE	08/13/2020	54.00
226145	RAMOS, JAVIER	08/13/2020	50.00
226146	RAMOS, SALVADOR	08/13/2020	18.00
226147	RANGEL, CRUZ	08/13/2020	54.00
226148	REMIND101, INC.	08/13/2020	56,100.00
226149	RENDON, CAROLINA	08/13/2020	18.00
226150	RENTERIA, MARIA	08/13/2020	72.00
226151	REYES, MARTIN	08/13/2020	90.00
226152	REYES, MARIA	08/13/2020	18.00
226153	REZA, CARLOS	08/13/2020	72.00
226154	RIOS, RAFAEL	08/13/2020	54.00
226155	RIVEREDGE HOSPITAL	08/13/2020	100.00
226156	RIZO, ANGELICA	08/13/2020	54.00
226157	RIZO, FELIPE	08/13/2020	18.00
226158	ROBLES, JORGE	08/13/2020	18.00
226159	RODRIGUEZ, FATIMA	08/13/2020	18.00
226160	RODRIGUEZ, JAVIER	08/13/2020	144.00
226161	RODRIGUEZ, YADIRA	08/13/2020	36.00
226162	ROE SCHOOLWORKS	08/13/2020	600.00
226163	ROGERS, JACKIE	08/13/2020	18.00
226164	ROLDAN, MARIA	08/13/2020	212.50
226165	ROMAN, FRANCISCO	08/13/2020	54.00
226166	ROSALES, ROBERTO	08/13/2020	18.00
226167	RUBIO, MARTHA	08/13/2020	36.00
226168	RUIZ, VICTOR	08/13/2020	17.00
226169	RZADZKI, JOANNE	08/13/2020	213.80

Check Nbr	Vendor Name	Check Date	Check Amount
226170	SALAS, VICTOR	08/13/2020	36.00
226171	SALGADO, GLORIA	08/13/2020	18.00
226172	SALGADO, SILVIA	08/13/2020	18.00
226173	SANCEN, PATRICIA	08/13/2020	54.00
226174	SANCHEZ, LUIS	08/13/2020	54.00
226175	SANTA, WANDA	08/13/2020	18.00
226176	SAUCEDO, SERGIO	08/13/2020	72.00
226177	SAUER, DAWN	08/13/2020	18.00
226178	SCHULTZ, KAREN	08/13/2020	36.00
226179	SELF, CLARENCE	08/13/2020	90.00
226180	Vendor Continued Check	08/13/2020	0.00
226181	SIGNCO, INC.	08/13/2020	48,020.00
226182	SIGNWAREHOUSE, INC	08/13/2020	604.81
226183	SILVA, SILVIA	08/13/2020	90.00
226184	SLAWINSKI, PETER	08/13/2020	18.00
226185	SMARTEST EDU.INC	08/13/2020	38,808.00
226186	SMITH, ANDREA	08/13/2020	36.00
226187	SNYDER, BRIDGETTE	08/13/2020	18.00
226188	SOTO, DARLENE	08/13/2020	54.00
226189	SOTO, MANUEL	08/13/2020	36.00
226190	SOTO, ROSALVA	08/13/2020	90.00
226191	SUAREZ, JOSE	08/13/2020	18.00
226192	TAPCO-TRAFFIC AND PARKING CONT	08/13/2020	8,973.42
226193	TEACHINGBOOKS.NET	08/13/2020	400.00
226194	TERRAZA, SERGIO	08/13/2020	36.00
226195	TERRELL, PAMELA	08/13/2020	18.00
226196	THE ESTATE OF GALE HOLMLUND	08/13/2020	221.21
226197	TIMBERLINE BILLING SERVICE LLC	08/13/2020	563.53
226198	TINOCO, LILIANA	08/13/2020	600.00
226199	TOBIN, DORIS	08/13/2020	38.00
226200	TODAY'S BUSINESS SOLUTIONS INC	08/13/2020	4,876.00
226201	TORRES, FERNANDO	08/13/2020	108.00
226202	TOVAR, MARIA	08/13/2020	36.00

Check Nbr	Vendor Name	Check Date	Check Amount
226203	TRAN, TRINH	08/13/2020	30.00
226204	VALDEZ, LAURA	08/13/2020	72.00
226205	VALDEZ, YARA	08/13/2020	18.00
226206	VALENTIN, ELSA	08/13/2020	54.00
226207	VALENCIANO, FREDY	08/13/2020	72.00
226208	VALLE, SYLVIA	08/13/2020	72.00
226209	VALLEY BUSINESS MACHINES	08/13/2020	318.00
226210	VAN STEDUM, CARRIE	08/13/2020	36.00
226211	VARGAS, SERGIO	08/13/2020	18.00
226212	VAZQUEZ, JOSE	08/13/2020	18.00
226213	VEGA, GUSTAVO	08/13/2020	36.00
226214	VELASQUEZ, CLEMENTE	08/13/2020	18.00
226215	VELAZQUEZ, IRENE	08/13/2020	36.00
226216	VENEGAS, MARGARITA	08/13/2020	54.00
226217	VENEGAS, YESENIA	08/13/2020	36.00
226218	VERIZON WIRELESS	08/13/2020	4,561.32
226219	VERIZON CONNECT NWF INC	08/13/2020	130.56
226220	VILLALOBOS, CRISTINA	08/13/2020	18.00
226221	VILLANUEVA, JESUS	08/13/2020	36.00
226222	VINAS, SONIA	08/13/2020	54.00
226223	VIOLET FLOWER SHOP, INC	08/13/2020	90.00
226224	VIVEROS, FRANCISCO	08/13/2020	77.00
226225	VLK, REBECCA	08/13/2020	72.00
226226	WARD, LENNETTA	08/13/2020	36.00
226227	WASTE MANAGEMENT	08/13/2020	2,685.23
226228	WEST 40	08/13/2020	208.59
226229	WESTMONT INTERIOR SUPPLY HOUSE	08/13/2020	650.80
226230	WISCO	08/13/2020	5,416.64
226231	WONG, EDWARD	08/13/2020	36.00
226232	WORTHINGTON DIRECT, INC	08/13/2020	2,750.89
226233	ZACARIAS, ROSA	08/13/2020	18.00

Check Nbr	Vendor Name	Check Date	Check Amount
361	Computer	Check(s) For a Total of	1,592,872.55

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	361	Computer	Checks For a Total of	1,592,872.55
Total For	361	Manual, Wire Tran, ACH & Computer	Checks	1,592,872.55
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,592,872.55

F U N D S U M M A R Y

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	4,001.28	8,889.00	1,179,797.12	1,192,687.40
15	INS RESERVE	0.00	221.21	0.00	221.21
20	OPER & MAINT	0.00	0.00	327,074.84	327,074.84
40	TRANSPORT	0.00	0.00	72,889.10	72,889.10

Check Nbr	Vendor Name	Check Date	Check Amount
226234	ALGOR PLUMBING AND HEATING SUP	08/13/2020	1,131.26
226235	ALPHA BAKING	08/13/2020	939.46
226236	AQUA PURE ENTERPRISES INC	08/13/2020	1,273.60
226237	ASCD	08/13/2020	34.00
226238	AT & T	08/13/2020	12,434.86
226239	AT&T	08/13/2020	44,752.01
226240	AT&T LONG DISTANCE	08/13/2020	55.33
226241	BEARING HEADQUARTERS CO INC	08/13/2020	32.15
226242	BSA BUILDING SERVICES OF AMERI	08/13/2020	358.65
226243	Vendor Continued Check	08/13/2020	0.00
226244	Vendor Continued Check	08/13/2020	0.00
226245	BUREAU OF WATER AND SEWERAGE	08/13/2020	13,599.64
226246	CAMBRIDGE BUSINESS PUBLISHERS	08/13/2020	9,425.00
226247	CHICAGO LIGHTHOUSE	08/13/2020	7,884.58
226248	CINTAS CORPORATION NO.2	08/13/2020	618.37
226249	CLEARDATA	08/13/2020	20,700.00
226250	CLIC/SCHOOL BOARD LEGAL	08/13/2020	15,740.70
226251	COLLINS, JOSEPH	08/13/2020	88.00
226252	COMCAST	08/13/2020	5,000.00
226253	CORTES, ESTEFANIA	08/13/2020	600.00
226254	DEL GALDO LAW GROUP LLC	08/13/2020	7,612.50
226255	DELAPUENTE, ANA	08/13/2020	26.85
226256	DEPKE, JONATHAN	08/13/2020	600.00
226257	EASTER SEALS METROPOLITAN CHIC	08/13/2020	43,665.60
226258	EBSER, NICOLE	08/13/2020	355.30
226259	ELIM CHRISTIAN SCHOOL	08/13/2020	25,580.00
226260	FERNANDEZ, MARGARITA	08/13/2020	100.00
226261	FGM ARCHITECTS	08/13/2020	66,959.25
226262	FRANCZEK RADELET	08/13/2020	500.00
226263	GARVEY'S OFFICE PRODUCTS	08/13/2020	54.42
226264	GIANT STEPS ILLINOIS INC	08/13/2020	44,007.48
226265	GLAZIK, PATRICK	08/13/2020	495.00
226266	GLIMCO, MATTHEW F	08/13/2020	600.00

Check Nbr	Vendor Name	Check Date	Check Amount
226267	Vendor Continued Check	08/13/2020	0.00
226268	GORDON FOOD SERVICE, INC.	08/13/2020	51,044.52
226269	GRECO AND SONS INC	08/13/2020	2,820.22
226270	GUERRERO, XIOMARA M	08/13/2020	600.00
226271	GUIDING LIGHT AUTISM ACADEMY	08/13/2020	6,687.72
226272	Health Care Service Corporatio	08/13/2020	800.81
226273	HEAT TRANSFER LABORATORIES, IN	08/13/2020	320.95
226274	HELMA, SHARON	08/13/2020	14.97
226275	HELPING HAND CENTER	08/13/2020	15,418.48
226276	HIOTIS, GEORGIA P	08/13/2020	15.70
226277	Vendor Continued Check	08/13/2020	0.00
226278	Vendor Continued Check	08/13/2020	0.00
226279	Vendor Continued Check	08/13/2020	0.00
226280	Vendor Continued Check	08/13/2020	0.00
226281	Vendor Continued Check	08/13/2020	0.00
226282	Vendor Continued Check	08/13/2020	0.00
226283	Vendor Continued Check	08/13/2020	0.00
226284	HOME DEPOT Dept. 32-2501460665	08/13/2020	3,118.52
226285	HOUGHTON MIFFLIN HARCOURT PUBL	08/13/2020	11,748.37
226286	HUGHES, MADELINE A	08/13/2020	600.00
226287	IASA	08/13/2020	1,867.18
226288	ILLINOIS STATE POLICE, BUREAU	08/13/2020	10,000.00
226289	ILLINOIS MUNICIPAL RETIREMENT	08/13/2020	12,056.58
226290	ILLINOIS TAMALE COMPANY	08/13/2020	8,560.80
226291	J. AVE DEVELOPMENT	08/13/2020	1,000.00
226292	JIMMY JOHN'S	08/13/2020	98.99
226293	JONES SCHOOL SUPPLY COMPANY, I	08/13/2020	399.00
226294	KELLY, ERIN	08/13/2020	251.74
226295	KULA, PETER	08/13/2020	600.00
226296	Vendor Continued Check	08/13/2020	0.00
226297	LAFORCE, INC.	08/13/2020	8,247.00
226298	LAKE-COOK DISTRIBUTORS INC	08/13/2020	1,797.48
226299	LAKEVIEW BUS LINES, INC	08/13/2020	73,700.00

Check Nbr	Vendor Name	Check Date	Check Amount
226300	LANGUAGE TESTING INTERNATIONAL	08/13/2020	4,260.00
226301	LITTLE FRIENDS, INC	08/13/2020	2,639.20
226302	LOPEZ, DENISE	08/13/2020	36.98
226303	MAIETTA, JOSEPH	08/13/2020	120.00
226304	MC CLOUD SERVICES	08/13/2020	154.50
226305	MCMAHON, JOSH	08/13/2020	69.51
226306	MEDINA, ERIKA	08/13/2020	57.27
226307	MEDRANO, CAROL	08/13/2020	600.00
226308	MESIROW INSURANCE SERVICES	08/13/2020	17,500.00
226309	MILLER COOPER & CO., LTD	08/13/2020	2,500.00
226310	MOSAIC NETWORK, INC	08/13/2020	17,014.80
226311	MULLER-PINEHURST DAIRY INC	08/13/2020	6,507.31
226312	MULLEN, WENDY	08/13/2020	87.39
226313	NEW HORIZON CENTER FOR THE	08/13/2020	27,153.60
226314	Vendor Continued Check	08/13/2020	0.00
226315	OFFICE DEPOT	08/13/2020	321.79
226316	OLSSON ROOFING COMPANY, INC	08/13/2020	1,137.00
226317	PAISANS PIZZA	08/13/2020	181.93
226318	PERFORMANCE FOODSERVICE-CHICAG	08/13/2020	132.73
226319	PITNEY BOWES GLOBAL FINANCIAL	08/13/2020	2,281.26
226320	PROGRESSIVE PEDIATRICS THERAPY	08/13/2020	250.00
226321	RODRIGUEZ, SILVESTRE	08/13/2020	600.00
226322	S/P2	08/13/2020	598.00
226323	SANTA INES BAKERY	08/13/2020	354.20
226324	SARAH F, INC DBA SUBWAY	08/13/2020	327.28
226325	Vendor Continued Check	08/13/2020	0.00
226326	SCHOOL NEWSPAPERS ONLINE	08/13/2020	800.00
226327	SEAL OF ILLINOIS INC	08/13/2020	17,587.57
226328	SEAL SOUTH INC	08/13/2020	7,443.15
226329	SIGNCO, INC.	08/13/2020	2,500.00
226330	SOARING EAGLE ACADEMY	08/13/2020	11,850.03
226331	Vendor Continued Check	08/13/2020	0.00
226332	SPECIAL EDUCATION SYSTEMS, INC	08/13/2020	14,499.94

Check Nbr	Vendor Name	Check Date	Check Amount
226333	SPECIAL EDUCATION SERVICES	08/13/2020	55,467.88
226334	Vendor Continued Check	08/13/2020	0.00
226335	STARSHIP	08/13/2020	1,062.80
226336	STEFL, CAMILLA	08/13/2020	600.00
226337	SUN LIFE ASSURANCE CO. OF CANA	08/13/2020	1,758.27
226338	TEACHERS RETIREMENT SYSTEM	08/13/2020	49,976.88
226339	TEACHERS RETIREMENT SYSTEM	08/13/2020	14,690.36
226340	THE CENTER/IRC	08/13/2020	14,000.00
226341	THIS FUND	08/13/2020	6,820.82
226342	Vendor Continued Check	08/13/2020	0.00
226343	Top Notch Silk Screening Inc	08/13/2020	170,000.00
226344	TRUJILLO, YVONNE	08/13/2020	350.00
226345	TST SOUVENIRS & BALLOONS	08/13/2020	300.00
226346	VALLEE-LARSEN, ANGELA	08/13/2020	600.00
226347	VERIZON WIRELESS	08/13/2020	27.67
226348	VESPER, KEVIN	08/13/2020	15.86
226349	VIOLET FLOWER SHOP, INC	08/13/2020	100.00
226350	VISION CONSTRUCTION AND CONSUL	08/13/2020	2,345,635.67
226351	WALSH, KEVIN	08/13/2020	2,643.11
226352	Vendor Continued Check	08/13/2020	0.00
226353	WASTE MANAGEMENT	08/13/2020	2,778.13
226354	Vendor Continued Check	08/13/2020	0.00
226355	Vendor Continued Check	08/13/2020	0.00
226356	WEAVER CONSULTANTS GROUP	08/13/2020	111,423.97
226357	WESTMONT INTERIOR SUPPLY HOUSE	08/13/2020	7,487.60
226358	YANEZ, ENRIQUE	08/13/2020	600.00
226359	ZAMBRANO, JOANN	08/13/2020	600.00
226360	ZHANG, KELLY	08/13/2020	539.90
127	Computer	Check(s) For a Total of	3,464,037.40

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	127	Computer	Checks For a Total of	3,464,037.40
Total For	127	Manual, Wire Tran, ACH & Computer	Checks	3,464,037.40
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	3,464,037.40

F U N D S U M M A R Y

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	58,373.07	146.85	734,331.17	792,851.09
15	INS RESERVE	0.00	800.81	17,500.00	18,300.81
20	OPER & MAINT	0.00	0.00	152,090.64	152,090.64
40	TRANSPORT	0.00	0.00	88,199.94	88,199.94
60	CAPITAL PROJ	0.00	0.00	2,412,594.92	2,412,594.92



J. STERLING MORTON HIGH SCHOOL DISTRICT 201
5801 W. CERMAK ROAD • CICERO, ILLINOIS 60804
PHONE: 708-780-2800 • FAX: 708-222-3089
DR. TIM TRUESDALE, SUPERINTENDENT

MEMO TO: Board of Education

FROM: Kathleen Kelly Colgan
Executive Director of Human Resources

DATE: August 12, 2020

SUBJECT: Personnel Report

I present the following personnel recommendations for your approval. Supporting documents are available upon request.

ADMINISTRATION		
Denise Gomez	Dean of Students (transfer from Biliiteracy Coordinator)	East
	Replacement for: Matthew Dugan (transfer)	
	Effective: 08/05/2020	
Megan Holub	Dean of Students (transfer from teacher)	West
	Replacement for: Enrique Ojeda	
	Effective: 08/13/2020	
Michael Jacobs	Assistant Principal – Student Support Services	West
	Replacement for: Chris Simek (transfer)	
	Effective: 07/30/2020	
Kerry Pozulp	IEP Facilitator (transfer from teacher)	West
	Replacement for: Christopher Sanzeri	
	Effective: 08/06/2020	
Richard Robilotta	Special Education Coordinator (transfer from teacher)	East
	Replacement for: Lauren Hartelius	
	Effective: 08/12/2020	

CERTIFIED STAFF		
Elaine Coppe	English Teacher	East
	Replacement for: Daniel Tondelli (transfer)	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Dina Egonmwan	Special Education Teacher	FC
	Replacement for: Francisco Achurra	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Karla Flores	Spanish Teacher	West
	Replacement for: Aimee Dayhoff (transfer)	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Patrick Glazik	Librarian (transfer from East)	West
	Replacement for: Sonia Ocasio-Bowman	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Deborah Maxwell	English Teacher	West
	Replacement for: Johanna Stokes	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Gabriella Nowobilski	Math Teacher	FC
	Replacement for: Alicia Cook (transfer)	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Esmeralda Ortiz	Spanish Teacher	East
	Replacement for: Angela Vallee-Larsen (transfer)	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Michael Ryva	School Psychologist	East
	Replacement for: Meghan Meyer	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Christine Simek	Guidance Counselor (transfer from Assistant Principal)	West
	Replacement for: Danielle Herrndobler	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Daniel Tondelli	English Teacher (transfer from East)	West
	Replacement for: Gale Holmlund	
	Effective: <i>Start of the 2020-2021 School Year</i>	

Angela Vallee-Larsen	Spanish Teacher (transfer from East)	West
	Replacement for: Rosa Bacio	
	Effective: <i>Start of the 2020-2021 School Year</i>	
Coaching/Clubs/Activities for 2020-2021 School Year		
Bianca Frutos	Assistant Cheer Coach	
	Effective: <i>pending fall season starting</i>	
Michael Hasler	Assistant Girls Tennis Coach	
	Effective: <i>pending fall season starting</i>	
Michael McGlennon	Assistant Girls Swimming/Diving Coach	
	Effective: <i>pending fall season starting</i>	
Phil Stowers	Assistant Girls Tennis Coach	
	Effective: <i>pending fall season starting</i>	
Lead Teachers for the 2020-2021 School Year		
Sara Giannopoulos	EL/ML Lead Teacher	FC
Substitute Teachers		
Vincent Ayala Jr.	Substitute Teacher	
Stephany Juarez	Substitute Teacher	
Vince Plascencia	EL Long Term Substitute Teacher	East
	Coverage for: Denise Rodriguez	
	Effective: <i>08/13/2020 – 11/05/2020</i>	
Cristina Valadez	Spanish Long Term Substitute Teacher	East
	Coverage for: Eloy Hernandez	
	Effective: <i>08/13/2020 – TBD</i>	
NON-CERTIFIED		
Melvin Cornelius	Security Supervisor	West
	Replacement for: Art Mantucca (transfer)	
	Effective: <i>pending background check</i>	
Yolanda Miranda	Parent Liaison Substitute	FC
	Coverage for: Linda Montejano	
	Effective: <i>08/10/2020</i>	

Teacher Aides		
Dominique Ferguson	Teacher Aide	FC
	Replacement for: Frances Castillo	
	Effective: <i>pending background check</i>	
Security		
Julio Rojas	10 Month Full Time Security (transfer from Part Time Security)	FC
	Replacement for: Sandra Ramirez	
	Effective: 08/13/2020	
RESIGNATIONS		
Rosa Bacio	Spanish Teacher	West
	Effective: 08/03/2020	
Lesly Cervantes	10 Month Full Time Security	FC
	Effective: 08/04/2020	
Guadalupe Granados	Teacher Aide	West
	Effective: 07/29/2020	
Lauren Hartelius	Special Education Coordinator	East
	Effective: 08/14/2020	
Alberto Jaquez	Biliteracy Coach	FC
	Effective: 07/16/2020	
Monisha Kimbrough	Food Service	West
	Effective: 07/17/2020	
Susan Mendoza	10 Month Full Time Security	West
	Effective: 07/26/2020	
Enrique Ojeda	Dean of Students	West
	Effective: 07/30/2020	
Ricardo Rodriguez	10 Month Full Time Security	West
	Effective: 07/31/2020	
Erin O'Shea	10 Month Full Time Security	West
	Effective: 07/09/2020	
Christopher Sanzeri	Special Education IEP Facilitator	West
	Effective: 07/14/2020	

Johannah Stokes	English Teacher	West
	Effective: 08/12/2020	
Alexis Valenzuela	Teacher Aide	Alt
	Effective: 08/12/2020	
Marcela Yanes	Food Service	West
	Effective: 08/11/2020	
RETIREMENTS		
Ronald Konopasek	Maintenance – Fireman	West
	Effective: 10/02/2020	
LEAVES		
Eloy Hernandez	Health Leave	East
	Effective: 01/06/2021 – 06/02/2021	
Alexandra Zamora	Maternity Leave	Alt
	Tentative Dates: 09/14/2020 – 12/07/2020	
INFORMATIONAL ONLY		
Vanessa Hurley	Culinary Arts Teacher	East
	Offer Declined	
Jessie Montes de Oca	School Psychologist	East
	Offer Declined	
Leaves		
Teresa Baez	FFCRA EFMLA	East
	Effective: 08/17/2020 – 09/25/2020	
Carol Best	FMLA	East
	Effective: 06/30/2020 – TBD (intermittent)	
Eloy Hernandez	FMLA	East
	Effective: 08/13/2020 – 11/05/2020	
Nancy Jacobek	FFCRA EFMLA	West
	Effective: 08/27/2020 – 11/20/2020	
Georgia MacDougal	FFCRA EFMLA	West
	Effective: 09/14/2020 – 10/23/2020	

Matthew MacDougal	FFCRA EFMLA	West
	Effective: 10/26/2020 – 12/04/2020	
Genaro Martinez	FMLA	West
	Effective: 07/10/2020 – 07/28/2020	
Vanessa Martinez	FFCRA EFMLA	West
	Effective: 08/13/2020 – TBD	
Carole Mestousis	FFCRA EFMLA	FC
	Effective: 08/31/2020 - 12/18/2020 (intermittent)	
Samantha Skubal	FMLA	District
	Effective: 07/10/2020 – TBD	
Jane Smith	FFCRA EFMLA	East
	Effective: 09/18/2020 - 12/18/2020 (intermittent)	
Mary Beth Zerafa	FFCRA EFMLA	West
	Effective: 08/25/2020 – TBD (intermittent)	

**Food Service Staff Attendance Incentive
for Children's Meal Distribution**

Employee ID	# of Days Worked	\$5 per day
1365	10	\$ 50.00
1500	92	\$ 460.00
1642	84	\$ 420.00
1951	24	\$ 120.00
2067	95	\$ 475.00
2264	95	\$ 475.00
2816	5	\$ 25.00
3152	88	\$ 440.00
3257	72	\$ 360.00
3809	67	\$ 335.00
4426	86	\$ 430.00
4888	59	\$ 295.00
4892	49	\$ 245.00
5307	30	\$ 150.00
5429	85	\$ 425.00
5610	40	\$ 200.00
6003	75	\$ 375.00
6154	18	\$ 90.00
6194	17	\$ 85.00
6631	65	\$ 325.00
6706	90	\$ 450.00
6777	85	\$ 425.00
6889	1	\$ 5.00
6898	19	\$ 95.00
7091	58	\$ 290.00
7595	73	\$ 365.00
7628	94	\$ 470.00
7803	91	\$ 455.00
7845	68	\$ 340.00
7985	50	\$ 250.00
7997	93	\$ 465.00
8003	75	\$ 375.00
8043	86	\$ 430.00
8046	29	\$ 145.00
8157	64	\$ 320.00
8159	82	\$ 410.00
8176	3	\$ 15.00
8187	48	\$ 240.00
8345	32	\$ 160.00
8354	95	\$ 475.00
8387	27	\$ 135.00
8535	95	\$ 475.00
8540	76	\$ 380.00
8646	35	\$ 175.00
8691	7	\$ 35.00
8692	91	\$ 455.00

**Food Service Staff Attendance Incentive
for Children's Meal Distribution**

8694	13	\$	65.00
8709	89	\$	445.00
8787	67	\$	335.00
8887	87	\$	435.00
8897	51	\$	255.00
8915	10	\$	50.00
8919	84	\$	420.00
8945	79	\$	395.00
8955	84	\$	420.00
8958	77	\$	385.00
8979	4	\$	20.00
8984	36	\$	180.00
			\$ 16,970.00

Cynthia Lamas

From: clamas@jasmorton.org
Sent: Monday, August 3, 2020 2:48 PM
To: Cynthia Lamas
Subject: New response for survey 'Facility Request Form'

GENERAL RESPONSE INFORMATION

Response Start Time: 8/3/2020 3:35:04 PM

Response End Time: 8/3/2020 3:47:49 PM

IP Address: 12.216.84.29

Completed Survey: Yes

Respondent: Anonymous

SURVEY RESPONSES

SCORE: 0

1. Type of organization reequesting facility use:
Governmental Body/Entity

2. Name of organization requesting facility
Berwyn Public Library

3. Address of organization:
2701 S. Harlem Avenue
Berwyn IL 60402

4. Name, email address and phone number of person in charge of organization:
Tammy Sheedy
tsheedy@berwynlibrary.org
708-749-6318

5. Description of event/activity:
Due to COVID-19, our annual Fairy Tale Ball had to be cancelled. We would like to have a drive-thru fairy tale event in the Morton Parking lot (East and West lots). Staff and hired performers will be dressed as various fairy tale characters and positioned on risers for viewing and entertainment. We will have a separate walkway for those on foot. Mayor Lovero and his wife will serve as King and Queen of the event.

6. Probable attendance (break down by adults and children):
Difficult to predict due to the drive thru aspect. Berwyn Police Department will be providing traffic control, and Berwyn Public Works will be providing any necessary barricades.

7. Will admission be charged or fee collected from participants? If so, who or what entity receives the proceeds?
No

8. Date(s) and time(s) of event (MM/DD/YYYY):

October 4, 2020 from 1PM to 4 PM

Rain date October 11, 2020 from 1PM to 4 PM

9. Setup, breakdown, or other needs (equipment, special requests):

We would need access to the parking lot(s) by 9AM the morning of the event for set-up
Choral risers

10. Check applicable location(s) requested:

Morton West

11. Section(s) of facility requested for use:

Parking Lot

PROFESSIONAL SERVICE AGREEMENT

Between

J. STERLING MORTON DISTRICT 201

and

AMERICAN INSTITUTES FOR RESEARCH

AGREEMENT IS HEREBY MADE between **CLIENT** and **CONTRACTOR** set forth below according to the following terms, conditions and provisions:

1. IDENTITY OF CLIENT:

Name: **J. Sterling Morton District 201**
Address/City/State/Zip: 5801 W. Cermak. Rd
Cicero, IL 60804
Contact Person: Joshua McMahon, Assistant Superintendent
Telephone Number: 708-780-2800
Email Address: JMcMahon@jstmorton.org

2. IDENTITY OF CONTRACTOR:

Name: **American Institutes for Research**
Address/City/State/Zip: 1000 Thomas Jefferson Street, NW
Washington, DC 20007
Contact Person: Hugh Milligan, Senior Contracts Specialist
Telephone Number: 202-403-6562
Email Address: hmilligan@air.org

3. SERVICE TO BE PERFORMED. CLIENT desires and CONTRACTOR agrees to perform services defined in the Statement of Work incorporated herein and made part of this Agreement as Attachment A. CONTRACTOR has been selected to participate in this Project at CLIENT's discretion.

4. TERMS OF PAYMENT/FINANCIAL PROVISIONS. This is a **Firm Fixed Price** Agreement for a total amount of \$119,700 whereby CONTRACTOR will be paid by CLIENT for the procurement of services based on the payment schedule set forth in Attachment A.

Performance Period: August 1, 2020 through August 31, 2021

Payment terms will be net 30 days from date of invoice. In the event CLIENT does not remit payment to CONTRACTOR by the due date, CONTRACTOR reserves the right, in its sole discretion, to charge interest at the then current interest rate as published in the Wall Street Journal, and to suspend its work efforts until payment is received.

CONTRACTOR's preferred receipt of payment under this Agreement is CLIENT's direct electronic deposit to CONTRACTOR using EFT/ACH. CONTRACTOR's general accounting staff, at GeneralAccountingTeam@air.org, are responsible for receipt of CLIENT payments. Upon agreement execution, CONTRACTOR's general accounting staff will contact CLIENT to complete

forms required for direct deposit payments by EFT/ACH and send them directly to the CLIENT's designated payments office via secure transmission.

If payment by electronic means is not possible, payments by check shall be mailed to CONTRACTOR's lockbox at the following address:

American Institutes for Research
PO Box 28126
New York, NY 10087-8126

5. **REIMBURSEMENT OF EXPENSES.** CLIENT shall not be liable for any additional expenses paid or incurred by CONTRACTOR in excess of amount in Section 4 of this Agreement unless otherwise agreed in writing.
6. **ADVERTISING.** CONTRACTOR agrees that the name of CLIENT, its trustees, officers, agents and employees will not be used for the purposes of advertising. CONTRACTOR and CLIENT will obtain written approval from each other prior to issuing any press release or other publicity in connection with this Agreement.
7. **NON-SOLICITATION.** Neither party shall knowingly solicit, recruit, hire or otherwise employ or retain any employee of the other, performing hereunder, during the Term of this Agreement and for one (1) year following the termination or expiration of this Agreement without the prior written consent of the other party. This paragraph shall not restrict in any way the right of either party to solicit or recruit generally in the media, and shall not prohibit either party from hiring an employee of the other who answers any advertisement or who otherwise voluntarily applies for hire without having been personally solicited or recruited by the hiring party.
8. **INDEMNIFICATION.** With regard to the Services performed by CONTRACTOR pursuant to the terms of this Agreement, CONTRACTOR shall not be liable to CLIENT for any acts or omissions in the performance of Services on the part of CONTRACTOR or on the part of its agents or employees, except when said acts or omissions of CONTRACTOR are due to willful misconduct or gross negligence, or are in breach of this Agreement. CLIENT shall hold CONTRACTOR free and harmless from any obligations, costs, claims, judgments, attorneys' fees, and attachments arising from or growing out of the Services rendered to CLIENT pursuant to the terms of this Agreement or in any way connected with the rendering of Services, except when the same shall arise due to the willful misconduct or gross negligence of CONTRACTOR, or are in breach of this Agreement, and CONTRACTOR is adjudged to be guilty of willful misconduct or gross negligence, or in breach of this Agreement, by a court of competent jurisdiction. CONTRACTOR's liability shall be limited to the amount paid under this Agreement.
9. **NON-WAIVER.** The failure of either party to exercise any of its rights under this Agreement for a breach thereof shall not be deemed to be a waiver of such rights or a waiver of any subsequent breach.
10. **DECLARATION BY CONTRACTOR.** CONTRACTOR declares that CONTRACTOR has complied with all Federal, State and Local laws regarding business permits, certificates and licenses that may be required to carry out the work to be performed under this Agreement.
11. **HOW NOTICES SHALL BE GIVEN.** All communications pertaining to contractual and/or administrative matters under this Agreement shall be delivered in writing, by delivery notice mail or email. Such communications shall be to the person(s) set forth in Sections 1 and 2 above.

12. **OWNERSHIP.** CLIENT agrees that CONTRACTOR is and will be the owner of any and all reports, evaluations, deliverables and other works of authorship that CONTRACTOR creates in connection with the Services under this Agreement and that all rights (copyrights) thereto shall be owned by CONTRACTOR. CONTRACTOR shall grant CLIENT a perpetual, irrevocable, non-transferable, non-exclusive license to use the work produced in conjunction with the services provided under this Agreement. Those works which CONTRACTOR licenses to CLIENT shall *not* include any works created by CONTRACTOR prior to and unrelated to the services performed under this Agreement. If CONTRACTOR creates derivative works for CLIENT based upon such prior or unrelated works, only the newly-created derivative work shall be licensed to CLIENT to the exclusion of prior or unrelated work from which the work done for CLIENT was derived. For pre-existing material, CONTRACTOR grants CLIENT a limited perpetual, irrevocable, non-transferable, non-exclusive license to the CLIENT for use and operation of the work produced under this Agreement.
13. **RIGHT TO PUBLICIZE.** CONTRACTOR is encouraged to publish and otherwise disclose the results of its work under this Agreement. CONTRACTOR will provide CLIENT with an advanced copy of any substantial communication that publicizes the work funded thereby. CLIENT reserves the right to review and approve the use of its name in the context of such communication. CONTRACTOR shall provide CLIENT with five business days or a mutually agreed upon period to complete its review of such communication. No response will be deemed CLIENT approval.
14. **CONFIDENTIALITY.** During and after the term of this Agreement, the CONTRACTOR will maintain information identified by CLIENT as confidential and obtained under or in connection with this Agreement regarding CLIENT and will not divulge such information to any person (except to their own employees or subcontractors and then only to those employees or subcontractors who need to know same) without CLIENT's prior written consent, except as may be required by law, regulation or court order.

The obligations in the immediately preceding paragraph do not extend to information which was known to CONTRACTOR prior to CONTRACTOR's receipt of or access to that information under this Agreement, which was or becomes a matter of public information or publicly available through no act or failure on the part of CONTRACTOR, acquired from a third Party entitled to disclose the information without obligation of confidentiality or is developed independently and without use of CLIENT's confidential information.
15. **DATA SHARING.** Any information and/or data provided by the CLIENT and used by CONTRACTOR directly or indirectly in the performance of this Agreement shall remain at all times the property of the CLIENT. It shall be identified, clearly marked and recorded as such by CONTRACTOR on all media and in all documentation. CONTRACTOR shall take all reasonable precautions to preserve the integrity and prevent any corruption or loss, damage or destruction of the CLIENT's data and information. All personal data acquired by CONTRACTOR from the CLIENT shall only be used for the purposes of this Agreement and shall not be further processed or disclosed without the consent of the CLIENT.
16. **ARBITRATION.** Any controversy or claim arising out of or relating to this contract, or the breach thereof, shall be settled by arbitration administered by the American Arbitration Association under its Commercial Arbitration Rules, and judgment on the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof.
17. **GOVERNING LAW.** This Agreement is governed by the laws of the District of Columbia.

18. **TERMINATION.** Either party may terminate this Agreement at any time by giving fourteen (14) days written notice to the other. In addition, either party may terminate this Agreement for cause. Reasonable cause shall include, among others: (1) material violation of this Agreement, and (2) any act exposing the other party to liability to others for personal injury or property damage. Such a termination will be effective five (5) days after delivery of a written notice to that effect. CONTRACTOR shall be entitled to bill CLIENT for, and CLIENT shall be obligated to pay for all allowable costs up to the time of termination, all costs associated with non-cancellable commitments to 3rd parties (but not yet incurred), and reasonable costs incurred after the termination notice date associated with project closeout.
19. **SEVERABILITY.** Each provision of this Agreement will be considered separable. If for any reason any provision or provisions hereof are determined to be invalid or contrary to applicable law, such invalidity will not impair the operation of or affect the remaining provision of this Agreement.
20. **FORCE MAJEURE.** Neither party will be liable for its failure to perform any of its obligations hereunder during any period in which such performance is delayed by acts of God or Government authorities, fire, natural disaster, epidemic, pandemic or any other cause beyond the control of such party provided that the party experiencing the difficulty provides prompt written notice to the other party and uses its best efforts to cure the delay.
21. **MAXIMUM LIABILITY.** CONTRACTOR's liability under this Agreement will not exceed the dollar value of this Agreement.
22. **ENTIRE AGREEMENT.** This Agreement constitutes the complete understanding of the parties supersedes any other prior agreements.
23. **AMENDMENTS.** This Agreement may be supplemented, amended or revised only in writing upon agreement by both parties.

SIGNATURE OF AUTHORIZED OFFICER:

J. STERLING MORTON DISTRICT 201

 Jeffry Pesek, Board President Date

AMERICAN INSTITUTES FOR RESEARCH

 Jann Mouer, Principal Contracts Officer

 Date

Attachment A
SCOPE OF WORK

AIR will work with Morton 201 to improve performance over the course of the 2020–21 school year through implementation of the critical mechanisms of social emotional learning (SEL) support for district leaders and instructional teams.

Table 1 describes our services and the associated costs. Costs include materials, travel, and staff time.

Table 1. AIR Services and Associated Costs

Services	Deliverables
District-Level SEL Support	<p>Project kickoff meeting with district and school leaders to outline timelines, schedules, and stakeholder participation</p> <p>Review extant data (5 Essentials, district policies, current district vision, priorities and strategic plan, student attendance and discipline data, and school climate data (if available).</p> <p>Five interviews of district stakeholders to ensure the SEL Solutions team understands the district context.</p> <p>A half day professional development session provided by two SEL facilitators for district leaders and school principals designed to provide common language and foundations of SEL. The session will also solicit administrators’ hopes and fears which will inform the development of a communications and dissemination plan to be tailored to the needs of the district.</p> <p>Two virtual Professional Learning Sessions provided by two SEL facilitators during every other early release day (September-May), alternating with the MTSS Leader sessions. These sessions will focus on leading the integration of SEL into curriculum and classroom practice.</p> <p>Monthly strategic calls with the Assistant Superintendent for Curriculum and Instruction plus one person from student services/MTSS team to support the development of a district communication and dissemination plan.</p>
Professional Development for Instructional Teams	<p>Eighteen professional learning sessions provided by two SEL facilitators spread across Morton 201 instruction teacher teams focused on the integration of social and emotional learning into classroom practice.</p> <ul style="list-style-type: none"> • Session 1- August 14: virtual 2-hour session for each teacher team (3 total) on foundations of SEL. • Sessions 2 and 3 – September-May: 3 virtual sessions (x 2.5 hour each) for each of the 5 teacher teams during the monthly early release day. These sessions (3 sessions per teacher team for a total of 5 hours per team over the school year) will focus on infusing SEL into teaching and learning and will provide an opportunity for teachers to examine common problems of practice related to SEL within existing PLC team structure.

Services	Deliverables
Support for Morton MTSS Leaders	<p>A three hour virtual professional learning session provided by two SEL facilitators with district MTSS team to examine the district context (e.g. past history, assets, and barriers), understand the past work of the MTSS team, examine areas for alignment and integration to existing district priorities, structures, policies, programs, initiatives and practices. This meeting will result in a journey map and lessons learned will be used to inform the development of a professional learning sessions for teacher teams.</p> <p>Three virtual quarterly consultation provided by two SEL facilitators sessions that will provide a space for staff across school buildings to discuss implementation challenges. These sessions will occur during every other early release day (September-May), alternating with the District and School Leader sessions.</p>
Total Price*	\$119,700

*Price includes onsite consultation time, preparation, materials, travel and quality assurance.

Table 2. AIR Payment Schedule

Month	Amount
September 2020	\$29,700
December 2020	\$30,000
March 2021	\$30,000
June 2021	\$30,000
Total	\$119,700



Athletic Training Services Agreement

This ATHLETIC TRAINING SERVICES AGREEMENT (together with all attachments incorporated herein, this “Agreement”) is made and entered into as of August 2, 2020 by and between Athletico Management, LLC, a Delaware limited liability company (“Athletico”), and J. Sterling Morton High School District 201 (“Client” and, together with Athletico, each a “Party” and, collectively, the “Parties”).

WHEREAS, Client desires to engage Athletico to provide, as an independent contractor, athletic training services to Client on the terms and conditions set forth in this Agreement, and Athletico desires to provide such services.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the Parties, intending to be legally bound, hereby agree as follows:

- 1. Engagement.** Client hereby engages Athletico to provide the athletic training services set forth on Exhibit A (the “Services”) on behalf of Client under the terms and subject to the conditions set forth in this Agreement. Client hereby acknowledges and agrees that (a) the Services shall in no way be considered a substitute for the services of a physician, (b) the Services shall not involve the practice of medicine as regulated by the Illinois Department of Financial and Professional Regulations, (c) the Services are regulated by the Illinois Department of Financial and Professional Regulations under the Illinois athletic training practice act and (d) Athletico shall perform the Services solely under the direction and control of Client and its athletic trainers, physicians, employees and agents. Athletico, in its sole discretion, will assign athletic trainer(s) to provide the Services. Athletico reserves the right to substitute an assigned athletic trainer with an equally qualified athletic trainer as necessary. Athletico maintains the final decision for athletic trainer assignment.
- 2. Compensation.** In consideration for the Services, Client shall (a) perform each obligation set forth under the heading “Client Responsibilities on Exhibit A and (b) pay Athletico the fees set forth on Exhibit B. Client shall provide payment to Athletico thirty (30) days from the invoice date.
- 3. Schedule Changes and Cancellations.** Client must notify Athletico of any change to the event schedule set forth on Exhibit A no later than fourteen (14) business days prior to the applicable event. If Client fails to provide such notice for any event, Athletico, at its option, may decline to provide the Services at such event. If Client makes any schedule change or cancellation with less than 24 hours’ prior notice to Designated Athletico Contact (as defined in Exhibit A), Client shall pay Athletico an amount equal to the Cancellation Charge (as defined in Exhibit B); provided, however, that Client shall not owe Athletico the Cancellation Charge if the cancellation is due to inclement weather or an unplayable surface. Client shall notify Athletico as early as practicable if inclement weather or unplayable surfaces are suspected prior to any event. Additionally, in any instance that Client fails to provide payment to Athletico within sixty (60) days after the date of invoice, Athletico may pause any or all services until it receives all late payments from Client.
- 4. Late Payments** As provided in the Illinois Local Government Prompt Payment Act, all payments not received by Athletico within thirty (30) days after the date of Client’s approval of the invoice shall bear interest at the rate of 1% per month (or the highest rate permitted by applicable law, if lower) until final payment is made. Client shall be responsible for all costs of collection incurred by Athletico, including court costs and reasonable attorneys’ fees. Additionally, in any instance that Client fails to provide payment to Athletico within sixty (60) days after the date of invoice, Athletico may pause any or all services until it receives all late payments. Additionally, in any instance that Client fails to provide payment to Athletico within sixty (60) days after the date of invoice, Athletico may pause any or all services until it receives all late payments from Client.
- 5. Term of Agreement.** The term of this Agreement (the “Term”) shall be from August 2, 2020 through July 31, 2021. Notwithstanding the foregoing, (a) either Party may terminate this Agreement immediately by notice upon the institution by or against the other Party of insolvency, receivership or bankruptcy proceedings, upon the other Party making an assignment for the benefit of creditors or admitting in writing its inability to pay its bills, upon the other Party’s insolvency or upon the other Party ceasing to do business; (b) either Party may terminate this Agreement upon notice in the event of a breach of this Agreement by the other Party that is not cured within thirty (30) days after written notice thereof; (c) Athletico may terminate this Agreement upon notice if Client fails to pay any amount owed hereunder within sixty (60) days after the date on which such amount was due; and (d) Athletico may terminate without cause on thirty (30) days prior written notice to Client. In the event of termination by the Client, Client shall pay any fees and expenses owed to Athletico as of the effective date of termination. Any obligations set forth in the Compensation, Opportunities, Indemnification, Confidentiality, or Non-Interference sections of this Agreement shall survive the termination of this Agreement.
- 6. Opportunities.** During the Term and for a one (1)-year period after the expiration of the Term or earlier termination of this Agreement, before Client may enter into any agreement with a third party for physical therapy or athletic training services or for sponsorship in the designated category described in this Agreement, Client shall first offer the opportunity to Athletico on the same terms and conditions as offered to or by the third party. Athletico shall have thirty (30) days during which to accept said offer. If Athletico does not accept said offer within thirty (30) days, Client may accept the third party offer. If Client does not enter into an agreement with the third party on the terms and conditions offered to Athletico within ninety (90) days after the expiration of such thirty (30) day period, Client’s right to enter into the agreement shall expire and the procedure described in this Section 6 shall again be applicable.

7. **Insurance.** During the term of this Agreement, each Party shall procure and maintain adequate and commercially reasonable insurance coverage (including, in the case of Athletico, professional liability coverage) from financially responsible insurance companies duly authorized to provide such insurance in the state of such Party's organization, which insurance shall be in full compliance with all applicable statutory requirements. Client shall add Athletico as an additional insured under its liability insurance policy and provide evidence thereof upon Athletico's written request.
8. **Indemnification and Waivers.**
- Athletico.** Athletico shall indemnify, defend, and hold harmless Client, its directors, officers, and agents from and against any and all liability, suits, claims, losses, damages, costs and expenses, including, without limitation, reasonable attorney's fees and court costs, to the extent caused by, resulting from or related to (i) any negligent or reckless act or omission, or intentional misconduct, of Athletico, or any of its employees or agents, in performing this Agreement, (ii) any breach of this Agreement by Athletico or (iii) the failure of any equipment supplied by Athletico.
 - Client.** Client shall indemnify, defend and hold harmless, Athletico, its affiliates, officers, agents and employees, from and against any and all liability, suits, losses, damages, costs and expenses whatsoever, including, without limitation, reasonable attorney's fees and court costs, to the extent caused by, resulting from or related to (i) any act or omission, or intentional misconduct, of Client, or any of its employees or agents, in performing this Agreement, (ii) any breach of this Agreement by Client, (iii) the failure of any equipment that is not supplied by Athletico or (iv) any event at which the Services are being provided, except to the extent resulting from the provision of the Services by Athletico.
 - Limitations.** In no event shall either Party be liable hereunder (whether in action in negligence, contract or tort or otherwise) for any indirect, incidental, special, consequential or punitive damages. Athletico's aggregate liability related to this Agreement shall not exceed the aggregate fees paid to Athletico by Client hereunder, except to the extent such liability is caused by, or results from, Athletico's reckless act or omission or intentional misconduct.
 - Participant Waiver of Liability.** Client shall collect and maintain executed liability waivers from each participant which include an express consent to have Athletico's athletic trainers, physical therapists, massage therapists or other personnel provide participant with medical assistance and/or treatment and agreement by the applicable participant to hold harmless and indemnify all such Athletico personnel from all liability, loss, cost or other claim of damage whatsoever, including, injury, death or damage to property. If any participant is under the age of 18, such participant's waiver must also be executed by such participant's parent or legal guardian. Client shall provide Athletico with copies of such waivers or access to such waivers upon Athletico's written request. The failure to secure or maintain such waivers shall constitute a material breach of the Agreement.
 - HIPAA Waivers.** If Client desires to receive any protected health information of a participant from Athletico, Client shall cause such participant (or such participant's parent or guardian if such participant is under the age of 18) to execute and deliver to Athletico an acceptable Authorization for Release of Health Information.
 - Management Plans.** Notwithstanding the foregoing, Client is responsible for designing and implementing its concussion management plan in compliance with applicable state and federal laws, and Athletico shall not have any responsibility or liability for the design or implementation for such plan.
9. **Notices.** Any and all notices, demands, requests, and any other communication required or permitted to be served on or given by either party to the other shall be in writing and delivered personally, by nationally-recognized overnight courier or by deposit in the United States Mail, first class postage prepaid, certified or registered mail, return receipt requested, addressed to the party to whom it is to be given at the address set forth below or at such other or additional address as the other party may designate by notice to the other:

If to Client: J. Sterling Morton High School District 201 c/o Nicole Ebsen
2423 South Austin Ave., Cicero, IL 60804

And

If to Athletico: Athletico Management, LLC. c/o Bobby Delmore, Payten Gerjerts, and Jason Barclay
2122 York Road, Suite 300, Oak Brook, IL 60523

10. **Miscellaneous.**
- Governing Law/Arbitration.** This Agreement shall be governed by the laws of the State of Illinois (excluding its choice of law principles). The parties agree that any disputes arising hereunder that the Parties cannot resolve themselves shall be settled by binding arbitration with a single arbitrator agreed to by the Parties, or if the Parties cannot agree, by a single arbitrator selected by the American Arbitration Association, in accordance with the Commercial Arbitration Rules of the American Arbitration Association, and judgment upon the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof. Any arbitration proceeding shall be conducted using the Federal Rules of Evidence and the Federal Rules of Civil Procedure, to the extent applicable. Unless the parties agree otherwise in writing, the arbitration hearing shall be held in DuPage County, Illinois.
 - Compliance with Laws.** Each Party shall comply with all applicable laws and regulations, including, without limitation, those governing the release and handling of patient medical records. Client shall not request any Service, the performance of which would require Athletico to violate any applicable wage and hour law or other law related to working conditions. Client represents that it has informed Athletico of all job requirements, trainings, and background checks that are reasonably necessary for Athletico's certified athletic trainers to provide the Services.
 - Severability.** If any provision of this Agreement is held to be invalid as applied to any fact or circumstance, it shall not affect the remaining provisions or the same provision as applied to any other fact or circumstance.
 - Counterparts/Electronic Delivery.** This Agreement may be executed in multiple counterparts, and by facsimile, portable document format (.pdf) or other electronic means, each of which shall be deemed to be an original and all of which together shall constitute one and the same agreement.
 - Entire Agreement.** This Agreement contains the entire agreement between the Parties and supersedes any and all other agreements between the Parties, either oral or in writing, with respect to the subject matter of this Agreement.

- f. **Change in Law.** If either Party determines that this Agreement would violate any applicable law, rule or regulation, or that there is a change in the law, whether or not that change has gone into effect, and such change has had, or is reasonably likely to have, a material adverse effect on such Party's rights or obligations under the Agreement or the cost to provide the Services under the Agreement, this Agreement shall be immediately suspended upon written notice to the other Party to the extent necessary to resolve the issue, and the Parties shall negotiate in good faith in an effort to agree on appropriate revisions to this Agreement to reach a resolution to the issue, including renegotiating the terms of Exhibit A or Exhibit B attached hereto. If the Parties are unable to agree upon appropriate revisions within thirty (30) days after commencing such negotiation, either Party may terminate this Agreement upon notice to the other Party.
- g. **Uncontrollable Event.** The occurrence of an event which prevents a Party from performing its obligations or duties hereunder which is beyond the reasonable control of the Party affected, and which could not reasonably have been foreseen or provided against, including, acts of God, labor difficulties, riots, strikes, war, and acts of state or governmental action prohibiting any party from performing its respective obligations under the Agreement ("Uncontrollable Event") shall not excuse such Party from the performance of its obligations or duties under this Agreement, but shall merely suspend such performance during the Uncontrollable Event. Such obligations shall resume when such Party is no longer prevented from performing. If an Uncontrollable Event occurs, the Party prevented from performing its obligations must immediately send notice to the other Party giving full particulars of the event and the reason(s) that Party is prevented from performing its obligations under this Agreement and that Party must use its reasonable efforts to mitigate the effect of the Uncontrollable Event upon its or their performance of the Agreement and to fulfill its or their obligations under the Agreement. An Uncontrollable Event does not relieve a party from liability for obligations which arose before the occurrence of an Uncontrollable Event, nor does it excuse outstanding payment obligations. If an Uncontrollable event prevents a Party from performing its obligations for more than thirty (30) days, the other Party may immediately terminate this Agreement upon notice to the affected Party. If this Agreement is terminated due to an Uncontrollable Event, the affected Party shall pay any fees and expenses owed to the other Party as of the effective date of termination. Notice required under this section shall be sent in accordance with Section 9 of this Agreement.
- h. **Assignment.** Neither Party may assign this Agreement without the other Party's prior written consent; provided that Athletico may freely assign this Agreement to any affiliate or to any entity who acquires a majority of its ownership interests or a majority of its assets or the assets of any business unit of Athletico. This Agreement shall inure to the benefit of and be legally binding on the Parties hereto, their successors and assigns.
- i. **Non-Interference.** During the Term, including any initial and renewal terms, and for a two (2)-year period after the expiration of the Term or earlier termination of this Agreement, the Client agrees that it will not, directly or indirectly (e.g., by hiring or contracting with or using another company that hires or contracts with Athletico's employees), through any director, officer, employee, agent, staffing agency, or affiliate, without the express written consent of Athletico (which consent may be withheld in Athletico's sole discretion for any reason), solicit, take any action that constitutes, results or may reasonably be expected to result in soliciting, contract, engage, hire or employ any person who is, or at any time was, an employee of Athletico. Further, Client shall not encourage, induce or attempt to induce any employee of Athletico or its affiliates to terminate his or her employment with Athletico, or otherwise recommend that any third party hire any employees of Athletico or its affiliates, or otherwise assist any third party in connection with any of the foregoing actions, without the written approval of Athletico.
- j. **Student Records.** To the extent Athletico generates or maintains records related to a student, Athletico agrees to comply with the Family Educational Rights and Privacy Act (FERPA) to the same extent as such laws and regulations apply to the Client and shall limit access to only those employees or agents with a need to know.
- k. **Evidence of Physical Fitness.** Upon request from Client, Athletico shall provide evidence to the Client that its employees are physically fit to perform the duties required to complete the Services and are free from communicable diseases in compliance with Section 24-5 of the Illinois School Code, 105 ILCS 5/24-5.
- l. **No Discrimination.** Neither party shall discriminate against any person on the grounds of race, color, national origin, religion, age, disability or any other classification protected by applicable law in discharging its respective duties and responsibilities under this Agreement. It is the policy of Athletico to provide equal employment opportunities for all qualified applicants and employees, without regard to race, color, creed, religion, sex, national origin, nationality, ancestry, citizenship status, age, pregnancy, childbirth, marital status, sexual orientation (including gender-related identity), physical or mental disability, genetic information, H.I.V. status, status as a victim of domestic violence, order of protection status, military status, unfavorable discharge from military service, veteran status, liability for service in the Armed Forces of the United States or any other classification protected by applicable law.
- m. **Waiver; Amendment.** No waiver of any provision hereof shall be effective unless expressly made in writing and executed by the Party making the waiver. The failure of any Party to insist on performance of any term or condition of this Agreement shall not be construed as a waiver or relinquishment of any rights granted hereunder or of the further performance of any such term or condition, and the obligations of the Parties with respect thereto shall continue in full force and effect. This Agreement may only be amended in a writing that is duly executed by both Parties.
- n. **Captions.** The captions used in this Agreement as headings of the various sections are for convenience only and are not and shall not be used to construe any part of this Agreement.
- o. **Authority to Execute.** Each Party hereby represents and warrants that the party executing this Agreement on its behalf has full authority to execute this Agreement on its behalf.
- p. **No Partnership.** Nothing in this Agreement is intended to, or shall be construed to, constitute or establish an agency, partnership, joint venture, franchise or fiduciary relationship between the Parties. Neither Party shall have the right, or shall hold themselves out to have the right, to bind the other Party, nor shall either Party be responsible for the acts or omissions of the other except as expressly provided herein.
- q. **Confidentiality.** Each party will keep the terms of this Agreement confidential, except as required by applicable law, including but not limited to FOIA requests, or legal process.
- r. **Counterparts.** This Agreement may be executed in more than one counterpart, each of which shall be deemed an original, but all together shall constitute but one in the same instrument.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on the day and year first above written.

ATHLETICO MANAGEMENT, LLC

By: _____
Payten Gerjerts, Director of Athletic Training Services

J. Sterling Morton High School District 201

By: _____
Jeffry Pesek, Board President

EXHIBIT A

CLIENT RESPONSIBILITIES:

- a. Client must submit schedule changes within fourteen (14) business days prior to event in question. Failure to do so will mean possible forfeiture of coverage, depending on available personnel.
- b. Name Athletico as "The Official Provider of Physical Therapy and Athletic Training for J. Sterling Morton High School District 201 in all press releases, radio spots, newsletters, related materials and website. Athletico will be designated as the exclusive provider in the Physical Therapy, Occupational Therapy, Athletic Training, Work Rehab and Sports Medicine category.
- c. Client shall cause each athlete to obtain all equipment required by any applicable laws, rules or industry and/or governing body standards or policies or as needed to protect against all foreseeable or unforeseeable injuries. Neither Athletico nor any of its athletic trainers, employees, or other agents makes any representations or warranties regarding any equipment not specifically provided by Athletico and none of the foregoing shall be liable for any failure of any equipment to function properly.
- d. Client shall establish a link, logo and information pertaining to Athletico's assigned certified athletic trainer and all Athletico services to Client website.
- e. Client shall educate the players and parents of their teams on the importance of medical care and follow-up if necessary with an Athletico facility after injury.
- f. Client shall provide a link and logo to Athletico, and by doing so, grants unconditional use of all such images for use on the www.athletico.com website affiliation section, or any other website maintained by Athletico for purposes of promoting its athletic training services to others.

ATHLETICO RESPONSIBILITIES:

Athletico will be the Official provider of athletic training coverage for Client and will provide the following athletic training services:

- a. Four (4), licensed, certified athletic trainers will be available as outlined below. Services to include availability after school Monday-Friday for pre-event taping, home event and away football contest coverage for IHSA sanctioned events, injury assessment, post-game follow-up and rehabilitation August 2, 2020-June 5, 2021 for the 2020-2021 school year. Coverage will also be made available on Saturdays per practice and home event schedule. An Athletic Trainer will be assigned for coverage at hours defined below based on cover needs and Athletic Director preference. The foregoing services shall be considered "Regular Services" for purposes of this Agreement; provided that any hours in excess of the hours defined below per week shall be considered "Additional Services" and (ii) any Services provided on Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day or New Year's Day (or, to the extent any such holiday falls on a weekend, the weekday on which such holiday is observed) shall be considered "Additional Services."
 - i. One (1) Athletic Trainer will be assigned for coverage at the East campus at 40 hours per week from August 2, 2020-June 5, 2021.
 - ii. One (1) Athletic Trainer will be assigned for coverage at the West campus at 40 hours per week from August 2, 2020-June 5, 2021.
 - iii. One (1) Athletic Trainer will be assigned to split their time between campuses at 40 hours per week from August 2, 2020-June 5, 2021. Placement of the third Athletic Trainer will be determined by the Athletic Director per season.
 - iv. One (1) Athletic Trainer will be assigned hours per week from February 15, 2021-June 5, 2021 as directed and scheduled by the Athletic Director. Total hours assigned will be deducted from the 740 hours allotment for summer camp coverage, outlined in section (b.) below. Assignment of hours, dates, and times will be mutually agreed upon between Athletico and Client by January 8th, 2021.
- b. Two (2), licensed, certified athletic trainers will be available for summer camp coverage June 6, 2021-July 31, 2021 for a total of up to 740 hours between the two athletic trainers. The 740 hours allotment for summer coverage will be updated and agreed upon by January 8, 2021, deducting hours requested for AT4 in section (a.,iv.) above from the 740 total. The total of 740 hours between AT4 and summer camp coverage will be considered "Regular Services" of the purpose of this Agreement; any hours in excess of 740 hours shall be considered "Additional Services". Summer hours will be mutually agreed upon between Athletico and Client by June 1, 2021.
- c. Upon request, and if available, Athletico will provide additional Athletic Trainers; however, any Athletic Trainers in excess of defined weekly hours above shall be considered "Additional Services" for purposes of this Agreement.
- d. Upon request, and if available, an Athletic Trainer will be provided for both home and away state competitions; provided that any such services (other than coverage for away football contests as provided above) shall be considered "Additional Services" for purposes of this Agreement. Requests for coverage should be made within twenty-four (24) hours of notification of contest date and site to Athletico Manager of Athletic Training Services. Parameters of travel include:
 - i. Travel days to be inclusive of the weekly hour allotment per athletic trainer. Start time is defined as departure for travel and end time is defined as return.
 - ii. Travel accommodation including transportation, lodging and food will be paid for by Client.
- e. As needed and upon reasonable advance notice, Athletico shall use reasonable efforts to make an Athletic Trainer available at times other than those listed below in response to the special needs of the Client as needed and shall provide those services as outlined above. Such instances could include unscheduled events, acute injury circumstances, school affiliated functions, training sessions for coaches and staff and other situations which may arise. In all instances, the Client agrees to use reasonable efforts to provide Athletico with advance notice of all such additional requirements, as well as any schedule changes. The foregoing services shall be considered "Additional Services" for purposes of this Agreement.
- f. Coverage shall include on-site injury care and evaluation as well as assistance on all matters pertaining to the health and well-being of the athletes, including, without limitation, the coordination of follow-up treatment and rehabilitation as necessary for all injuries sustained by athletes.
- g. Coverage shall include the use of modalities as indicated by the Illinois athletic training practice act.
- h. Maintenance of complete and accurate records of all athletic injuries and treatment rendered.
- i. Athletico shall provide education to the, board members, coaches, players, and parents of Client on the importance of medical care and follow-up necessity with an Athletico facility after injury.
- j. Student-athletes, families, coaching and administration staff of the Client will have access to all Athletico centers for complimentary injury assessments to the extent permitted by applicable law.
- k. Athletico shall provide a 10-15 minute lecture introducing services available to Client at the Client's athletics introduction meeting.

- i. Athletico will provide a basic medical kit, which includes one-time stock of a small athletic training kit. If Client requests supplies that are not included in Athletico's medical kit, Athletico will assist Client in ordering such supplies. Such supplies shall be considered "Additional Supplies" for purposes of this Agreement.
- m. Athletico will provide marketing handouts and free injury assessment, upon request.
- n. Assistance with IHSA body fat testing for wrestlers.
- o. Assistance with the organization of on-site school physicals for athletic participation. Date, time, and location to be mutually agreed upon between Client and Athletico.
- p. If applicable, one (1) educational in-service per season to student-athletes, parents, coaches, and community members on mutually agreed upon sports medicine related topics. Topics could include, but not limited to, heat illness, concussion management, and injury prevention, led by our team of Physical Therapists and/or Certified Athletic Trainers. In-service dates and times to be mutually agreed upon between Client and Athletico.
- q. If applicable, implementation of three (3) onsite screening days utilizing Athletico Physical Therapists and/or Certified Athletic Trainers to address areas such as ACL, FMS, and Sport Specific Assessment. Screening dates and times to be mutually agreed upon between Client and Athletico.
- r. Preferred pricing through current vendor relationships for athletic training supplies and concussion baseline testing purchased by Client.
- s. Preferred pricing for three (3) annual CPR/AED training sessions for a maximum of 20 coaching staff per session at \$35/person. Date, time, and location for training to be mutually agreed upon between Client and Athletico. Client will be responsible for purchasing at least one "library" of CPR books as well as the e-cards for each certification. We recommend ten (10) books in a library. Current prices from provider are \$17.00 per book and \$3.00 per card. These prices are direct from the American Heart Association (AHA). If AHA increases their prices, Athletico will absorb the additional costs.

EXHIBIT B

COMPENSATION:

*As compensation for all Regular Services, Client shall pay Athletico the sum of \$151,500.00 for the 2020-2021 school year. The \$151,500.00 amount shall be invoiced and payable in installments as follows:

First Installment:	Due November 15, 2020	=	\$37,875.00
Second Installment:	Due February 15, 2021	=	\$37,875.00
Third Installment:	Due May 15, 2021	=	\$37,875.00
Fourth Installment:	Due June 15, 2021	=	\$37,875.00

*The Parties agree that the compensation will be prorated for any services in which it is unable to provide due to the ongoing Covid-19 pandemic ("Public Health Crisis"). Client shall provide immediate notice if there are schedule changes during any school year, caused by the Public Health Crisis, which will materially impact the Agreement.

All invoices submitted by Athletico hereunder shall be sent to the following address or, if no address is set forth on this Exhibit B, to the address set forth in Section 9:

J. Sterling Morton High School District 201
2423 South Austin Ave.,
Cicero, IL 60804
Attention: Nicole Ebsen, Athletic Director
Phone: 708-780-4000 x2513
Email: nebsen@smorton.org

Any Additional Services performed by Athletico shall be billed to Client at a rate equal to \$25.00 per hour. Additional Services will be invoiced on a monthly basis via mail based on actual hours worked. Client shall pay each invoice in full within 2 weeks after invoice date.

Any Additional Supplies ordered on behalf of Client shall be billed to Client at a rate equal to the cost of supplies plus a processing fee of 5% of the total cost of supplies. If applicable, Additional Supplies will be included on the final invoice.

J. STERLING MORTON HIGH SCHOOL DISTRICT #201

**Premium Equivalent Rates
October 1, 2020 Renewal Date**

Policy Year	ASO - Expected Basis 10/1/2020 - 9/30/2021	
Carrier:	BCBS of IL	
PPO Specific Deductible:	\$175,000	
HMO Specific Deductible:	\$125,000	
Specific Contract Type:	Paid	
Aggregate Contract Type:	Paid	
Covered Under Specific:	Medical & Rx	
Covered Under the Aggregate:	Medical & Rx	
PPO Corridor:	125%	
HMO Corridor:	120%	
Medical & Pharmacy		
Administration Expenses		\$499,513.68
Specific Premium		\$956,269.32
Aggregate Premium		\$63,820.00
Pharmacy Rebates		-\$440,459.28
One-time Wellness Credit		-\$500,000.00
HMO Capitations & Fees		\$1,998,407.16
Expected Claims Projection		\$10,601,603.81
PPACA Fees		\$11,991.04
Alliant Consulting Fee		70,000.00
Benefits Administrator Salary		70,000.00
TOTAL Medical and Pharmacy Costs	830	\$13,331,145.73

Premium Equivalent Rates	J. Sterling 2019/2020 Rates	2020/2021 BCBS PE Rates (without changes)	2020/2021 Unified Rate Increase
PPO			
Employee Only	172 909.18	916.75 (+0.8%)	853.61 (-6.1%)
Employee + Spouse	0 2,169.51	2,187.41 (+0.8%)	2,036.91 (-6.1%)
Employee + Child(ren)	0 2,169.51	2,187.41 (+0.8%)	2,036.91 (-6.1%)
Family	229 2,169.51	2,187.41 (+0.8%)	2,036.91 (-6.1%)
Est. Total Equivalent Rates	401 \$7,838,361.00	\$7,903,174.68 (+0.8%)	\$7,359,278.88 (-6.1%)
HMOI			
Employee Only	2 640.16	672.02 (+5.0%)	601.03 (-6.1%)
Employee + Spouse	0 1,600.40	1,680.02 (+5.0%)	1,502.58 (-6.1%)
Employee + Child(ren)	0 1,600.40	1,680.02 (+5.0%)	1,502.58 (-6.1%)
Family	6 1,600.40	1,680.02 (+5.0%)	1,502.58 (-6.1%)
Est. Total Fully Insured Rates	8 \$130,592.64	\$137,089.92 (+5.0%)	\$122,610.79 (-6.1%)
HMO BA			
Employee Only	161 640.16	629.68 (-1.6%)	601.03 (-6.1%)
Employee + Spouse	0 1,600.40	1,574.19 (-1.6%)	1,502.58 (-6.1%)
Employee + Child(ren)	0 1,600.40	1,574.19 (-1.6%)	1,502.58 (-6.1%)
Family	260 1,600.40	1,574.19 (-1.6%)	1,502.58 (-6.1%)
Est. Total Fully Insured Rates	421 \$6,230,037.12	\$6,128,014.56 (-\$0.02)	\$5,849,256.06 (-6.1%)
TOTAL COMBINED ANNUAL COSTS	830 \$14,198,990.76	\$14,168,279.16	\$13,331,145.73

Increase / Decrease Over Current Year (\$)	-\$30,711.60	-\$867,845.03
Increase / Decrease Over Current Year (%)	-0.2%	-6.1%

Notes:
Enrollment based on 2020 renewal.

J. STERLING MORTON HIGH SCHOOL DISTRICT #201
Medical Financial Analysis - Renewal
October 1, 2020 Renewal Date

Carrier:	BCBS (10/1/2019 - Current)	BCBS (10/1/2020 Renewal)	BCBS (10/1/2020 Revised Renewal)			
PPO Specific Deductible:	\$175,000	\$175,000	\$175,000			
HMO Specific Deductible:	\$125,000	\$125,000	\$125,000			
Specific Claims Basis:	"Paid"	"Paid"	"Paid"			
Aggregate Claims Basis:	"Paid"	"Paid"	"Paid"			
PPO Corridor:	125%	125%	125%			
HMO Corridor:	120%	120%	120%			
Benefits Covered Under Aggregate:	Medical, Rx	Medical, Rx	Medical, Rx			
Benefits Covered Under Specific:	Medical, Rx	Medical, Rx	Medical, Rx			
Network:	BC/BS	BC/BS	BC/BS			
PPO						
Coinsurance:	80% / 80%	80% / 80%	80% / 80%			
Deductible: (single / family)						
Network:	\$250 / \$750	\$250 / \$750	\$250 / \$750			
Non-Network:	Combined	Combined	Combined			
Out-of-Pocket:						
Network:	\$1,000 / \$3,000	\$1,000 / \$3,000	\$1,000 / \$3,000			
Non-Network:	Combined	Combined	Combined			
Total Out of Pocket:						
Network:	\$1,250 / \$3,750	\$1,250 / \$3,750	\$1,250 / \$3,750			
Non-Network:	Combined	Combined	Combined			
Copays Apply to the Out of Pocket:	Yes (no Rx)	Yes (no Rx)	Yes (no Rx)			
Office Visit Copay: (PCP/SCP)	Deductible, 80%	Deductible, 80%	Deductible, 80%			
Wellness:	100%	100%	100%			
Telehealth:	\$0	\$0	\$0			
ER Copay:	\$100 / visit	\$100 / visit	\$100 / visit			
Inpatient Hospital:	\$250 per day up to 3 days	\$250 per day up to 3 days	\$250 per day up to 3 days			
Outpatient Surgery:	Deductible, 100% / 80%	Deductible, 100% / 80%	Deductible, 100% / 80%			
Rx Copay Retail: (generic / brand)	\$10 / \$20 / \$20 / \$20	\$10 / \$20 / \$20 / \$20	\$10 / \$20 / \$20 / \$20			
Rx Mail Order:	\$10 / \$20 / \$20	\$10 / \$20 / \$20	\$10 / \$20 / \$20			
Rx Out of Pocket Maximum:	\$5,350 / \$9,450	\$5,350 / \$9,450	\$5,350 / \$9,450			
HMO						
Network:	HMO IL / BA HMO	HMO IL / BA HMO	HMO IL / BA HMO			
Coinsurance:	100%	100%	100%			
Total Out of Pocket: (single / family)	\$1,500 / \$3,000	\$1,500 / \$3,000	\$1,500 / \$3,000			
Copays Apply to the Out of Pocket:	Yes (no Rx)	Yes (no Rx)	Yes (no Rx)			
Office Visit Copay: (PCP/SCP/Wellness)	100% / 100% / 100%	100% / 100% / 100%	100% / 100% / 100%			
Telehealth:	N/A	N/A	N/A			
ER Copay:	\$100 / visit	\$100 / visit	\$100 / visit			
Inpatient Hospital Copay:	100%	100%	100%			
Rx Copay Retail: (generic / brand)	\$10 / \$20 / \$20 / \$20	\$10 / \$20 / \$20 / \$20	\$10 / \$20 / \$20 / \$20			
Rx Mail Order:	\$10 / \$20 / \$20	\$10 / \$20 / \$20	\$10 / \$20 / \$20			
Rx Out of Pocket Maximum:	\$5,100 / \$10,200	\$5,100 / \$10,200	\$5,100 / \$10,200			
Fixed Costs						
Administration						
Medical PPO/Employee	401	61.48	62.29	1.3%	59.99	-2.4%
Virtual Visits PPO/Employee	401	0.52	0.52	0.0%	0.52	0.0%
Medical HMO/Employee	429	42.10	42.77	1.6%	40.47	-3.9%
Est. Annual Administration Costs	830	\$515,074.80	\$522,421.68	1.4%	\$499,513.68	-3.0%
Specific Premium						
PPO/Employee	401	99.99	110.23	10.2%	110.23	10.2%
HMO/Employee	429	77.51	82.72	6.7%	82.72	6.7%
Est. Annual Specific Premium	830	\$880,173.36	\$956,269.32	8.6%	\$956,269.32	8.6%
Aggregate Premium						
PPO /Annual		29,176.00	28,828.00	-1.2%	28,828.00	-1.2%
HMO /Annual		32,056.00	34,992.00	9.2%	34,992.00	9.2%
Est. Annual Aggregate Premium		\$61,232.00	\$63,820.00	4.2%	\$63,820.00	4.2%
Drug Card Rebates/EE/month						
PPO Rx Rebates	401	-37.72	-45.25	20.0%	-48.12	27.6%
HMO Rx Rebates	429	-27.59	-38.16	38.3%	-40.58	47.1%
Est. Annual Rx Rebates	830	-\$323,541.96	-\$414,190.68	28.0%	-\$440,459.28	36.1%
One-time Wellness Credit		-\$40,000.00	N/A		-\$500,000.00	
Additional Costs						
Alliant Consulting Fee		70,000.00	70,000.00		70,000.00	
Benefits Administrator Salary		70,000.00	70,000.00		70,000.00	
Est. Annual Additional Costs		\$140,000.00	\$140,000.00		\$140,000.00	
Est. Annual Fixed Costs		\$1,232,938.20	\$1,268,320.32	2.9%	\$719,143.72	-41.7%
HMO Capitation Fees						
HMO IL Capitation/Employee	2	202.92	187.04	-7.8%	187.04	-7.8%
HMO IL Capitation/Family	6	634.78	606.28	-4.5%	606.28	-4.5%
HMO BA Capitation/Employee	161	163.72	163.19	-0.3%	163.19	-0.3%
HMO BA Capitation/Family	260	515.21	504.53	-2.1%	504.53	-2.1%
Est. Annual Capitation Fees	429	\$1,974,336.48	\$1,937,557.80	-1.9%	\$1,937,557.80	-1.9%
HMO Managed Care Fee						
Est. Annual Managed Care Fee	429	11.81	11.82	0.1%	11.82	0.1%
Est. Annual Combined HMO Fees	429	\$2,035,134.36	\$1,998,407.16	-1.8%	\$1,998,407.16	-1.8%
Claim Liability						
Aggregate Funding Factors						
PPO Access Fee ¹		2.51%	2.33%		2.33%	
PPO/Employee	401	1,889.76	1,872.14	-0.9%	1,815.98	-3.9%
HMO IL/Employee	8	863.54	867.71	0.5%	841.68	-2.5%
HMO BA/Employee	421	863.54	867.71	0.5%	841.68	-2.5%
Est. Annual Claim Liability	830	\$13,539,029.04	\$13,475,708.76	-0.5%	\$13,071,464.40	-3.5%
<i>Expected Annual Claim Liability</i>		<i>\$10,979,406.70</i>	<i>\$10,929,466.04</i>		<i>\$10,601,603.81</i>	
PPACA Fees						
HMO Insurance Industry Fee (PEPM) ²	429	5.74	1.88	-67.2%	1.88	-67.2%
PPO PCORI Fee (PMPY)	944	2.45	2.45	0.0%	2.45	0.0%
Total Est. Annual Fee		\$31,862.32	\$11,991.04	-62.4%	\$11,991.04	-62.4%
Total Est. Annual Maximum Costs	830	\$16,838,963.92	\$16,754,427.28		\$15,801,006.32	
<i>Total Est. Annual Expected Costs</i>		<i>\$14,279,341.58</i>	<i>\$14,208,184.56</i>		<i>\$13,331,145.73</i>	
Est. Maximum Premium Increase/Decrease Over Current Year			-\$84,536.64		-\$1,037,957.60	
Est. Maximum Percentage Increase/Decrease Over Current Year			-0.5%		-6.2%	
<i>Est. Expected Premium Increase/Decrease Over Current Year</i>			-\$71,157.01		-\$948,195.85	
<i>Est. Expected Percentage Increase/Decrease Over Current Year</i>			-0.5%		-6.6%	

Notes:
 Enrollment based on BCBS 2020 renewal.
 2019/2020 policy included one-time Wellness credit of \$40,000.
¹Claim Liability is reduced by estimated Access Fees.
²Health Insurance Industry fee was suspended for 2019, reinstated for 2020 and permanently repealed as of 2021.
 Renewal rates include blended rate to account for ACA taxes and fees, estimated at 0.2% of premiums.
 Admin rates include costs for Wellbeing Management program.



J. STERLING MORTON HIGH SCHOOL DISTRICT #201
Dental Financial Analysis - Renewal
October 1, 2020 Renewal Date

CARRIER	BCBS of IL	BCBS of IL
	(10/1/2019 - Current)	(10/1/2020 Renewal)
	PPO	PPO
Coinsurance:		
Network:	100 / 80 / 50 / 50	100 / 80 / 50 / 50
Non-Network:	100 / 80 / 50 / 50	100 / 80 / 50 / 50
Policy Year Deductible: (single/family)		
Network: (waived for preventative)	\$50 / \$150	\$50 / \$150
Non-Network: (waived for preventative)	\$50 / \$150	\$50 / \$150
Policy Year Maximum:	\$1,500	\$1,500
Orthodontia Lifetime Maximum:	\$1,500	\$1,500
	<i>Child Only - To age 19</i>	<i>Child Only - To age 19</i>
Max Rollover:	Not Included	Not Included
Periodontics:		
Surgical:	Basic - 80%	Basic - 80%
Non-Surgical:	Basic - 80%	Basic - 80%
Endodontics:	Basic - 80%	Basic - 80%
Fillings		
Anterior Composites:	Basic - 80%	Basic - 80%
Posterior Composites:	Basic - 80%	Basic - 80%
Implants:	Major - 50%	Major - 50%
Out-of-Network Reimbursement	R&C	R&C
	90th Percentile	90th Percentile

Fixed Costs		
Monthly Administrative Service Fee	895	\$3.46
Total Est. Annual Fixed Costs		\$37,160.40

Paid Claims*	\$61.32	\$66.24
Est. Annual Dental Claims*	\$658,588.23	\$711,417.60
TOTAL Est. Annual Cost:	895	\$695,748.63

Est. Annual Cost Increase/Decrease (\$)		\$52,829.37
Est. Annual Percentage Increase/Decrease (%)		7.6%
Rate Guarantee:	12 Months	12 Months

Notes:
 Enrollment based on BCBS renewal.
 *Claims experience based on projected claims from BCBS.

		(10/1/2019 - Current)	(10/1/2020 Renewal)	
Funding Factors				
Employee	361	34.05	37.15	(+9.1%)
Family	534	85.13	92.88	(+9.1%)
EST. ANNUAL CONVENTIONAL EQUIVALENT RATES	895	\$693,017.64	\$756,108.84	

Est. Annual Premium Increase Over The Current Policy Year	\$63,091.20
Est. Annual Percentage Increase Over The Current Policy Year	9.1%

J. STERLING MORTON HIGH SCHOOL DIST. #201

Life/AD&D Financial Analysis - Renewal

October 1, 2020 Renewal Date

CARRIER

Dearborn National

LIFE & AD&D PLAN COST

Life/AD&D Schedule:

Class 1: All Active FT Superintendent & Assistant Superintendent	3 x BAE to \$300,000
Class 3: All Active FT Administrators Having an Administrative Certificate or District Level Supervisors	1 x BAE to \$100,000
Class 4: All Active FT Members of Custodial Maintenance Union	1 x BAE to \$75,000
Class 6: All Active FT Clerical Employees	1 x BAE to \$50,000
Class 8: All Active FT Teachers	1 x BAE to \$50,000
Class 9: All Active FT Non-Bargaining Employees & Bus Drivers	1 x BAE to \$100,000
Class 10: All Active FT Members of Security Union	1 x BAE to \$50,000
Class 11: All Active FT Teaching Assistants Union	1 x BAE to \$50,000
Class 12: All Active FT Cafeteria Employees	1 x BAE to \$50,000
Class 13: Administrator of Buildings & Grounds	\$200,000
Class 14: All Active FT CFOs	1 x BAE to \$200,000

Guarantee Issue:

Class 1: All Active FT Superintendent & Assistant Superintendent	\$300,000
Class 3: All Active FT Administrators Having an Administrative Certificate or District Level Supervisors	\$100,000
Class 4: All Active FT Members of Custodial Maintenance Union	\$75,000
Class 6: All Active FT Clerical Employees	\$50,000
Class 8: All Active FT Teachers	\$50,000
Class 9: All Active FT Non-Bargaining Employees & Bus Drivers	\$100,000
Class 10: All Active FT Members of Security Union	\$50,000
Class 11: All Active FT Teaching Assistants Union	\$50,000
Class 12: All Active FT Cafeteria Employees	\$50,000
Class 13: Administrator of Buildings & Grounds	\$200,000
Class 14: All Active FT CFOs	\$200,000

Reduction Schedule:

Applies to Active Classes Only
 65% at age 65 (Age 66 for CI 4, 13 & 14 Only)
 50% at age 70

Conversion:

Included

Portability:

Not Included

	(10/1/2018 - Current)	(10/1/2020 Renewal)
Number of Lives	822	822
Total Volume	\$41,423,250	\$41,423,250
Life Rate per \$1,000 of benefit	\$0.100	\$0.100
AD&D Rate per \$1,000 of benefit	\$0.018	\$0.018
Monthly Premium	\$4,887.94	\$4,887.94
Estimated Annual Premium	\$58,655.32	\$58,655.32

TOTAL EST. ANNUAL PREMIUM	\$58,655.32	\$58,655.32
----------------------------------	--------------------	--------------------

Increase / Decrease Over Current Year (\$) \$0.00

Increase / Decrease Over Current Year (%) 0.00%

Rate Guarantee: 2 Years 2 Years

Notes:

Enrollment and volumes based on June 2020 invoice.

Classes 2, 5 and 7 removed as of 10/1/2017.

J. STERLING MORTON HIGH SCHOOL DIST. #201
Voluntary Life/AD&D Financial Analysis - Renewal
October 1, 2020 Renewal Date

CARRIER	Dearborn National (10/1/2018 - Current)	Dearborn National (10/1/2020 Renewal)
Employee Benefit:	<i>Active Classes Only</i> 6 x BAE to \$1,000,000 \$10,000 increments rounded to the next higher multiple of \$10,000	<i>Active Classes Only</i> 6 x BAE to \$1,000,000 \$10,000 increments rounded to the next higher multiple of \$10,000
Guarantee Issue:	\$150,000	\$150,000
Reduction Schedule:	<i>All Active Classes Unless Noted*</i> 65% at age 70 and 50% at age 75	<i>All Active Classes Unless Noted*</i> 65% at age 70 and 50% at age 75
Spouse Benefit:	Lesser of 50% of Employee Life Amount or \$250,000 \$5,000 increments	Lesser of 50% of Employee Life Amount or \$250,000 \$5,000 increments
Guarantee Issue:	\$50,000	\$50,000
Reduction Schedule:	65% at age 70 and 50% at age 75	65% at age 70 and 50% at age 75
Child(ren) Benefit:	Live birth to 14 Days: \$0 Age 15 days to 6 months: \$500 Age 6 month to 19/25: \$5,000 increments to a \$10,000 max	Live birth to 14 Days: \$0 Age 15 days to 6 months: \$500 Age 6 month to 19/25: \$5,000 increments to a \$10,000 max
Portability:	Included	Included
Conversion:	Included	Included
Seat Belt and Air Bag Benefit:	Included	Included
Employee & Spouse Life Rate Per \$1,000		
Age 15 - 24	0.050	0.050
Age 25 - 29	0.060	0.060
Age 30 - 34	0.080	0.080
Age 35 - 39	0.090	0.090
Age 40 - 44	0.136	0.136
Age 45 - 49	0.191	0.191
Age 50 - 54	0.345	0.345
Age 55 - 59	0.618	0.618
Age 60 - 64	0.909	0.909
Age 65 - 69	1.536	1.536
Age 70 - 74	2.718	2.718
Age 75 - 79	4.691	4.691
Age 80 - 84	7.682	7.682
Age 85 - 89	9.900	9.900
Age 90 - 94	19.200	19.200
Age 95+	55.755	55.755
AD&D	0.027	0.027
Child(ren) Life/AD&D Rate	\$0.164 per \$1,000	\$0.164 per \$1,000
Rate Guarantee:	2 Years	2 Years

Notes:

*Additional Age Reduction Schedules:

Class 4: 65% at age 66; 50% at age 70

Class 12: 65% at age 65; 50% at age 70

Class 14: 65% at age 70; 55% at age 75

Class 13 added to Voluntary Life/AD&D coverage effective 5/2017

J. STERLING MORTON HIGH SCHOOL DIST. #201

Long Term Disability Financial Analysis - Renewal

October 1, 2020 Renewal Date

CARRIER	SunLife (10/1/2019 - Current)	SunLife (10/1/2020 Renewal)
LONG TERM DISABILITY PLAN (ASO)		
Funding:	CSO (Employees in Waiting Period for FI Plan)	CSO (Employees in Waiting Period for FI Plan)
Number of Lives	353	353
Monthly Fee (PEPM)	\$0.39	\$0.39
Monthly Premium	\$137.67	\$137.67
Estimated Annual Premium	\$1,652.04	\$1,652.04
Est. Annual Premium (Decrease)/Increase (\$)		\$0.00
Est. Annual Premium (Decrease)/Increase (%)		0.0%
Rate Guarantee	1 Year	1 Year
LONG TERM DISABILITY PLAN		
Funding:	Fully-Insured	Fully-Insured
Eligible Employees	All Employees	All Employees
Benefit Percentage		
Administrators or District Level Supervisors	60%	60%
Teachers	65%	65%
All Other	65%	65%
Maximum Monthly Benefit		
Administrators or District Level Supervisors	\$7,500	\$7,500
Teachers	\$3,000	\$3,000
All Other	\$2,000	\$2,000
Elimination Period		
Administrators or District Level Supervisors	90 Days	90 Days
Teachers	90 Days	90 Days
All Other	90 Days	90 Days
Maximum Benefit Duration	SSNRA	SSNRA
Number of Lives	353	353
Covered Monthly Payroll	\$1,749,429	\$1,749,429
Rate per \$100 of Payroll	\$0.150	\$0.164
Monthly Premium	\$2,624.14	\$2,869.06
Estimated Annual Premium	\$31,489.72	\$34,428.76
Est. Annual Premium (Decrease)/Increase (\$)		\$2,939.04
Est. Annual Premium (Decrease)/Increase (%)		9.3%
Rate Guarantee	1 Year	1 Year
COMBINED ANNUAL PREMIUM		
	\$33,141.76	\$36,080.80
Est. Annual Premium (Decrease)/Increase (\$)		\$2,939.04
Est. Annual Premium (Decrease)/Increase (%)		8.9%

Notes:

Fully-insured enrollment and volumes based on renewal letter.



INTERGOVERNMENTAL AGREEMENT 2020-2021

This Agreement is between the West40 Intermediate Service Center #2 ("West40"), 4413 Roosevelt Road, Suite 104, Hillside, IL 60162, and the Board of Education of J. Sterling Morton High School District #201, Cook County, Illinois ("District #201"), 5801 W. Cermak Rd. Cicero, Illinois 60804.

RECITALS

A. The *Illinois School Code* at 105 ILCS 5/13B et seq. (Alternative Learning Opportunities Law) provides for the operation of alternative learning opportunities programs (ALOPs), which are intended to provide youth, who are at risk of academic failure, with the education and support services needed to meet Illinois Learning Standards to complete their education in a safe and secure learning environment.

B. Pursuant to Section 13B-20.10, West40 may, in conjunction with a school district(s), establish an ALOP within the Intermediate Service Center #2 Region.

C. West40 has submitted an ALOP proposal for West40 Intermediate Service Center #2 and School District #201, as part of a consortium of school districts. A description of the program (West40/Tapestry and Seniors Plus) is set forth herein.

D. District #201 and West40 are authorized to enter into this Agreement pursuant to Article VII, Section 10(a) of the Illinois Constitution of 1970 and the Intergovernmental Cooperation Act (5 ILCS 220/1 et seq.), and does so pursuant to 105 ILCS 5/13B-35.5 and 23 Ill. Admin. Code 240.10.

NOW, THEREFORE, IT IS HEREBY AGREED BY AND BETWEEN WEST40 AND DISTRICT #201, AS FOLLOWS:

Section 1: Incorporation of Recitals. The Recitals set forth herein above are incorporated herein.

Section 2: Scope of Services Provided. West40 provides enrolled District #201 students an alternative learning opportunities program designed to provide support services through a flexible standards-based learning environment, innovative and varied instructional strategies, a student-centered yet technologically-driven curriculum, supplemental social, health and support services and social programs to improve the educational achievement of students at risk of academic failure. The West40 Tapestry and Seniors Plus programs are designed to serve students in grades 4-12+ with poor attendance, behavioral referrals, credit deficiencies, and/or poor academic performance, and shall be provided onsite. Members of the programs include an area director, site coordinators, teachers, student advocates and teaching assistants. Staff along with students,



parents/guardians design the student success plans, and the district's staff members may also provide input. The success plans are based on assessments of students' educational and social functioning and establish goals and objectives for satisfactory performance in an alternative learning opportunities program.

Section 3 Placement of Students. Working with West40, District #201 will identify students that

may be eligible for and would benefit from placement at West40 Tapestry and Seniors Plus programs pursuant to state legal requirements. After District #201 receives parental consent to share student information with West40 about a potential placement and if there are current openings for the student in the program, a referral form will be completed and submitted to West40. A student advocate from West40 Tapestry or Seniors Plus will then meet with the parents and student (West40 will seek permission to communicate with parents/guardians of students over the age of consent wanting to enter the Seniors Plus Program). If it is then determined by District #201, West40 and parent(s) that the student will be placed in the program, then a Student Success Plan will be developed upon receiving written parental consent for the student's enrollment.

Section 4 Student Success Plan. A Student Success Plan shall be developed for each student based on an assessment of the student's educational and social functioning and that establishes goals and objectives for satisfactory performance in the West40 Tapestry and Seniors Plus program. The Student Success Plan shall include the following: 1) (i) specify the curriculum and instructional methods to be used in improving the student's educational performance, (ii) outline the support services needed to remove barriers to learning, (iii) specify, when appropriate, the career development experiences the student will receive to enhance his or her career awareness, (iv) set objectives to ensure a successful transition back to the regular school program or to post-secondary educational options, and (v) outline the student's responsibilities under the Plan; 2) the reason the school district referred the student to the program, which shall be consistent with the district's admission criteria developed pursuant to 23 Ill. Admin. Code 242.20(d); 3) a determination of the needs and strengths exhibited by the student; 4) the expected academic, social and behavioral outcomes to be achieved as a result of the student's participating in the program; 5) the assessment procedures to be used to determine the degree to which the student has achieved his or her learning objectives and other specified outcomes; 6) an estimate of the length of time the student is expected to be enrolled in the program; 7) a description of the commitments that the student's parent or guardian will make to support the student in successfully completing the program; and 8) for any student who is initially to receive less than five clock-hours of school work per day, both: i) identification of objectives that must be achieved so that the student can resume receiving five hours of school work daily, and ii) a description of the instructional support that the student will receive to assist him or her in making sufficient academic progress to permit a successful transition back into the regular school program.

Section 5 Student Progress Reporting. Each student's progress is evaluated daily, weekly, monthly and quarterly by the Student Advocate using a variety of qualitative and quantitative



strategies in accordance with each Student Success Plan. If a student is not making expected progress by the end of a quarter, West40 will notify District #201. Instructional strategies, resources, and academic and social skill intervention will be adjusted as needed to ensure each student meets all requirements of enrollment. West40 will notify District #201 if a student requires significant adjustments to services so a Student Success Plan team meeting may be scheduled to discuss and determine whether any revisions should be made to the Plan. Promotion recommendations, coursework completion and credits earned are documented and provided to District #201. Upon request, West40 will provide District #201 reports, including, but not limited to, the following: (1) Student attendance on a monthly basis; and (2) Student academic progress reports at the conclusion of the 1st and 3rd quarters and transcripts at the conclusion of the 1st and 2nd semesters; and (3) documentation of progress towards the Student Success Plan goals on a monthly basis.

Section 6 Student Discipline. Students enrolled in the West40 Tapestry and Seniors Plus program shall be subject to all District #201 behavioral expectations and consequences for engaging in misconduct as per the policies of District #201 while participating in the West40 Tapestry and Seniors Plus program.

Section 7 Evaluation. District #201 shall participate fully in the evaluation plan for measuring the effectiveness of the Program. Data so collected and developed shall be forwarded to West40. West40 will meet with and assist District #201 representatives in this data collection, analysis and evaluation.

Section 8 Student Record Confidentiality. District #84 agrees to provide access to student records for students enrolled in the Tapestry program to West40 Student Advocates, their immediate supervisors, and Parent Liaisons related to the development of Student Success Plans and the implementation of those plans with said students and their parents. West40 agrees at all times to comply with applicable federal and state privacy and records laws, including but not limited to: 1. The Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; 2. The Illinois School Student Records Act, 105 ILCS 10/1 et seq.; and 3. The Illinois Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/1 et seq.

Section 9 Cooperation regarding Evidence-Based Funding (EBF). School District #201 agrees to cooperate with West40 in making its claim for evidence-based funding so that funds will be properly appropriated to West40 for the services provided in this Agreement.

Section 10 Funding. West40 will use its Evidence-Based Funding dollars to fund this program except that the district will continue to provide space for the program including the cost of the utilities in that space(s). It is understood that this commitment can be collectively modified or nullified by either party if a significant proration of West40's state funding occurs.



Section 11 Term. This Agreement shall run for the school term as determined by District #201 calendar in conjunction with the West40 calendar. District #201 understands and agrees that West40 Tapestry and Seniors Plus staff may not be able to provide services on certain days throughout the school year due to their professional development obligations with West40. On such days, enrolled students will remain in the regular school program.

West40 Intermediate Service Center #2

By: _____

Date _____

Executive Director

Board of Education
J. Sterling Morton High School District #201

By: _____

Date _____

Superintendent



Illinois State Board of Education

100 North First Street, E-222
Springfield, Illinois 62777-0001

FY 2021 APPLICATION FOR ALTERNATIVE LEARNING OPPORTUNITIES PROGRAM ALOPS (NEW AND CONTINUATION)

ROE-ISC DEPARTMENT

BACKGROUND AND INSTRUCTIONS: A school district that wishes to operate an Alternative Learning Opportunities Program in the upcoming school year must annually submit an application on a form supplied by the State Board of Education (See sections 240.70 and 240.80 of the 23 Ill. Admin. Code). This ISBE form 33-94 must be used to apply both for new programs and continuation programs. Please complete all applicable sections of this application. Sections that are required for only one type of application (new or continuation) will be clearly demarcated. Please contact the ROE-ISC Department with any questions by phone at (217) 785-9998 or e-mail at ALOP@isbe.net.

Applications for New and Continuation ALOP Programs must be received no later than June 30, 2020. No district may enroll a student in a newly-established ALOP Program until such program has been approved by the State Board of Education.

E-MAIL TO: ALOP@isbe.net Attention: ROE-ISC Department Subject line: ALOP application	TYPE OF APPLICATION <input type="checkbox"/> New Application <input checked="" type="checkbox"/> Continuation Application Dates: Start date <u>July 1, 2020</u> End date <u>June 30, 2021</u>				
DISTRICT NAME AND NUMBER J.S. Morton District 201	SUPERINTENDENT NAME Dr. Timothy Truesdale				
ADDRESS (Street, City, State, Zip Code) 5801 W. Cermak Rd. Cicero, IL 60804	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">TELEPHONE (Include Area Code) 708-780-2800</td> <td style="width: 50%;">FAX (Include Area Code) 708-780-1455</td> </tr> <tr> <td colspan="2">E-MAIL FOR SUPERINTENDENT ttruesdale@jsmorton.org</td> </tr> </table>	TELEPHONE (Include Area Code) 708-780-2800	FAX (Include Area Code) 708-780-1455	E-MAIL FOR SUPERINTENDENT ttruesdale@jsmorton.org	
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E-MAIL FOR SUPERINTENDENT ttruesdale@jsmorton.org					
SERVING SITE NAME See attached	PROGRAM ADMINISTRATOR Dr. Timothy Truesdale				
SERVING SITE ADDRESS See attached	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">TELEPHONE (Include Area Code) 708-780-2800</td> <td style="width: 50%;">RCDT CODE 060162010170000</td> </tr> </table>	TELEPHONE (Include Area Code) 708-780-2800	RCDT CODE 060162010170000		
TELEPHONE (Include Area Code) 708-780-2800	RCDT CODE 060162010170000				
SERVING SITE RCDT CODE 06000000009502	E-MAIL FOR PROGRAM ADMINISTRATOR ttruesdale@jsmorton.org				
IS A SUBCONTRACTOR BEING USED? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	IF YES, TYPE: <input type="checkbox"/> PROFIT <input type="checkbox"/> NON-PROFIT? If Yes, attach recognition documentation				
NAME OF SUBCONTRACTOR West40 ISC #2	CONTACT PERSON NAME Matt Coe				
ADDRESS (Street, City, State, Zip Code) 4413 W. Roosevelt Road, Suite 104 Hillside, IL 60162	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>TELEPHONE (Include Area Code) 708-990-9408</td> </tr> <tr> <td>E-MAIL FOR SUBCONTRACTOR mcoe@west40.org</td> </tr> </table>	TELEPHONE (Include Area Code) 708-990-9408	E-MAIL FOR SUBCONTRACTOR mcoe@west40.org		
TELEPHONE (Include Area Code) 708-990-9408					
E-MAIL FOR SUBCONTRACTOR mcoe@west40.org					

DESIGNATED CONTACT PERSON FOR APPLICATION
 John Milosovic, Director Support Service
jmilosovic@west40.org
 708-990-9105

Date

6/26/2020

Date

Original Signature of District Superintendent

John Milosovic

Original Signature of Subcontractor point of contact



Illinois State Board of Education

100 North First Street, E-222
Springfield, Illinois 62777-0001

FY 2021 APPLICATION FOR ALTERNATIVE LEARNING OPPORTUNITIES PROGRAM ALOPS (NEW AND CONTINUATION)

ROE-ISC DEPARTMENT

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Applications for New and Continuation ALOP Programs must be received no later than June 30, 2020. No district may enroll a student in a newly-established ALOP Program until such program has been approved by the State Board of Education.

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DISTRICT NAME AND NUMBER J.S. Morton District 201 - Tapestry	SUPERINTENDENT NAME Dr. Timothy Truesdale				
ADDRESS (Street, City, State, Zip Code) 5801 W. Cermak Rd. Cicero, IL 60804	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-bottom: 1px solid black;">TELEPHONE (Include Area Code) 708-780-2800</td> <td style="width: 50%; border-bottom: 1px solid black;">FAX (Include Area Code) 708-780-1455</td> </tr> <tr> <td colspan="2" style="border-bottom: 1px solid black;">E-MAIL FOR SUPERINTENDENT ttruesdale@j-smorton.org</td> </tr> </table>	TELEPHONE (Include Area Code) 708-780-2800	FAX (Include Area Code) 708-780-1455	E-MAIL FOR SUPERINTENDENT ttruesdale@j-smorton.org	
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E-MAIL FOR SUPERINTENDENT ttruesdale@j-smorton.org					
SERVING SITE NAME See attached	PROGRAM ADMINISTRATOR Dr. Timothy Truesdale				
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SERVING SITE RCDT CODE 060000000009505	E-MAIL FOR PROGRAM ADMINISTRATOR ttruesdale@j-smorton.org				
IS A SUBCONTRACTOR BEING USED? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	IF YES, TYPE: <input type="checkbox"/> PROFIT <input checked="" type="checkbox"/> NON-PROFIT? If Yes, attach recognition documentation				
NAME OF SUBCONTRACTOR West40 ISC #2	CONTACT PERSON NAME Matt Coe				
ADDRESS (Street, City, State, Zip Code) 4413 W. Roosevelt Road, Suite 104 Hillside, IL 60162	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-bottom: 1px solid black;">TELEPHONE (Include Area Code) 708-990-9408</td> <td style="width: 50%; border-bottom: 1px solid black;">E-MAIL FOR SUBCONTRACTOR mcoe@west40.org</td> </tr> </table>	TELEPHONE (Include Area Code) 708-990-9408	E-MAIL FOR SUBCONTRACTOR mcoe@west40.org		
TELEPHONE (Include Area Code) 708-990-9408	E-MAIL FOR SUBCONTRACTOR mcoe@west40.org				
DESIGNATED CONTACT PERSON FOR APPLICATION John Milosovic, Director Support Services jmilosovc@west40.org 708-990-9105					

Date
6/26/2020

Date

Original Signature of District Superintendent

Original Signature of Subcontractor point of contact

**J. Sterling Morton High School
School Calendar
2020-2021**

July

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	Full Day Institute	Full Day Institute	15
16	17	18	19	20	21	22
23	24	PLT Meeting	26	27	28	29
30	31	1st Day of School & 1st Semester: August 19, 2020				

September

S	M	T	W	T	F	S
		PLT Meeting	2	3	4	5
6	7	8	9	10	11	12
13	14	15	1/2 Day R.P. & SIP	17	18	19
20	21	PLT Meeting	23	24	25	26
27	28	PLT Meeting	30			

October

S	M	T	W	T	F	S
				1	2	3
4	5	PLT Meeting	7	8	9	10
11	12	13	1/2 Day Institute	15	16	17
18	19	20	21	Full Day Parent Conference	23	24
25	26	PLT Meeting	28	29	30	31

**Parent Teacher Conferences:
October 22, 2020**

November

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	PLT Meeting	11	12	13	14
15	16	1/2 Day Institute	18	19	20	21
22	23	PLT Meeting	25	26	27	28
29	30					

December

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	1/2 Day Institute	9	10	11	12
13	14	PLT Meeting	16	17	18	19
20	21	22	23	24	25	26
27	29	29	30	31		

January

S	M	T	W	T	F	S
					1	2
3	Full Day Institute	5	6	7	8	9
10	11	PLT Meeting	13	14	15	16
17	18	19	20	21	22	23
24	25	PLT Meeting	27	28	29	30
31						

February

S	M	T	W	T	F	S
1	PLT Meeting	3	4	5	6	
7	8	1/2 Day Institute	10	11	12	13
14	15	16	17	18	19	20
21	22	Full Day Institute	24	25	26	27
28						

March

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	PLT Meeting	10	11	12	13
14	15	Half Day Inst	17	18	19	20
21	22	PLT Meeting	24	25	26	27
28	29	30	31			

April

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	1/2 Day Institute	14	15	16	17
18	19	PLT Meeting	21	22	23	24
25	26	1/2 Day Institute	28	29	30	

May

S	M	T	W	T	F	S
						1
2	3	PLT Meeting	5	6	7	8
9	10	PLT Meeting	12	13	14	15
16	17	PLT Meeting	19	20	21	22
23	24	25	1/2 Day Institute	27	28	29
30	31	Last Day of School: May 26, 2020 Emergency Days: May 27, 28, June 1, 2, 3				

June

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

First Day of School & 1st Semester Begins: August 19, 2020

2nd Semester begins: January 5, 2021

Last Day of School: May 26, 2021

HOLIDAYS

September 7, 2020	Labor Day
October 12, 2020	Columbus Day
November 25-27, 2020	Thanksgiving Holiday
Dec. 21-Jan. 1, 2021	Winter Break
January 1, 2021	New Year's Day
January 18, 2021	M. L. King's Birthday
February 15, 2021	President's Day
March 1, 2021	Casmir Pulaski
March 29-April 5, 2021	Spring Break
May 31, 2021	Memorial Day

FULL DAY INSTITUTES

Thursday, August 13, 2020
Friday, August 14, 2020
Monday, January 4, 2021
Tuesday, February 23, 2021

HALF-DAY INSTITUTES

Wednesday, September 16, 2020
Wednesday, October 14, 2020
Tuesday, November 17, 2020
Tuesday, December 8, 2020
Wednesday, February 9, 2021
Tuesday, March 16, 2021
Tuesday, April 13, 2021
Tuesday, April 27, 2021
Thursday, May 26, 2021

P/T = PARENT CONFERENCES

Thursday, October 22, 2020

PLT Meetings-Early Dismissals:

Tuesday, August 25, 2020
Tuesday, September 1, 2020
Tuesday, September 22, 2020
Tuesday, September 29, 2020
Tuesday, October 6, 2020
Tuesday, October 27, 2020
Tuesday, November 10, 2020
Tuesday, November 24, 2020
Tuesday, December 15, 2020
Tuesday, January 12, 2021
Tuesday, January 26, 2021
Tuesday, February 2, 2021
Tuesday, March 9, 2021
Tuesday, March 23, 2021
Tuesday, April 20, 2021
Tuesday, May 4, 2021
Tuesday, May 11, 2021
Tuesday, May 18, 2021

Election Day (Non-Attendance Day)

Tuesday, November 3, 2020

District 201 Proposed Calendar Changes
2020-21 School Year

Start of School Day Adjusted (Marked in Yellow):

First Day of School – August 19th

Remote Instruction Planning Day Implementation (Marked in Blue):

Full Day - August 17th and 18

Half Day – September 16th

November 3rd – Non-Attendance Day due to Election Day

May 26th Last Day of School



J. Sterling Morton School District # 201
5801 West Cermak
Cicero, IL 60804

August 4, 2020

Dear Mr. Truesdale,

A **sincere thank you** for taking the time and making the commitment to create a strong partnership of support for the most vulnerable youth in J. Sterling Morton School District 201 via the Regional Safe Schools Program.

Enclosed you will find the **Intergovernmental Agreement for fiscal years 2020 and 2021** between West 40 ISC #2 and J. Sterling Morton School District # 201 for the purpose of serving Regional Safe Schools students in Morton Alternative School. Please ensure that a representative from your School Board signs both copies, and returns one to West 40 ISC #2 4413 Roosevelt Road, Suite 104, Hillside, IL 60162.

West 40 is committed to serving the needs of Morton Alternative School. In order for West 40 to maintain the greatest financial commitment, Morton Alternative School must maintain an enrollment of at least 45 Regional Safe School Students as of March 1st. These students must be correctly reported in the Student Information System. Provided March 1st enrollment includes at least 45 Regional Safe School students, the partnership services provided by West 40 Regional Safe Schools Program and the Morton Alternative School for the 2019-21 school years will include:

- (FY20) \$125,000 in fiscal base resources for March 1 enrollment of 45 Regional Safe School students
- (FY20) \$50,000 to subsidize the salary of a school counselor at Morton Alternative School
- (FY20) One part time social worker (.06 FTE) hired by West 40
- (FY20) Select professional development for staff (approximately \$15,000)
- (FY21) \$125,000 in fiscal base resources for March 1 enrollment of 45 Regional Safe School students
- (FY21) \$100,000 to subsidize the salaries of two mental health professionals at Morton Alternative
- (FY21) Select professional development for staff (approximately \$30,000)

Morton Alternative enrollment on March 1st is a determining factor in funding in FY21.

In conclusion, we thank the J. Sterling Morton School District # 201 for a continued partnership to serve all young people and families.

Sincerely,

Karen Tiemann
Director of the West 40 Regional Safe Schools Program

Dr. Michael Popp
Assistant Executive Director



INTERGOVERNMENTAL AGREEMENT 2019-2021

This Agreement is dated this first day of July, 2019, by and between the West 40 Intermediate Service Center (“West 40”) and Board of Education, J. Sterling Morton School District # 201, Cook County, Illinois.

RECITALS

A. In 1995, the Legislature adopted Article 13A of the Illinois School Code, the “Safe Schools Law” (SSL).

B. West 40 Regional Safe Schools Programs operate as established by 105 ILCS 5/13A of the Illinois School Code. Guidelines for Regional Safe Schools may be found in Exhibit “A”.

C. Pursuant to Section 10 of SSL, West 40 is responsible for administering SSL programs within the Intermediate Service Center No. 2 Region.

D. West 40 has submitted a “Regional Safe Schools Program Proposal for the West 40 Intermediate Service Center No. 2 Region” (the “Proposal”). A description of the Regional Safe Schools Programs is set forth on Exhibit “B” attached hereto and made a part hereof.

E. J. Sterling Morton High School District 201 agrees to cooperate with West 40 ISC #2 in making its claim for evidence-based funding so that funds will be properly appropriated to West 40 for the services provided in this Agreement.

F. As a result of the partnership agreement between West 40 ISC # 2 and J. Sterling Morton High School District 201, the funds received from the Illinois State Board of Education set forth in Exhibit “C”, are to be directed to J. Sterling Morton High School District 201. This agreement provides assurance from J. Sterling Morton High School District 201 that said funds will be used for the District 201 Program.

NOW, THEREFORE, IT IS HEREBY AGREED BY AND BETWEEN WEST 40 AND DISTRICT # 201, as follows:

Section 1: Incorporation of Recitals. The Recitals set forth herein above are incorporated herein.



Section 2: Agreement to Allocate Funds. West 40 ISC #2 agrees to allocate Regional Safe Schools Program funds to District 201 in accordance with the Proposal and governing Illinois State Board of Education Regulations.

Section 3: Term. This Agreement shall run for the 2019-2021 school terms as determined by the West 40 Regional Safe Schools Program calendar.

West 40 Intermediate Service Center No. 2

By: _____

Board of Education, J. Sterling Morton School District # 201

By: _____
Jeffry Pesek, Board President



EXHIBIT "A"

GUIDELINES FOR THE REGIONAL SAFE SCHOOLS PROGRAM

The following guidelines were developed by the 35-member Illinois Alternative Education Work Group to assist in program design and implementation for the Regional Safe Schools Program. The Work Group was established to advise the State on the implementation of the Safe Schools Law (PA 89-383) and to recommend a framework to ensure that research-based characteristics for program quality are incorporated into all Illinois alternative education programs serving disruptive youth.

A. Governance. Regional superintendents (except in Cook County) and the Chicago Board of Education and the executive directors of the three Intermediate Service Centers in Suburban Cook County in consultation with the district superintendents within their ESR may establish the Regional Safe Schools Program, an alternative school program for disruptive youth within the ESR or a consortium of ESRs. Formal agreements between the regional offices, sending schools, local community service providers and area businesses need to be established. The agreements clarify the roles and responsibilities of each provider. Operating procedures for administrative transfer, maintenance of student records, student transportation, special education services, career development and private sector work experience should be maintained.

Rationale. The governance of the Regional Safe Schools Program is established in legislation. Formal agreements, particularly those governing the administrative transfer of students between educational entities, must be established to ensure smooth transitions for students.

B. Student Eligibility. Students currently enrolled in grades 6 through 12 who meet criteria established by ROEs in conjunction with local school superintendents such as: suspended at least twice for a period of 4-10 days for gross misconduct as defined by the Regional Safe Schools Program, arrested by the police and/or remanded to juvenile or criminal courts for acts related to school activities, eligible for disciplinary reassignment pursuant to violation of school district "zero tolerance" policies, involved in misconduct that can be demonstrated as serious, repetitive and/or cumulative, previously remediated at least once by the local school district.

Rationale. There is wide variation in school disciplinary policies but consensus is needed on what is meant by gross misconduct.

C. Local Community Involvement. The regional superintendent should involve the community in the design, implementation and evaluation of the Regional Safe Schools Program. Community members include representatives of parents, businesses, the criminal justice system, social service agencies or community groups that have a vested interest in the outcomes of the program.



Rationale. Programs with widespread and demonstrated community support are the most successful. Programs should improve overall service delivery in the region, benefit the individual student and improve the school climate in the sending schools. The overall strategy is to maximize educational and behavioral improvement opportunities taking into account the importance of community linkages and parental involvement.

D. Open Entry and Exit. The Regional Safe Schools Program should be flexible in its ability to accommodate students who may enter and exit at any given point in the educational continuum and at any given time. The Regional Safe Schools Program should be able to take each student from where he/she is in core subjects to higher levels of mastery.

Rationale. Many Regional Safe Schools Programs students may require a great deal of remediation. This means that the Regional Safe Schools Program is likely to receive students who are at different levels of readiness to learn and progress. In order for the students to have a positive termination from the Regional Safe School Program, instructors should get the students up to a performance level whereby the exit will produce a successful transition. Innovative academic and school-to-work programs, including but not limited to the techniques of work-based learning and technology delivered learning, can be utilized where appropriate.

E. Equity. Policies and procedures should be applied equitably to all students.

F. Individualized Optional Education Plan and Positive Terminations. At the earliest time following the administrative transfer of a disruptive student, personnel from the transferring school and the Regional Safe Schools Program must meet to develop an individualized optional education plan (IOEP) for the student. The student and the student's parent or guardian shall be invited to participate in the development of the IOEP. (If an IOEP has already been developed prior to the transfer, it shall continue to apply until modified. The IOEP should be reviewed regularly and modified as necessary to assure student progress.) This IOEP should include the learning and behavior objectives and activities that the student is to complete in order to meet educational and career goals stated in the IOEP. The IOEP should also contain at least one goal that specifies a positive termination such as: successful return to the transferring school, completion of requirements for high school graduation, passing the GED examination, successful job placement, reduction in disruptive behavior, improved attendance record, or other mutually agreed upon termination outcome. A student completing Regional Safe Schools Program which has a GED curriculum may take a GED test and, if successful, apply for a GED certificate. The GED option should be exercised when it is appropriate for the individual student and has been determined as appropriate as part of the IOEP process.

Rationale. The development of the individual IOEP should involve the student, parent/guardian, the Regional Safe Schools Program, and transferring school so that everyone has a clear understanding of what is to be accomplished. Students should be made aware of their student classification, rights, privileges, responsibilities and all available services.



G. Rigorous Curriculum, Instruction & Performance Assessment. A multidisciplinary curriculum must be designed to address the individualized needs of the students of the Regional Safe Schools Program with special emphasis toward making the educational experience of each student meaningful and worthwhile. The curriculum should give special attention to innovative methods and technologies to engage students in purposeful learning and be part of a continuum of services. The Regional Safe Schools Program curriculum may include, but is not limited to, the following characteristics: comprehensive, clear goals and objectives that follow State standards for academic excellence, experiential, emphasizing connections between learning and work, technology as part of instruction and vocational training, credit-bearing, occupational skills training, foster self-esteem and positive self-image, life skills and conflict resolution skills training.

Rationale. Administratively transferred students who successfully complete the requirements for high school graduation shall receive a diploma identifying them as graduating from the transferring high school or the high school they would have attended.

H. Student/Teacher Ratios. To encourage innovation in program development, class size and student/teacher ratios are not prescribed. However, it is essential that Regional Safe Schools Programs consider these factors as critical in recruiting quality personnel and a significant determinant of student and program outcomes.

I. Integrated Community Services Plan. The Regional Safe Schools Program should draw upon human services available in the ESR and develop a plan that integrates these services with the educational component of the Regional Safe Schools Program. Services could include but are not limited to: alcohol and drug rehabilitation, individual and family counseling, school physicals, mentoring, home visits, career counseling, child care and youth ombudsman.

Rationale. The particular needs of disruptive youth include a wide array of education and social problems that the school alone has difficulty in meeting and which require integration of human services, educational components and other community resources. Therefore, the Regional Safe Schools Program should address the human service and educational needs of these students. Also, the Regional Safe Schools Program should address planning for transition back to the regular school.

J. Staff Qualifications & Professional Development. The regional superintendents (ROES) and in Cook County the Chicago Board of Education and the executive directors of the three Intermediate Service Centers in Suburban Cook County should provide the personnel of the Regional Safe Schools Program and, when appropriate the personnel of participating school districts with staff development that will enable them to make educational decisions and placements that are in the best interest of the students in the Regional Safe Schools Program and participating school districts. In particular, personnel



should receive ongoing training in developing IOEPs, creating appropriate learning environments, and educational technology.

Rationale. Since new and innovative programs are being created for this initiative, Regional Safe Schools Program staff will need the latest available training to ensure that they will be effective.



EXHIBIT “B”

J. Sterling Morton School District # 201

West 40 Intermediate Service Center #2 - Regional Safe Schools Program Partner

Morton Alternative School provides academic instruction, academic and personal counseling, service-learning activities, physical education, and college and career directed instruction. These courses, aligned with state and district goals, are taught by members of the Morton Alternative School. Alternative Education Plans, or AEPs, are created by students, parents and Morton staff. Social Services are in part provided by West 40 Regional Safe Schools staff and mental health partnership agencies.



EXHIBIT "C"

The West 40 Regional Safe Schools partnership with J. Sterling Morton School District # 201 includes the following financial considerations:

- (FY20) \$125,000 in fiscal base resources for March 1 enrollment of at least 45 Regional Safe School students
- (FY20) \$50,000 to subsidize the salary of a school counselor at Morton Alternative School
- (FY20) One part time social worker (.06 FTE) hired by West 40
- (FY20) Select professional development for staff (approximately \$15,000)
- (FY21) \$125,000* (payable by August 31, 2021) in fiscal base resources for March 1 enrollment of at least 45 Regional Safe School students**
- (FY21) \$100,000 (payable by August 31, 2021) to subsidize the salaries of two mental health professionals at Morton Alternative
- (FY21) Select professional development for staff (approximately \$30,000)

*If proration applies, payments would be proportionately decreased.

**If the minimum student enrollment is not met, base resources will be apportioned proportionately.

School Board

Title IX Sexual Harassment Grievance Procedure ¹

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: ²

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct;³ or

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

¹ Title IX of the Education Amendments of 1972 (Title IX) (20 U.S.C. §1681 *et seq.*) requires this subject matter be covered by policy and controls this policy's content. This policy contains items on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. Employee grievance procedures are a mandatory subject of bargaining and cannot be changed without the employee exclusive representative's consent. This policy and its companion policy 2:260, *Uniform Grievance Procedure*, are in addition to, and not a substitute for, the employee grievance procedure contained in a collective bargaining agreement.

For the sake of consistency and ease of administration, this policy addresses only Title IX sexual harassment grievances, except those contained in collective bargaining agreements. See the cross references for the policies referring to this Title IX sexual harassment grievance procedure policy.

A district must have at least one policy explicitly stating it does not discriminate on the basis of sex in its education programs or activities under Title IX and its implementation regulations (34 C.F.R. Part 106). 34 C.F.R. §106.8(b)(1). Title IX jurisdiction is geographically limited to discrimination against a person in the United States. 34 C.F.R. §106.8(d). Though all complaints of sexual harassment may not constitute sexual harassment under Title IX, Title IX's reach is broad because an alleged complainant or alleged respondent may be *anyone* in the District's educational program or activity in the United States – including applicants for employment, students, parents/guardians, any employee, and third parties.

² 34 C.F.R. §106.30. The definition of *sexual harassment* in the policy and in Title IX includes *unwelcome* conduct. *Id.* However, case law does not always distinguish between *welcome* and *unwelcome* conduct. See *Mary M. v. North Lawrence Community Sch. Corp.*, 131 F.3d 1220 (7th Cir. 1997) (8th grade student did not need to show that a school employee's sexual advances were *unwelcome* in order to prove sexual harassment).

³ 34 C.F.R. §106.30. This behavior is commonly called *quid pro quo* sexual harassment. See 85 Fed. Reg. 30036, f/n 94. By using the term *individual*, Title IX regulations do not limit *quid pro quo* sexual harassment to situations where the provision of an aid, benefit or service by an employee is conditioned on a current *student's* participation in unwelcome sexual conduct. By way of example, *quid pro quo* Title IX sexual harassment involving an employee and an individual other than a current student may be implicated when: an employee tells a former student she can only get a letter of recommendation if she participates in unwelcome sexual conduct; an employee selects a volunteer for a coveted field trip chaperone position if he participates in unwelcome sexual conduct; or a supervisory employee subjects a subordinate employee to unwelcome sexual conduct in exchange for a promotion.

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(10), *domestic violence* as defined in 34 U.S.C. §12291(a)(8), or *stalking* as defined in 34 U.S.C. §12291(a)(30). ⁴

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. ⁵

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.⁶

Formal Title IX Sexual Harassment Complaint means a document filed by a *Complainant* or signed by the Title IX Coordinator⁷ alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation. ⁸

Respondent means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment. ⁹

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. ¹⁰

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 12,¹¹ and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12.¹² This includes incorporating student social and emotional development into the

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⁴ See sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, for these definitions and other definitions of italicized terms in this policy.

⁵ 34 C.F.R. §106.30.

⁶ 34 C.F.R. §106.44(a).

⁷ See f/n 19 in sample policy 2:260, *Uniform Grievance Procedure*.

⁸ 34 C.F.R. §106.30.

⁹ *Id.*

¹⁰ *Id.* See sample administrative procedure 2:265-AP1, *Title IX Sexual Harassment Response*, for further discussion of supportive measures.

¹¹ Required by 105 ILCS 110/3 and 105 ILCS 5/10-23.13 (*Erin's Law*).

¹² Required by *Id.* at 110/3.

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 staff¹³ as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. ¹⁴
3. Notifies applicants for employment,¹⁵ 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. ¹⁶

Making a Report

A person who wishes to make a report under this Title IX Sexual Harassment grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking.¹⁷ 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. ¹⁸

Title IX Coordinator:

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

¹³ For boards that insert optional paragraphs listing trainings in f/n 4 of policy 5:100, *Staff Development Program*, insert "pursuant to policy 5:100, *Staff Development Program*, and" after the word staff.

¹⁴ 105 ILCS 110/3. Detailed training requirements exist for Title IX coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. 34 C.F.R. §106.45(b)(1)(iii). Title IX rules "[leave districts] discretion to determine the kind of training to other employees that will best enable the [district], and its Title IX Coordinator, to meet Title IX obligations." 85 Fed. Reg. 30114. Many attorneys agree the best practice is to train all district staff about the definition of sexual harassment, the scope of the district's education program or activity, all relevant district policies and procedures, and the necessity to promptly forward all reports of sexual harassment to the Title IX coordinator. See sample procedure 2:265-API, *Title IX Sexual Harassment Response*.

¹⁵ Most school districts are not covered by Subpart C of Title IX, which "applies only to institutions of vocational education, professional education, graduate higher education, and public institutions of undergraduate higher education." 34 C.F.R. §106.15(d). If your district is covered by Subpart C, amend this to state "applicants for admission or employment."

¹⁶ 34 C.F.R. §106.8. See paragraph 2 of f/n 19 in sample policy 2:260, *Uniform Grievance Procedure*. See also sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*.

¹⁷ Using "or any employee with whom the Complainant is comfortable speaking" ensures Title IX compliance because Title IX deems "any employee" of an elementary or secondary school who has notice of sexual harassment or allegations of sexual harassment to have *actual knowledge*. Therefore, a report to any employee triggers a district's duty to respond. 34 C.F.R. §106.30. This policy contains an item upon which collective bargaining may be required. Any policy that impacts wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right.

¹⁸ Title IX regulations require districts to designate and authorize at least one employee to coordinate its efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX coordinator by name, office address, email address, and telephone number. *Id.* A district's nondiscrimination coordinator often also serves as its Title IX coordinator. See sample policy 2:260, *Uniform Grievance Procedure*.

While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. This allows for additions and amendments to the names and contact information when necessary. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

Name

Address

Email

Telephone

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*.¹⁹

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.²⁰ For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; ²¹ 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. ²²

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. §106.45.²³ The District's grievance process shall, at a minimum: ²⁴

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¹⁹ Required by 34 C.F.R. §106.44(a) and (b) regardless of whether a formal Title IX sexual harassment complaint is filed.

²⁰ See sample exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, for a discussion of Title IX sexual harassment and non-Title IX sexual harassment. Consult the board attorney for further guidance.

²¹ See sample administrative procedure 5:120-AP2, *Employee Conduct Standards*.

²² This policy gives Title IX coordinators the flexibility to appoint another qualified individual to conduct an investigation. This may be appropriate when the neutrality or efficacy of the Title IX coordinator is an issue, and/or where the district wishes to have the expertise that an in-house or outside attorney may afford to an investigation. Alternative appointments are often made in consultation with the superintendent or other district-level administrator (except in cases involving complaints about those individuals) and the board attorney. If a complaint involves the superintendent or other district-level administrator, alternative appointments are often made in consultation with the board and the board attorney.

²³ 34 C.F.R. §106.45(b). See sample administrative procedures 2:265-AP1, *Title IX Sexual Harassment Response*, and 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*.

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. ²⁵
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. ²⁶

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²⁴ 34 C.F.R. §106.45(b)(1) lists the basic requirements for a grievance process. While live hearings are only required for postsecondary institutions, elementary and secondary schools may choose to offer them as part of their grievance process. **Consult the board attorney if the board wants the district to use a live hearing in its grievance process.**

If using a live hearing during the grievance process, amend #5 by inserting the following underscored text: “Require that any individual designated by the District as a decision-maker receive training on any technology to be used at a live hearing and 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.”

²⁵ Aside from the general training requirements of 34 C.F.R. §106.45(b)(1)(iii), the DOE gives districts flexibility to determine certain training practices or techniques to best meet training requirements based upon their unique local conditions and resources within their educational community. 85 Fed. Reg. 30120. See also 85 Fed. Reg. 30084 (declining to specify that training of Title IX personnel must include implicit bias training, so long as training provides instruction on how to serve impartially and avoid prejudgment of the facts at issue, conflicts of interest, and bias, and that training materials avoid sex stereotypes).

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. ²⁷

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.²⁸ 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. ²⁹

Retaliation Prohibited ³⁰

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*

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

²⁶ 34 C.F.R. §106.45(b)(1)(vii) requires the Title IX sexual harassment grievance process to state the standard of evidence it will use to determine responsibility of the respondent. The standard of evidence selected must be applied “consistently to formal complaints alleging Title IX sexual harassment regardless of whether the respondent is a student or an employee.” 85 Fed. Reg. 30373. This sample policy uses the *preponderance of the evidence* standard, not the *clear and convincing evidence* standard. *Preponderance of evidence* is a standard used in civil cases. It means “the greater weight of the evidence, not necessarily established by the greater number of witnesses testifying to a fact but by evidence that has the most convincing force.” See *Black’s Law Dictionary, 11th ed. 2019*. *Preponderance of the evidence* is the standard used in sample policy 2:260, *Uniform Grievance Procedure*. *Clear and convincing* is a higher standard, requiring more than *preponderance of the evidence* but less than proof beyond a reasonable doubt. It means “evidence indicating that the thing to be proved is highly probable or reasonably certain.” See *Black’s Law Dictionary, 11th ed. 2019*. **Consult the board attorney regarding the appropriate standard for the district, as well as implications if a different standard is used in this policy than in 2:260, *Uniform Grievance Procedure*.** For boards that choose the *clear and convincing evidence* standard, delete “*preponderance-of*” and insert “*clear and convincing*.” Ensure the same standard of evidence is used in 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*.

²⁷ Examples of legally-recognized privileges include attorney-client privilege, doctor-patient privilege, and spousal privilege. See 85 Fed. Reg. 30277.

²⁸ See sample policies 7:190, *Student Behavior*, and 7:230, *Misconduct by Students with Disabilities*. See also sample policies 7:200, *Suspension Procedures*, and 7:210, *Expulsion Procedures*, for due process requirements when student suspension or expulsion is recommended following a determination of responsibility for Title IX sexual harassment.

²⁹ Examples of rights the district or parties may exercise ancillary to this Title IX sexual harassment grievance procedure include, but are not limited to: disciplinary processes for suspensions and expulsions of students under 105 ILCS 5/10-22.6; tenured teacher dismissal proceedings under 105 ILCS 5/24-12; any other pre-termination process required by an applicable collective bargaining agreement, employment policy or procedure, or employment contract; and student appeal of a sex equity grievance decision under 23 Ill. Admin. Code §200.40 (see sample policy 7:10, *Equal Educational Opportunities*).

³⁰ 34 C.F.R. §106.71.

Procedure. 31

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

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

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

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

31 Retaliation complaints must be processed under policy 2:260, *Uniform Grievance Procedure*, because they are covered under the district’s grievance procedure for resolving non-sexual harassment Title IX complaints. See 34 C.F.R. §106.8(c). Title IX sexual harassment regulations state that “[c]omplaints alleging retaliation may be filed according to the grievance procedures for sex discrimination required to be adopted under §106.8(c).” 34 C.F.R. §106.71.

School Board

Uniform Grievance Procedure 1

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the School Board, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy², or have a complaint regarding any one of the following:³

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 et seq.⁴
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., excluding Title IX sexual harassment complaints governed by policy 2:265, *Title IX Sexual Harassment Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.⁵

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

¹ State or federal law requires this subject matter be covered by policy and controls this policy's content. This policy contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. Employee grievance procedures are a mandatory subject of bargaining and cannot be changed without the employee exclusive representative's consent. This policy and its companion policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, are in addition to, and not a substitute for, the employee grievance procedure contained in a collective bargaining agreement.

A grievance procedure is required by many civil rights acts and implementing regulations, including those listed. For the sake of consistency and ease of administration, this policy consolidates all board grievance procedures, excluding Title IX sexual harassment complaints (see sample policy 2:265, *Title IX Sexual Harassment Grievance Procedure*) into one policy, except those contained in collective bargaining agreements. See the cross references for the policies referring to this uniform grievance procedure policy.

² Including the phrase "guaranteed by the State or federal Constitution, State or federal statute, or Board policy" broadens the scope of this policy beyond the items listed. Consult the board attorney regarding whether to retain this phrase and/or to otherwise limit the scope of this policy.

³ The Individuals with Disabilities Education Act (IDEA) (20 U.S.C. §1400 et seq.) is not included in the list of statutes that may serve as the basis of a grievance, and attorneys disagree whether it should be. Many believe that IDEA provides the exclusive remedy; others believe that including IDEA allows parents an opportunity to get their position before the board. Unique and specific complaint resolution mechanisms are expressly provided under IDEA, Article 14 of the School Code, and their respective implementing regulations. These mechanisms follow: (1) IDEA at 20 U.S.C. §1415 (procedural safeguards-mediation and due process); (2) IDEA regulations at 34 C.F.R. §§300.151-300.153 (state complaints), 300.506 (mediation), and 300.507 et seq. (due process); (3) School Code at §§14/8.02a (mediation and due process) and 14/8.02b (expedited due process); and (4) special education regulations at 23 Ill.Admin.Code §§226.560 (Mediation), 226.570 (State Complaint Procedures), and Subpart G (due process). A board that would like to include IDEA should consult the board attorney.

⁴ The Americans with Disabilities Act Amendments Act (ADAAA) (Pub. L. 110-325), made significant changes to the Americans with Disabilities Act's definition of disability by broadening the scope of coverage. The ADAAA also overturned a series of U.S. Supreme Court decisions that interpreted the Americans with Disabilities Act of 1990 in a way that made it difficult to prove that impairments were a disability. The U.S. Equal Employment Opportunity Commission's (EEOC) regulations, 29 C.F.R. Part 1630, are at: www.eeoc.gov/laws/types/disability_regulations.cfm.

Boards should consult with their attorneys regarding how the ADAAA and its implementing regulations impact their districts.

Title II of the ADA of 1990 also includes website accessibility. Addressing website accessibility is complicated. Many entities addressing website accessibility use *Web Content Accessibility Guidelines* (WCAG) 2.0, a frequently cited accessibility standard that contains guidelines developed by a private group of accessibility experts. WCAG 2.0 is the standard the U.S. Dept. of Justice referenced in its recent Title II rulemaking; however, it is not adopted as the formal legal standard for public accommodation websites. While it is not adopted as the formal legal standard for public accommodation websites, it has been used in many consent decrees and settlement agreements. See www.w3.org/TR/WCAG20/.

4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act⁶, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (Title IX sexual harassment complaints are addressed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*)⁷
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60⁸
8. Bullying, 105 ILCS 5/27-23.7⁹

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

⁵ See f/n 4's discussion of website accessibility above. To avoid allegations that a district violated Section 504 of the Rehabilitation Act of 1973 and Title II of the ADA of 1990, many attorneys suggest that school districts' websites meet the WCAG 2.0 guidelines. But see the discussion in f/n 2 of policy 8:70, *Accommodating Individuals with Disabilities*.

⁶ 5 ILCS 430/70-5(a), amended by P.A.s 100-554 and 101-221, requires governmental entities (including school districts) to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment that contains certain prescribed elements. See sample policy 5:20, *Workplace Harassment Prohibited*, at f/n 3 and subhead **Complaints of Sexual Harassment Made Against Board Members by Elected Officials** in sample policy 2:105, *Ethics and Gift Ban*, for further detail. Complaints of sexual harassment made against board members by fellow board members or other elected officials of governmental units must undergo an *independent review*, which is not a term defined in the statute. Unlike the powers granted by the Ill. General Assembly to municipalities to pass ordinances, school boards govern by rules referred to as *policies*. 105 ILCS 5/10-20.5. Further, school boards may only exercise powers given to them that are consistent with the School Code that may be requisite or proper for the maintenance, operation, and development of any school or schools under the jurisdiction of the board. 105 ILCS 5/10-20. School districts are also required to create, maintain, and implement an age-appropriate sexual harassment policy. 105 ILCS 5/10-20.69 (final citation pending), added by P.A. 101-418. See sample policy 7:20, *Harassment of Students Prohibited*, and its f/n 8 for further information.

A new publication law, 50 ILCS 205/3c, added by P.A. 100-1040, requires a school district to post on its website and make available to news media specific information about severance agreements that it enters into because an employee or contractor was "found to have engaged in sexual harassment or sexual discrimination, as defined by the Ill. Human Rights Act or Title VII of the Civil Rights Act of 1964." Consult the board attorney about the word *found*. It raises many practical application questions, e.g., when does the word *found* trigger a board's compliance responsibility pursuant to this law. Such questions include, but are not limited to:

1. Must a school board make a *finding* to trigger this requirement? If the severance agreement is entered into post-termination, a record of board *findings* rarely exists.
2. Are charges for termination *findings*? Often superintendents submit charges for termination, but these are not technically *findings*.
3. Are charges based on a complaint manager's report and determination(s) *findings* under the law when a board still has the ability to review and reject the complaint manager's determination(s)?

Next, contrast the above publication law with the Government Severance Pay Act (GSPA), 5 ILCS 415/10(a)(2), added by P.A. 100-895. GSPA prohibits an employee of a school district with contract provisions for severance pay from receiving any severance if he or she is fired for *misconduct* by the board. GSPA defines *misconduct* to include sexual harassment and/or discrimination. *Id.* at 415/5.

Consult the board attorney about how to reconcile whether sexual harassment and/or sexual discrimination is misconduct for which a severance would be prohibited under the GSPA, and therefore, not available to be published under 50 ILCS 205/3c, added by P.A. 100-1040. And for further discussion and other applicable transparency laws that apply to this issue, see also f/n 15 in policy 5:20, *Workplace Harassment Prohibited*.

⁷ Consult the board attorney regarding proper filing and storage of these investigation documents, including whether certain student-related investigation documents are *sole possession records*, a Family Policy Compliance Office (FPCO)-created an exemption to the Family Education Rights Privacy Act (FERPA) (20 U.S.C. §1232g). See *Letter to Ruscio*, 115 LRP 18601 (FPCO 12-17-14).

⁸ 105 ILCS 5/10-20.60, added by P.A. 100-29, requires schools to implement the Ill. sex equity grievance procedures when processing student complaints about breastfeeding accommodations. Complainants must be informed that the board's decision may be appealed to the Regional Superintendent and, thereafter, to the State Superintendent. 23 Ill.Admin.Code §200.40. **Note:** Certain claims brought under Sec. 10-20.60 may also be covered by the anti-discrimination protections of Title IX; consult the board attorney for further advice. Guidance from U.S. Dept. of Education on Title IX requirements for pregnant and parenting students (June 2013) is available at: www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf.

9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children **10**
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/
12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/ **11**
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, 410 ILCS 513/; and Titles I and II of the Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq. **12**
16. Employee Credit Privacy Act, 820 ILCS 70/ **13**

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

9 All districts must have a policy on bullying. 105 ILCS 5/27-23.7. See sample policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. The inclusion of *bullying* in the list of topics that may serve as the basis of a grievance furthers the obligation to communicate this policy to students and their parents/guardians.

10 Parents/guardians of educationally disadvantaged children may sue a district for misuse of funds allocated by State law for the benefit of such children. *Noyola v. Bd. of Educ.*, 171 Ill.2d 121 (Ill. 1997) (affirming the appellate court's conclusion in *Noyola v. Bd. of Educ.*, 284 Ill.App.3d 128 (1st Dist. 1996) that parents/guardians may pursue a claim to enforce the requirements of the School Code but holding that the proper action for enforcement is by means of mandamus not an implied right of action).

11 The Ill. Whistleblower Act (740 ILCS 174/) includes school districts in the definition of employer. It protects employees from employer retaliation for disclosing information to a government or law enforcement agency. Section 15 also contains language prohibiting employers from retaliating against employees who disclose information in a court, an administrative hearing, or before a legislative commission or committee, or in any other proceeding where the employee has reasonable cause to believe that the information reveals a violation of a State or federal law, rule or regulation. The Ill. Whistleblower Reward and Protection Act (740 ILCS 174/) includes school districts in its definition of *State*. A strict interpretation of this language appears to allow school boards to collect civil penalties and costs against someone making a false claim. Before disciplining any employee, boards should thoroughly investigate the ramifications of these acts in consultation with their attorney and liability insurance carriers.

12 The Genetic Information Nondiscrimination Act (GINA) (42 U.S.C. §2000ff et seq.) is a federal law. Title I addresses the use of genetic information pertaining to health insurance. Title II protects job applicants, current and former employees, labor union members, and apprentices and trainees from discrimination based on their genetic information. GINA covers employers with 15 or more employees.

GINA broadly defines genetic information to include information about an individual's genetic tests, their family members, and, among other things, the manifestation of a disease or disorder in the individual or the individual's family members. Information about an individual's or family member's age or gender is excluded from genetic information. Its remedies mirror those available under a Title VII of the Civil Rights Act claim: back pay, reinstatement, attorneys' fees and compensatory and punitive damages. Retaliation against an individual who brings a claim under GINA is also prohibited. Federal regulations are available at 29 C.F.R. Part 1635, and background information on these regulations is available at: www.eeoc.gov/policy/docs/qanda_geneticinfo.html. An FAQ titled *FAQs on the Genetic Information Nondiscrimination Act* is available at: www.dol.gov/agencies/ebsa/laws-and-regulations/laws/gina.

The Ill. Genetic Information Protection Act (GIPA) (410 ILCS 513/, amended by P.A. 100-396) also prohibits employers from making employment decisions on the basis of any employee's genetic testing information and from penalizing employees who do not want to disclose their genetic information as part of a workplace wellness program. GIPA includes the federal GINA's definition of genetic information and creates more stringent obligations on Ill. employers. While the federal GINA exempts small employers (those with less than 15 employees), Illinois' GIPA covers all employers, even those with one employee. GIPA also provides penalties for negligent and intentional mishandling of genetic information. Note that Title II of GINA does not preempt GIPA's greater protections to Illinois employees.

Before using any sort of genetic information, consult the board attorney for guidance regarding GINA's and GIPA's specific applications to the district and how these laws integrate with other related federal laws, such as the Family and Medical Leave Act (29 U.S.C. §2612 et seq.) and the ADA, and State laws governing time off for sickness and workers' compensation.

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable¹⁴ resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

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

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender.¹⁵ The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

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

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

¹³ 820 ILCS 70/. Unless a satisfactory credit history is an *established bona fide occupational requirement* of a particular position, an employer may not: (1) refuse to hire, discharge, or otherwise discriminate against an individual with respect to employment because of the individual's credit history or credit report; (2) inquire about an applicant's or employee's credit history; or (3) order or obtain an applicant's or employee's credit report from a consumer reporting agency. The Act identifies circumstances that permit a satisfactory credit history to be a job requirement, such as, when the position's duties include custody of or unsupervised access to cash or marketable assets valued at \$2,500 or more. A person who is injured by a violation of this Act may bring a civil action to obtain injunctive relief and/or damages. 820 ILCS 70/25. The court must award costs and reasonable attorneys' fees to a prevailing plaintiff.

¹⁴ The phrase "prompt and equitable resolution" comes from Title IX implementing regulation 34 C.F.R. §106.8(c) which requires schools to "adopt and publish grievance procedures that provide for the prompt and equitable resolution of student and employee complaints" of sex discrimination.

¹⁵ This is a best practice.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf.¹⁶ The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parents/guardians that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

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

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

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

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.¹⁷

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

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

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

¹⁶ This policy gives complaint managers the flexibility to appoint another individual to conduct an investigation, which may be appropriate in cases where the neutrality or efficacy of the complaint manager is an issue, and/or where the district wishes to have the expertise and related attorney-client and work product privileges that an in-house or outside attorney may afford an investigation. Such alternative appointments are often made in consultation with the superintendent or other district-level administrator (except in cases involving complaints about those individuals).

¹⁷ *Preponderance of evidence* is a standard used in civil cases. It means "the greater weight of the evidence, not necessarily established by the greater number of witnesses testifying to a fact but by evidence that has the most convincing force." See *Black's Law Dictionary, 11th ed. 2019*.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager’s or outside investigator’s report, the Board shall mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party. **18**

Appointing a Nondiscrimination Coordinator and Complaint Managers **19**

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District’s efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District’s Title IX Coordinator. **20**

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

The Superintendent shall insert into this policy and keep current the names, office addresses, email addresses, and telephone numbers of the Nondiscrimination Coordinator and the Complaint Managers. **21**

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

18 The Ill. sex equity regulations require districts to have “specific timelines for completion of each step and rendering of a written decision, and shall provide for final appeal of grievance decisions made at the system level to the system’s governing board.” 23 Ill.Admin.Code §200.40(c)(1). To avoid arguments over these timelines, this sample policy provides that the failure to strictly follow the timelines does not prejudice any party. The grievance procedure is worthless if complaints are not thoroughly and promptly investigated.

19 Title IX regulations require districts to designate and authorize at least one employee to coordinate efforts to comply with Title IX and to refer to that employee as the *Title IX Coordinator*. 34 C.F.R. §106.8(a). Districts must identify the Title IX coordinator by name, office address, email address, and telephone number. Id.

A district must prominently display its Title IX non-discrimination policies (this policy 2:260, *Uniform Grievance Procedure*, and sample policy 2:265, *Title IX Sexual Harassment Grievance Procedure*) and contact information for its Title IX coordinator(s) on its website, if any, and in each handbook made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(a) and (b). Notifications must state that nondiscrimination extends to employment, and that inquiries about the application of Title IX and its regulations may be referred to the district’s Title IX coordinator, to the U.S. Dept. of Education’s Assistant Secretary of Education, or both. 34 C.F.R. §106.8(b). See sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*.

While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. This allows for additions and amendments to the names and contact information when necessary. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

20 The Nondiscrimination and Title IX Coordinator(s) need not be the same person. If the district uses a separate Title IX Coordinator who does not also serve as the Nondiscrimination Coordinator, delete “~~The Nondiscrimination Coordinator also serves as the District’s Title IX Coordinator.~~,” insert a hard return to create a new paragraph, and insert “The Superintendent shall appoint a Title IX Coordinator to coordinate the District’s efforts to comply with Title IX.” Then, list the Title IX and Nondiscrimination Coordinators’ names and contact information separately in this policy.

Best practice is that throughout the board policy manual, the same individual be named as Nondiscrimination Coordinator. In contrast, Complaint Managers identified in individual policies may vary depending upon local district needs.

21 The board may include the following option to address publication of such contact information:

“The Superintendent or designee shall ensure that students, parents/guardians, employees, and members of the community are informed of the contact information for the District’s Nondiscrimination Coordinator and Complaint Managers on an annual basis.”

Nondiscrimination Coordinator:

Name

Address

Email

Telephone

Complaint Managers:

Name

Name

Address

Address

Email

Email

Telephone

Telephone

- LEGAL REF.:
- Age Discrimination in Employment Act, 29 U.S.C. §621 et seq.
 - Americans With Disabilities Act, 42 U.S.C. §12101 et seq.
 - Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
 - Equal Pay Act, 29 U.S.C. §206(d).
 - Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq.
 - Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
 - McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
 - Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
 - Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
 - Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.; 34 C.F.R. Part 106
 - State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
 - 105 ILCS 5/2-3.8, 5/3-10, 5/10-20.7a, 5/10-20.60, 5/10-22.5, 5/22-19, 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.
 - Illinois Genetic Information Privacy Act, 410 ILCS 513/.
 - Illinois Whistleblower Act, 740 ILCS 174/.
 - Illinois Human Rights Act, 775 ILCS 5/.
 - Victims’ Economic Security and Safety Act, 820 ILCS 180/, 56 Ill.Admin.Code Part 280.
 - Equal Pay Act of 2003, 820 ILCS 112/.
 - Employee Credit Privacy Act, 820 ILCS 70/.
 - 23 Ill.Admin.Code §§1.240 and 200.40.

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

Publicizing the contact information for the Nondiscrimination Coordinator and Complaint Managers through personnel handbooks, student handbooks, and/or on the district’s website is a best practice. The Illinois Principals Association maintains a handbook service that coordinates with **PRESS** material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/resources/model-student-handbook.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

