



Business Meeting
Tuesday, February 20, 2024 7:00 PM

Diamond Lake School Sparkle Center
25807 Diamond Lake Road
Mundelein, IL 60060

- I. Call to Order / Roll Call
- II. Pledge of Allegiance
- III. Public Comments (Agenda Items Only)
- IV. Presentations
 - IV.A. Diamond Award(s):
Spencer Kibbler
Karen Gonzalez
 - IV.B. 2024 PAC: Mid-Year Update Presentation
- V. Business Agenda
 - V.A. Administrative: Approve Omnibus Vote Agenda **ACTION**
 - V.B. Administrative: Approve Personnel Items **ACTION**
 - V.B.1. New Hire(s):
Peri Brown; DLS; PreK Teacher
 - V.C. Administrative: Approve Press Plus Issue 113 Updates **ACTION**
 - V.D. Administrative: Approve Release of Executive Session Minutes **ACTION**
- VI. Board Discussion
- VII. Freedom of Information Requests (0)
- VIII. Notices and Communications
 - VIII.A. D76 Highlights:
- IX. Public Comments and Petitions (Non-Agenda Items)
- X. Others
- XI. Executive Session
 1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1).
- XII. Adjournment



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

2023-2024 District Priorities and Goals

Mid-Year Update
2.20.24





Annual Strategic Priorities and Goals

Academic Excellence

- Optimizing learning experiences for all District 76 students.

Professional Excellence

- Optimizing professional experiences for all District 76 staff.

Operational Excellence

- Establish collaborative and efficient practices for long-term District success.

Financial Excellence

- Maintaining fiscally responsible and efficient processes for long-term District success.

Communication Excellence

- Communicating to all stakeholders in a purposeful and meaningful manner.



Collaborative Accountability

- Mission and Vision
- Priorities/Goals
- Emotional Health and Safety
- Collaborative Voice
- Shared Leadership and Ownership
- Communication
- Review/Reflection: 100 days



Core Values



Service
Passion
Advocacy
Respect
Kindness
Love
Equity
Opportunity
Nurture



MISSION

Three schools, one district preparing our children to be lifelong learners, engaged in their community and ready to navigate their world.



VISION

Embrace, Empower, Excel:
Each Child, Each Day



Portrait of Excellence



Embrace

Diversity | Inclusion | Individuality | Self-Advocacy | Safety and Welfare

Empower

Courage | Kindness | Leadership | Compassion | Perseverance

Excel

Collaboration | Critical Thinking | Problem Solving | Growth Mindset | Being a Positive Role Model



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Goal(s):	Purpose	Measurable Evidence
<p>Know each D76 student by Name, Strength and Need:</p> <ul style="list-style-type: none">a. Improve student growth in English Language Arts (ELA) and Mathematics.a. Strengthen social emotional well-being, learning and engagement for all students.b. Implement a District-wide multi-tiered system of supports (MTSS) program.	<p>Prepare all D76 students to be high school, college/career and future ready and to improve student academic and social/emotional learning growth and achievement.</p> <p>Ensure the needs of the “whole child” are met in order to improve student academic and social/emotional learning growth and achievement.</p> <p>Provide an MTSS program to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ 100% of Kindergarten-8th grade students will demonstrate growth within the tiers of instruction as measured by the STAR assessment.★ Pre-K-8th grade students will demonstrate 90% or higher in all categories of the Social Emotional Learning (SEL) Student Survey★ Incorporate a social/emotional learning screener in the MTSS process.



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Diamond Lake School

1

- ELA: 80% of students will achieve STAR projected growth by participating in Balanced Literacy and cognitively complex tasks
- Speciality events school wide to engage students in new and innovative ways
- Student workshare within the PLC model to enhance knowing students by name, strength, and need
- New models of PBIS with school wide assembly and updated visual recognition cards
- New incentives for students to earn through the Community Cuddles initiative, Berger Wall of Fame, and “You’ve Been Pawed”
- Therapy Facility Dog; AKA Polly



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

West Oak Intermediate School

1

- Increased focus on (BAS) assessment alignment and “integration of knowledge” inclusion in daily practice
- Aligning formative assessment in math, and allowing for student struggle as they discuss and solve as groups with teacher facilitation
- On F and P assessments, between 85-92% of students have made growth, and each grade is above 50% of students reaching attainment in their grade level bands
- Monthly school assemblies with student of the month, student created pawsome cards
- We have started implementing a T-chart of major and minors
- Daily affirmations / belonging “No Somos Una Manada de Lobos SIN TI”
- Direct instruction of FBA’s and BIP’s help to adjust and goal set, treating SEL as a tool to drive a positive learning environment and academic growth



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

West Oak Middle School

1

- Students in all tiers are showing encouraging growth
- Our Student SEL survey results are guiding our practices
- Regular assemblies centered around PBIS and SEL initiatives, as well as academic progress and schoolwide climate and culture
- Positive referrals, students of the month, trimester challenges
- Enhancing our knowledge of each student's name, strength, and need by incorporating small group instruction, giving students voice and choice, making personal connections and building mutually respectful relationships
- Improving depth of knowledge by offering tasks that are authentic and relevant by connecting instruction to student backgrounds.



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

Goal(s):	Purpose	Measurable Evidence
<p>Achieve Level 2 Status for Marzano's High Reliability Schools: effective teaching in every classroom:</p> <ul style="list-style-type: none">a. Implement building and district Instructional Leadership Walkthroughs to focus on models of instruction.a. Focused instructional Coaching program.a. Strengthen social emotional well-being, learning and engagement for all staff.	<p>Provide all D76 staff with strong professional development opportunities, a healthy working climate and culture and access to instructional support and resources in order to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ Culture and Climate Survey: 100% of staff indicate they feel supported in their own SEL.★ The High-Reliability Schools Level 2 Survey, which includes:<ul style="list-style-type: none">a. <i>School leaders communicate a clear instructional vision. (SIP)</i>b. <i>Support is provided to teachers to continually enhance their skills through reflection and professional growth plans. (Walkthroughs, Culture and Climate)</i>c. <i>Instructional practices are known and monitored. (Walkthroughs, SIP)</i>



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff. (CONT.)

Goal(s):	Purpose	Measurable Evidence (Cont.)
<p>Achieve Level 2 Status for Marzano's High Reliability Schools: effective teaching in every classroom:</p> <ul style="list-style-type: none">a. Implement building and district Instructional Leadership Walkthroughs to focus on models of instruction.a. Focused instructional Coaching program.a. Strengthen social emotional well-being, learning and engagement for all staff.	<p>Provide all D76 staff with strong professional development opportunities, a healthy working climate and culture and access to instructional support and resources in order to improve student academic and social/emotional learning growth and achievement.</p>	<p><i>d. Teachers are provided with clear, ongoing evaluations based on data and are consistent with student achievement data. (Tier I Data Review Meetings)</i></p> <p><i>e. Teachers are provided with professional development that is related to their instructional growth goals. (PLCs, Climate and Culture Survey)</i></p> <p><i>f. Teachers have opportunities to observe and collaborate around effective teaching. (PLCs)</i></p>



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

Diamond Lake School

- Celebrations within weekly meetings, monthly meetings, and holidays
- Supportive family culture to lend a helping hand during difficult times
- BLT creating the SIP and shared with staff at the start of the school to establish common goals
- Walkthroughs conducted 3 times a year and feedback provided
- Teachers provided the opportunity to observe one another and learn new strategies
- PD provided through Instructional Coaches during dedicated PLC meetings each month
- Ongoing evaluations occurring through the Danielson model
- Data meetings occurring monthly to measure and compare student progress and take necessary instructional adjustments



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

West Oak Intermediate School

- Staff recognition and celebrations during monthly meetings; Wolfpack Trophy
- Sunshine Committee
- Learning Walk-throughs
- Marzano Level 1 Status
- Sharing progress towards achieving our SIP goals
- Personalized learning pilot and systems
- Instructional coaching: visible, open, honest, supportive, structure in place
- Gathering resources and vertically aligning standards to create plug and play “playlists” that are aligned and relevant for students and their goals
- Teacher informal and formal evaluations
- PLC Meetings are theme-based according to content areas include time for collaboration with teams.
- FBA and BIP’s presented on, processes to gather appropriate data, involve all stakeholders in understanding implementation



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

West Oak Middle School

- Staff recognition and celebrations during monthly meetings; Willy the Wolf
- Sparkle Squad
- Learning Walk-throughs
- Marzano Level 1 Status
- Sharing progress towards achieving our SIP goals
- Instructional coaching: visible, open, honest, supportive, structure in place
- Teacher informal and formal evaluations
- PLC Meetings incorporate culturally responsive practices and include time for collaboration with teams
- Staff support one another by sharing strategies, stepping into other classrooms and continued collaboration
- Staff developed individual instructional goals



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

Goal(s)	Purpose	Measurable Evidence
<p>Structuring Professional Learning Communities (PLC's) to focus on the MTSS process:</p> <ul style="list-style-type: none">a. Utilize and apply data based decision making with the Educlimber Data Warehouse Management system.a. Utilize student products to inform and guide instructional practices.	<p>Provide the resources and infrastructure needed in order to improve student academic and social/emotional learning growth and achievement.</p>	<p>★ Staff Support and Success Survey: 100% of <u>certified</u> staff will report that they:</p> <ul style="list-style-type: none">a. <i>Utilize and apply the Educlimber Data Warehouse Management system to make instructional decisions.</i>b. <i>Utilize the PLC process to improve their instructional practices</i>c. <i>Utilize student products to inform their instructional decisions</i>



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

Diamond Lake School

1

- 70% of staff strongly agree or agree that eduCLIMBER is used to make instructional decisions
- Sharing student products at team meetings to both gain and provide feedback
- Using assessment data; benchmarks, progress monitoring, unit assessments, informals, observations, etc. to collaboratively guide curriculum and instruction and grade level roadmaps



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

West Oak Intermediate School

1

- Educlimber is used to look at trends during PLC's
- Annotating lessons based on student need
- STP & Specials Portfolio: students share work they are proud of, work on mastery of specific priority standards



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

West Oak Middle School

1

- Educlimber is used to guide instructional practices based on data trends
- Develop a collaborative team approach to transition to Standards Based Grading in 2024-25 school year



Priority 4: Financial Excellence- Maintaining fiscally responsible and efficient processes for long-term District success.

Goal(s)	Purpose	Measurable Evidence
<p>Maintain sound financial management practices that will support:</p> <ul style="list-style-type: none">a. Negotiate and ratify a new Collective Bargaining Agreement (CBA)a. Develop a new 5-year facility plana. Increase Operating Fund Balance to 105%	<p>Maintain strong district financial health and provide the resources needed to sustain district goals and to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ Annual Financial Report (AFR)★ Maintain and/or improve the ISBE Financial Profile Designation Rating★ Completed Collective Bargaining Agreement (CBA)★ Completed 5-year facility plan



Priority 4: Financial Excellence- Maintaining fiscally responsible and efficient processes for long-term District success.

District

- [2023 ISBE Financial Profile Designation Rating score of 3.8](#) (2022 score of 3.8)
- FY23 Annual Financial Report received and the audit showed there were no material errors and funds are allocated properly. FY24 data will not be made available until next fiscal year. [As of December 31, 2023](#) current projections show a projected \$400k surplus year-end, but we anticipate that dropping slightly.
- 5-year facility plan has received several updates and quotes are being sought. A Facilities Committee will meet in March to review proposals and present the final facilities plan for approval.
- Preliminary discussions have begun on a new CBA



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

Goal(s)	Purpose	Measurable Evidence
<p>Cultivate community awareness in order to promote the mission, vision and core values of D76:</p> <ul style="list-style-type: none">a. Develop a Parent/Volunteer Handbooka. Continued District-wide and school specific community outreach and service programsa. Continue to be responsive to student, staff and family needs	<p>Maintain and improve the community's education, involvement and engagement in all school and district events and opportunities to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ A completed Parent/Volunteer Handbook★ <i>Parent Engagement Survey</i>: 90% of respondents will report that District Staff and Leadership Team exhibit the Mission, Vision and Core Values★ <i>District Activity Matrix</i>: Measure parent/family participation in all school/district events



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

District

- A. A finished Parent/Volunteer Handbook is complete and available online.
- A. In the 2023-2024 Parent Engagement survey, 90% of parents reported that the District Staff and Leadership Team uphold the Mission, Vision, and Core Values.
- A. The D76 Community Liaison organized seven events: mobile food pantries, supply drives, and a winter clothing drive, serving a total of 957 families.

TEAM WORK

Coming together is the
beginning

Keeping together is
progress

Working together is
success



Questions/Feedback



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

BOARD OF EDUCATION
BUSINESS MEETING
Tuesday, February 20th, 2024

The resolution is being submitted for approval at the Business Meeting on February 20th, 2024.

AGENDA ITEM V-A

Administrative: Approve Omnibus Vote Agenda **ACTION**

Items under the Omnibus Vote Agenda are considered routine and/or non-controversial and will be approved by one motion. If any one Board member, staff, administrator, or citizen wishes to have a separate vote on any item or items, that item or items will be pulled from the Omnibus Vote Agenda and voted on separately.

BE IT RESOLVED, that the Diamond Lake 76 Board of Education accepts and approves the Omnibus Vote Agenda, Items A thru D as listed:

A. Approval of Minutes	
Combined Meeting	01.23.24
Executive Session	01.23.24
Committee of the Whole Meeting	02.06.24
Executive Session	02.06.24
Special Meeting	02.12.24
B. Approval of Payrolls	2.30.2024, 03.15.2024*
C. Approval of Current Bills:	
Education Fund	\$ 355,921.13
West Oak Inter Activity Fund	\$ 357.79
West Oak Middle Activity Fund	\$ 1,504.04
Operations & Maintenance Fund	\$ 99,370.03
Debt Service	\$ 750.00
Transportation Fund	\$170,800.07
Capital Outlay	\$ 545.42

*Pre-approval of Payrolls not to exceed \$400,000.00 each.

DIAMOND LAKE SCHOOL DISTRICT # 76

Treasurer's Report
January, 2024

Fund	Cash Bal. 12/31/2023	Receipts	Disbursements	Cash Bal. 01/31/2024	Investments at Co 01/31/2024	Fund Totals
Education	\$ (63,256.28)	\$ 1,267,333.24	\$ 1,109,221.38	\$ 94,855.58	10,969,769.81	11,064,625.39
Cafeteria Plan	801,669.70	433,433.88	174,506.22	1,060,597.36		1,060,597.36
Total Education Fund	738,413.42	1,700,767.12	1,283,727.60	1,155,452.94	10,969,769.81	12,125,222.75
Building	(55,169.75)	517,435.60	460,909.05	1,356.80	2,125,337.68	2,126,694.48
Transportation	966.47	152,484.96	150,681.01	2,770.42	1,386,635.80	1,389,406.22
FICA/Medicare	(42,085.06)	62,442.57	18,143.00	2,214.51	64,483.91	66,698.42
I. M. R. F.	33,787.31	1,258.73	10,367.77	24,678.27	355,505.79	380,184.06
Debt Service Fund	(333,132.93)	(32,954.48)	(378,494.00)	12,406.59	(97,567.14)	(85,160.55)
Working Cash	23,301.49	8,154.75	0.00	31,456.24	1,999,650.37	2,031,106.61
Capital Projects Fund	(389,499.13)	200,640.85	22,876.26	(211,734.54)	3,499,933.44	3,288,198.90
Tort Fund	7,461.95	202.79	0.00	7,664.74	112,810.73	120,475.47
Life Safety	497,908.85	(494,964.55)	0.00	2,944.30	497,251.70	500,196.00
Diamond Lake Activity	24,779.74	237.84	0.00	25,017.58	0.00	25,017.58
West Oak Intermediate Activity	47,436.89	622.24	284.86	47,774.27	0.00	47,774.27
West Oak Middle Activity	39,220.33	1,985.53	2,000.00	39,205.86	0.00	39,205.86
	0.00			0.00	0.00	0.00
Total	\$ 593,389.58	2,118,313.95	1,570,495.55	1,141,207.98	20,913,812.09	22,055,020.07
Imprest Fund				2,500.00		2,500.00
Education-Flex Account	78,508.40	4,591.46	9,198.31	73,901.55	8,059.91	81,961.46
Insurance Coop- District Share				60,596.45		60,596.45
Petty Cash				750.00		750.00
Grand Total				1,278,955.98	20,921,872.00	22,200,827.98

As of January 2024 the School's undistributed invested funds were as follows:

	At Cost	Maturity Value	
1	17,082,354.40	17,082,354.40	PMA-Illinois School District Liquid Asset Fund
2	2,205,524.01	2,205,524.01	PMA-Illinois School District Liquid Asset Fund- Fairhaven Proceeds
3	0.00	0.00	PMA-Illinois School District Liquid Asset Fund-Series 2018 Bonds (Closed)
4	0.00	0.00	PMA-Illinois School District Liquid Asset Fund-Series 2020 Bonds (Closed)
5	1,461,679.77	1,461,679.77	Illinois Institutional Investors Trust (at cost)
6	8,059.91	8,059.91	Illinois Institutional Investors Trust-Flex Account
7	164,253.91	164,253.91	Illinois Funds/NBI Bank
	20,921,872.00		Total Investments at cost

Treasurer 



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

BOARD OF EDUCATION
 BUSINESS MEETING
 Tuesday, February 20th, 2024

The resolution is being submitted for approval at the Business Meeting on February 20th, 2024.

AGENDA ITEM V-C

Administrative: Approve PRESS PLUS 113 Policies Updates ACTION

WHEREAS policy creation and updates and changes to adopted policies are provided for District 76 through the subscription to Policy Reference Educational Subscription Service (PRESS) from the Illinois Association of School Boards (IASB); and

WHEREAS the Policy Committee reviewed the policies and a First Reading of the policies was held at the Committee of the Whole Meeting on February 6, 2024.

THEREFORE, BE IT RESOLVED, the Diamond Lake School District 76 Board of Education moves to approve the policy changes as presented and reviewed in IASB PRESS Issue 113.

Number and Title	Revision Descriptions
2:20, Powers and Duties of the School Board; Indemnification	<p>The policy and footnotes are updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/10-20.21, amended by P.A. 103-8, raising the bidding threshold to \$25,00035,000; and 2. 105 ILCS 5/2-3.25f, amended by P.A. 103-175, changing state interventions available for School Improvement and District Improvement Plans. <p>Continuous improvement updates are also made to the footnotes.</p>
2:110, Qualifications, Term, and Duties of Board Officers	<p>The policy is unchanged. Footnote 22 is updated in response to 105 ILCS 5/8-2, amend- ed by P.A. 103-49, reducing the minimum amount of a treasurer bond penalty from an amount no less than 25% to an amount no less than 10%, as measured on the final day of the school district’s most recent fiscal year. Continuous improvement updates are also made to the footnotes.</p>
2:120, Board Member Development	<p>The policy, Legal References, and footnotes are updated for continuous improvement. Footnote 3 is updated in response to 105 ILCS 5/3-11, amended by P.A. 103-413, adding definitions of <i>trauma</i>, <i>trauma-responsive learning environments</i>, and <i>whole child</i> to the School Code.</p>
2:150-AP, Superintendent Committees	<p>The procedure is updated in response to 105 ILCS 5/2-3.130(e), amended by P.A. 103- 175, requiring <i>entities</i>, including school districts, to develop <i>schoolentity-specific plans</i> to reduce and eventually eliminate the use of isolated time out, time out, and physical restraint, and for continuous improvement.</p>
2:200, Types of School Board Meetings	<p>The policy, footnotes, and Cross References are updated. The policy is updated in response to the Open Meetings Act (OMA), 5 ILCS 120/2(c)(4.5), added by P.A. 103-311, permitting boards to meet in closed session for hearings regarding denial of admission to school events under 105 ILCS 5/24-24. Continuous improvement updates are also made to the</p>



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

	footnotes, and 8:30, <i>Visitors to and Conduct on School Property</i> , is added to the Cross References.
2:220, School Board Meeting Procedure	The policy, Legal References, and footnotes are updated. The policy is updated in response to 5 ILCS 120/7(a), amended by P.A. 103-311, allowing a public body to permit a member to attend remotely due to unexpected childcare obligations. The Legal References and footnotes are updated for continuous improvement.
2:220-E2, Motion to Adjourn to Closed Meeting	The exhibit is updated in response to 5 ILCS 120/2(c)(4.5), added by P.A. 103-311, permitting boards to meet in closed session for hearings regarding denial of admission to school events under 105 ILCS 5/24-24, and for continuous improvement.

2:220-E6, Log of Closed Meeting Minutes	The exhibit is updated for the reasons stated in 2:220-E2, <i>Motion to Adjourn to Closed Meeting</i> , above.
3:50, Administrative Personnel Other than the Superintendent	The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/24-2, adding 2024 Election Day as a school holiday, and for continuous improvement.
4:10, Fiscal and Business Management	The policy, Legal References, and footnotes 12 and 20 are updated in response to 105 ILCS 5/17-1.10, added by P.A. 103-394, requiring a board to annually present at a board meeting a written report that includes the annual average expenditures of the district's operational funds for the previous three fiscal years. Continuous improvement updates are also made to the footnotes.
4:30, Revenue and Investments	The policy and footnotes are updated in response to 30 ILCS 235/2, amended by P.A. 102-285, adding as an authorized investment obligations of certain U.S. corporations and amending requirements for investment in short-term obligations of U.S. corporations. Continuous improvement changes are also made to the footnotes.
4:60, Purchases and Contracts	<p>The policy, Legal References, and footnotes are updated in response to:</p> <ol style="list-style-type: none"> 105 ILCS 5/15A, added by P.A. 103-491, eff. 1-1-24, permitting boards to utilize a design-build delivery system for construction projects, provided specific procedures are followed; and 105 ILCS 5/10-20.85, added by P.A. 103-393, requiring boards to substantially present the terms of and approve new contracts for district-administered assessments at a regular board meeting. <p>The policy and footnote 4 are also updated in response to 105 ILCS 5/10-20.21, amended by P.A. 103-8, eff. 1-1-24, raising the bidding threshold to \$25,000,35,000. Continuous improvement updates are also made to the footnotes.</p>
4:60-AP1, Purchases	The procedure is updated for the reasons stated in 4:60, <i>Purchases and Contracts</i> , above, and in response to guidance issued by the Ill. Dept of Public Health, <i>Compliance with the Coal Tar Sealant Disclosure Act</i> .
4:80-AP2, Fraud, Waste, and Abuse Awareness Program	The procedure is updated in response to 105 ILCS 5/10-22.39(b) and (b-35), both amended by P.A. 103-542, eff. 1-1-24 and operative 7-1-24, requiring in-service training on educator ethics, teacher-student conduct, and school employee-student conduct for school personnel who work with students within six months of employment and at least once every five years thereafter.
4:90, Student Activity and Fiduciary Funds	The policy is unchanged. The footnotes are updated for the reasons stated in 2:110, <i>Qualifications, Term, and Duties of Board Officers</i> , above.



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

<p>4:130, Free and Reduced- Price Food Services</p>	<p>REFORMATTED. The policy, Legal References, and footnotes are updated. The policy is updated in response to the School Breakfast and Lunch Program Act, 105 ILCS 125/2.3, added by P.A. 103-532, establishing the Healthy School Meals for All Program. The Legal References are updated in response to style changes. The footnotes are updated for the same reason as the policy and for continuous improvement.</p>
<p>4:130-E, Free and Reduced- Price Food Services; Meal Charge Notifications</p>	<p>The exhibit is updated in response to a five-year review.</p>
<p>4:160, Environmental Quality of Buildings and Grounds</p>	<p>The policy, Legal References, and footnote 3 are updated in response to the Pesticide Application at Schools Act, 105 ILCS 160/, added by P.A. 103-496, prohibiting schools serving students in grades K-8 from scheduling pesticide applications on school grounds during a school day when students are in attendance for instruction. The policy and footnotes are also updated for continuous improvement.</p>

<p>4:160-AP, Environmental Quality of Buildings and Grounds</p>	<p>The procedure is updated for the reasons stated in 4:160, <i>Environmental Quality of Buildings and Grounds</i>, above.</p>
<p>4:170, Safety</p>	<p>The policy is unchanged. The footnotes are updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 128/50 (final citation pending), added by P.A. 103-8, creating crisis response mapping data grants; 2. 105 ILCS 128/50 (final citation pending), added by P.A. 103-194, eff. 1-1-24, requiring a school building's emergency and crisis response plan, protocol, and procedures to include a plan for local law enforcement to rapidly enter a school building in an emergency; and 3. 105 ILCS 128/20(c)(4), amended by P.A. 103-197, requiring that school administrators and support personnel considering whether to exempt a student from participating in a lockdown drill will include the student's individualized education program team or 504 plan team in the decision. <p>Continuous improvement updates are also made to the footnotes. A Cross Reference to 4:190, <i>Targeted School Violence Prevention Program</i>, is added.</p>
<p>4:170-AP1, Comprehensive Safety and Security Plan</p>	<p>The procedure is updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 128/50 (final citation pending), added by P.A. 103-194, eff. 1-1-24, requiring a school building's emergency and crisis response plan, protocol, and procedures to include a plan for local law enforcement to rapidly enter a school building in an emergency; 2. 105 ILCS 128/20(c)(4), amended by P.A. 103-197, requiring that school administrators and support personnel considering whether to exempt a student from participating in a lockdown drill will include the student's individualized education program team or 504 plan team in the decision; 3. 105 ILCS 5/10-20.85, added by P.A. 103-128, allowing school districts to maintain an on-site trauma kit at each school for bleeding emergencies; and



Diamond Lake School District 76

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	<p>4. 105 ILCS 5/10-27.1A(c), amended by P.A. 103-34, clarifying the reporting obligations of school officials upon receipt of a report regarding a verified incident involving a firearm on school property.</p> <p>Subsection J. Required Notices is also updated to align with the Required Notices sub-head in sample policy 7:190, <i>Student Behavior</i>. Other continuous improvement updates are made.</p>
<p>5:30, Hiring Process and Criteria</p>	<p>The Legal References and footnote 3 are updated in response to 820 ILCS 112/, amended by P.A. 103-539, eff. 1-1-25, requiring employers to include the “pay scale and benefits” for a position in any specific job posting. The footnotes are also updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/22-95, amended by P.A. 103-46, eff. 1-1-24, requiring districts to prioritize the hiring or assigning of educators who hold an educator license and endorsement in physical education, music, or the visual arts when hiring or assigning educators in those areas. 2. Guidance issued by the Equal Employment Opportunity Commission in May 2023 titled <i>Select Issues: Assessing Adverse Impact in Software, Algorithms, and Artificial Intelligence Use in Employment Selection Procedures Under Title VII of the Civil Rights Act of 1964</i>; and 3. Continuous improvement.
<p>5:50, Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition</p>	<p>The Legal References and footnotes are updated. The Legal References are updated in response to minor style changes. Footnote 17 is updated in response to 105 ILCS 5/27- 13.2, amended by P.A. 103-365, mandating instruction on the dangers of fentanyl in health education for students in grades 9-12, beginning with the 2024-2025 school year. Continuous improvement updates are also made to the footnotes.</p>

<p>5:90, Abused and Neglected Child Reporting</p>	<p>The policy is unchanged. Footnote 10 is amended and footnote 14 is deleted in response to 105 ILCS 5/10-23.12(a) and (b), whose contents were deleted by P.A. 103-542, eff. 1-1-24. The footnotes are also updated for continuous improvement.</p>
<p>5:90-AP1, Coordination with Children’s Advocacy Center</p>	<p>The procedure is updated in response to 105 ILCS 5/10-22.39(b-25), added by P.A. 103- 542, eff. 1-1-24 and operative 7-1-24, supplementing school personnel training requirements for addressing issues pertaining to students who are parents, expectant parents, or victims of domestic or sexual violence.</p>
<p>5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest</p>	<p>The policy is unchanged. The footnotes are updated in response to:</p> <ol style="list-style-type: none"> 1. The Ill. State Board of Education (ISBE) publication of the <i>Sexual Abuse and Response Prevention Resource Guide</i> (June 2023); 2. 105 ILCS 5/10-22.39(b-35), added by P.A. 103-542, eff. 1-1-24 and operative 7-1- 24, amending <i>Erin’s Law</i> training requirements currently found at 105 ILCS 5/10- 22.39(f); 3. Ill. Human Rights Act, 775 ILCS 5/5A-102, amended by P.A. 103-472, eff. 8-1-24, supplementing the definition of civil rights violations in elementary and secondary schools to include harassment, sexual harassment, and failure to report; and 4. Continuous improvement.



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<p>5:120-AP2, Employee Conduct Standards</p>	<p>The procedure is updated in response to:</p> <ol style="list-style-type: none"> 105 ILCS 5/10-22.39(b-35), added by P.A. 103-542, eff. 1-1-24 and operative 7-1-24, amending <i>Erin's Law</i> training requirements currently found at 105 ILCS 5/10-22.39(f); 775 ILCS 5/5A-102, amended by P.A. 103-472, eff. 8-1-24, supplementing the Ill. Human Rights Act's definition of civil rights violations in elementary and secondary schools to include harassment, sexual harassment, and failure to report; 105 ILCS 5/10-22.39, amended by P.A. 103-542, eff. 1-1-24 and operative 7-1-24, streamlining school staff training requirements in the educator ethics category; 105 ILCS 5/27-13.2, amended by P.A. 103-365, eff. 1-1-24, requiring instruction on the dangers of fentanyl for grades 9-12 beginning with the 2024-2025 school year; and Continuous improvement.
<p>5:150, Personnel Records</p>	<p>The policy is unchanged. Footnote 2 is updated in response to 820 ILCS 40/2, amended by P.A. 103-201, eff. 1-1-24, requiring employers to email or mail a copy of a personnel record to an employee upon the employee's request. The footnotes are also updated for continuous improvement.</p>
<p>5:150-AP, Personnel Records</p>	<p>The procedure is updated for the reasons stated in 5:150, <i>Personnel Records</i>, above, and in response to 820 ILCS 112/20, amended by P.A. 103-539, eff. 1-1-25, requiring employers to keep records of the pay scale, benefits, and job posting for each position for at least five years.</p>
<p>5:190, Teacher Qualifications</p>	<p>The Legal References and footnotes are updated. The Legal References are updated in response to the repeal of 105 ILCS 5/21-11.4. Footnote 3 is updated in response to 105 ILCS 5/21B-20, amended by P.A. 103-111, extending Short-Term Substitute Teaching Licenses as a type of teaching license until June 30, 20283. Other continuous improvement updates are also made to the footnotes.</p>

<p>5:200, Terms and Conditions of Employment and Dismissal</p>	<p>The policy, Legal References, and footnotes are updated. The policy is updated in response to 105 ILCS 5/22-95(a), added by P.A. 103-46, eff. 1-1-24, requiring districts, when hiring or assigning educators for physical education, music, or visual arts, to prioritize the hiring or assigning of educators who hold an educator license and endorsement in those areas.</p> <p>The Legal References are updated in response to:</p> <ol style="list-style-type: none"> Pump for Mothers Nursing Mothers Act, 29 U.S.C. §218(d), added by Pub. L. 117- 328, requiring employers to accommodate both exempt and nonexempt nursing employees; and Pregnant Workers Fairness Act, 42 U.S.C. §2000gg et seq., added by Pub. L. 117- 328, requiring employers to provide reasonable accommodations for an employee's known limitations related to pregnancy, childbirth, or related medical conditions. <p>The footnotes are updated for the same reasons as the policy and Legal References and in response to:</p>
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	<ol style="list-style-type: none"> 105 ILCS 5/24-8, amended by P.A. 103-515, requiring the Commission on Government Forecasting and Accountability to annually certify and publish the teacher minimum salary for 2024-2025 and beyond; 105 ILCS 5/24-11, amended by P.A. 103-500, generally condensing the timeframe in which teachers may acquire tenure, depending upon their evaluation ratings; 105 ILCS 5/24-12(d), amended by P.A. 103-354, requiring hearing officers in tenured teacher dismissal hearings to make certain procedural accommodations if the charges involve witnesses who are/were students or under the age of 18; and Continuous improvement.
5:210, Resignations	The policy and footnote are updated in response to 105 ILCS 5/24-14, amended by P.A. 103-549, addressing the resignation of teachers during a school term and amending the procedures a district must follow when referring a teacher to the State Superintendent of Education due to the teacher's resignation during the school term to accept another teaching assignment. Other continuous improvement updates are also made to the footnote.
5:220, Substitute Teachers	<p>The policy and footnotes are updated in response to:</p> <ol style="list-style-type: none"> Ill. Pension Code, 40 ILCS 5/16-118, amended by P.A.s 103-88 and 103-525, permitting TRS annuitants to substitute teach for 120 paid days or 600 paid hours in each school year through 6-30-26; and 105 ILCS 5/21B-20(3), amended by P.A. 103-193, eff. 1-1-24, permitting a board to employ a substitute teacher in a vacant position for 90 calendar days or until the end of the semester, whichever is greater, due to a lack of qualified candidates, provided certain procedures are followed. <p>The footnotes are also updated in response to 105 ILCS 5/10-20.67 and 5/21B-20(4), amended by P.A. 103-111, extending Short-Term Substitute Teaching Licenses as a type of license until June 30, 20283, and board authority to develop training programs for short-term substitute teacher in collaboration with the exclusive bargaining representative of its teachers, and for continuous improvement.</p>
5:220-AP, Substitute Teachers	The procedure is updated in response to 105 ILCS 5/10-20.67 and 5/21B-20(4), amended by P.A. 103-111, extending Short-Term Substitute Teaching Licenses as a type of license until June 30, 20238, and board authority to develop training programs for short term substitute teacher in collaboration the exclusive bargaining representative of its teachers, and for continuous improvement.

5:250, Leaves of Absence	<p>The policy, Legal References, and footnotes are updated. The policy is updated in response to:</p> <ol style="list-style-type: none"> Child Extended Bereavement Leave Act (CEBLA), 820 ILCS 156/, added by P.A. 103-466, providing an unpaid leave benefit to employees who experience the loss of a child by suicide or homicide; Victims' Economic Security and Safety Act (VESSA), 820 ILCS 180/, amended by P.A. 103-314, eff. 1-1-24, permitting employees to use VESSA leave to grieve attend to matters necessitated by the death of a family or household member who is killed in a crime of violence; 105 ILCS 5/24-3.5, added by P.A. 103-308, eff. 1-1-24, entitling teachers to 10 days of paid leave per school term for federal advocacy
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	<p>work, if they are elected to represent a statewide teacher association in such work; and</p> <ol style="list-style-type: none"> Continuous improvement. <p>The Legal References are updated in response to:</p> <ol style="list-style-type: none"> CEBLA, 820 ILCS 156/, added by P.A. 103-466, providing an unpaid leave benefit to employees who experience the loss of a child by suicide or homicide; Family Bereavement Leave Act (FBLA), 820 ILCS 154/, amended by P.A. 102-1050, amending the title of the Act to ChildFamily Bereavement Leave Act; and 105 ILCS 5/10-20.83, amended by P.A. 103-154, finalizing the citation in the School Code for COVID-19 paid administrative leave. <p>The footnotes are updated for the same reasons as the policy and Legal References (except for reason #2 for the Legal References).</p>
<p>5:285-AP, Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers</p>	<p>The procedure is updated in response to:</p> <ol style="list-style-type: none"> 49 C.F.R Part 382, amended by 88 Fed. Reg. 27596, allowing employers to utilize oral fluid testing for drug tests regulated by the U.S. Dept. of Transportation (including for school bus drivers), and for continuous improvement; Ill. Vehicle Code, 625 ILCS 5/6-516, amended by P.A. 102-982, replacing the term <i>accident</i> with <i>crash</i> to clarify that not all crashes are accidental; and Continuous improvement.
<p>5:330, Sick Days, Vacation, Holidays, and Leaves</p>	<p>The policy, Legal References, and footnotes are updated. The policy is updated in response to:</p> <ol style="list-style-type: none"> CEBLA, 820 ILCS 156/, added by P.A. 103-466, providing an unpaid leave benefit to employees who experience the loss of a child by suicide or homicide, and for continuous improvement; and 105 ILCS 5/24-2(a), amended by P.A.s 103-395, eff. 1-1-24, and 103-467, and 10 ILCS 5/1-24, added by P.A. 103-467 and scheduled to be repealed on 1-1-25, adding 2024 Election Day as a school holiday. <p>The Legal References are updated in response to:</p> <ol style="list-style-type: none"> CEBLA, 820 ILCS 156/, added by P.A. 103-466, providing an unpaid leave benefit to employees who experience the loss of a child by suicide or homicide; FBLA, 820 ILCS 154/, amended by P.A. 102-1050, amending the title of the Act to ChildFamily Bereavement Leave Act; and 105 ILCS 5/10-20.83, amended by P.A. 103-154, finalizing the citation in the School Code for COVID-19 paid administrative leave. <p>The footnotes are updated for the same reasons as the policy and Legal References (except for reason #2 for the Legal References) and in response to:</p> <ol style="list-style-type: none"> VESSA, 820 ILCS 180/, amended by P.A. 103-314, eff. 1-1-24, permitting employees to use VESSA leave to grieve and attended to



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	<p>attend to matters necessitated by the death of a family or household member who is killed in a crime of violence; and</p> <ol style="list-style-type: none"> 2. Continuous improvement.
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6:15, School Accountability	<p>The policy and footnotes are updated. The policy and footnote 6 are updated in response to 105 ILCS 5/2-3.25f(a), amended by P.A. 103-175, providing that ISBE “shall provide technical assistance to schools in school improvement status to assist with the development and implementation of School and District Improvement Plans.”</p> <p>The footnotes are also updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/2-3.25a, amended by P.A. 103-175, clarifying ISBE standards for student performance and school improvement; 2. 105 ILCS 5/2-3.25b, amended by P.A. 103-175, granting ISBE authority to implement and carry out the issuance of school improvement designations via the accountability system identified in 105 ILCS 5/2-3.25a; and 3. 105 ILCS 5/10-17a, amended by P.A.s 103-116, 103-263, 103-413, eff. 1-1-24, and 105-503, eff. 1-1-24, adding new data elements to school district report cards.
6:20, School Year Calendar and Day	<p>The policy is unchanged. The footnotes are updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/24-2, amended by P.A. 103-467, adding 2024 General Election Day as a school holiday; 2. 10 ILCS 5/1-24, added by P.A. 103-467 and scheduled to be repealed on 1-1-25, establishing 2024 General Election Day as a state holiday; 3. 105 ILCS 5/24-2(c), amended by P.A. 103-15, adding Sept. 17 as Constitution Day, a commemorative holiday; 4. 105 ILCS 5/10-19.05, amended by P.A. 103-560, eff. 1-1-24, expanding work-based learning experiences that count toward the calculation of clock hours of school work per day; and 5. Continuous improvement.
6:30, Organization of Instruction	<p>The Legal References and footnotes are updated in response to 105 ILCS 5/10-20.19a, repealed by P.A. 103-410, and 105 ILCS 5/10-22.18, amended by P.A. 103-410, to require that boards establish a full-day kindergarten program by the beginning of the 2027-2028 school year. The Cross References are updated for continuous improvement.</p>
6:50, School Wellness	<p>The policy, Legal References, and footnotes are updated. The policy is updated with new subhead Goals for Other School-Based Activities in response to a request from the ISBE Nutrition Dept. and to federal requirements in 7 C.F.R. §210.31 for local school wellness policies. The footnotes are updated for the same reason, and the Legal References and footnotes are updated for continuous improvement.</p>
6:60, Curriculum Content	<p>The policy, Legal References, and footnotes are updated. The policy is updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/27-21 and 5/27-20.3, amended by P.A. 103-422, and 105 ILCS 5/27-20.05, added by P.A. 103-422, requiring instruction on the Native American experience and Native American history starting in the 2024-2025



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	<p>school year, Native American nations' sovereignty and self-determination, and Native American genocide in North America;</p> <ol style="list-style-type: none"> 2. 105 ILCS 5/27-13.2(c), added by P.A. 103-365, eff. 1-1-24, requiring health education in grades 9-12 to include instruction on the dangers of fentanyl, beginning with the 2024-2025 school year; and 3. Continuous improvement. <p>The Legal References are updated in response to 105 ILCS 5/27-20.05, added by P.A. 103- 422, requiring instruction on the Native American experience and Native American history.</p> <p>The footnotes are updated for the same reasons as the policy and in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 110/3, amended by P.A. 103-212, requiring health education in grades 9-12 to include instruction on the dangers of allergies, beginning with the 2024-2025 school year; and 2. 105 ILCS 5/2-3.196, requiring ISBE to develop a Statewide literacy plan by 1-31-24.
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<p>6:60-AP1, Comprehensive Health Education Program</p>	<p>The procedure is updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/27-13.2(c), added by P.A. 103-365, eff. 1-1-24, requiring health education in grades 9-12 to include instruction on the dangers of fentanyl, beginning with the 2024-2025 school year; 2. 105 ILCS 110/3, amended by P.A. 103-212, eff. 1-1-24, requiring health education in grades 9-12 to include instruction on the dangers of allergies, beginning with the 2024-2025 school year; and 3. Continuous improvement.
<p>6:65, Student Social and Emotional Development</p>	<p>The policy is unchanged. The footnotes are updated in response to:</p> <ol style="list-style-type: none"> 1. 20 ILCS 1705/76.2, added by P.A. 103-222, eff. 1-1-24, requiring the Ill. Dept. of Human Services (DHS) to partner with ISBE to provide technical assistance for the provision of mental health care for students during school days; 2. 20 ILCS 1705/11.4, added by P.A. 103-546, requiring DHS to create and maintain an online Care Portal as a central resource for families with children with significant and complex behavioral health needs; and 3. Continuous improvement.
<p>6:230, Library Media Program</p>	<p>The policy, Legal References, Cross References, and footnotes are updated. The policy, Legal References, and footnote 1 are updated in response to 75 ILCS 10/8.7, added by P.A. 103-100, eff. 1-1-24, requiring districts that wish to be eligible for State library grants to adopt the American Library Association's <i>Library Bill of Rights</i> or develop a written statement prohibiting the practice of banning books. Cross References to 2:260, <i>Uniform Grievance Procedure</i>, and 6:260, <i>Complaints About Curriculum, Instructional Materials, and Programs</i>, are added. The footnotes are also updated for continuous improvement.</p>



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6:230-AP, Responding to Complaints About Library Media Resources	The procedure is updated for the reasons stated in 6:230, <i>Library Media Program</i> , above.
6:270, Guidance and Counseling Program	The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/10- 20.5a, amended by P.A. 103-204, eff. 1-1-24, requiring districts to make student directory information electronically accessible for official recruiting representatives of the armed forces and of state public institutions of higher education. The footnotes are also updated for continuous improvement.
6:280, Grading and Promotion	The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/2-3.25a, amended by P.A. 103-175, requiring ISBE to develop standards for student performance, and for continuous improvement.
7:50, School Admissions and Student Transfers To and From Non-District Schools	The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/13A, amended by P.A. 103-473, establishing specific procedures for administratively transfer- ring a disruptive student to an ISBE regional safe school, and for continuous improvement.
7:60, Residence	The policy, Legal References, and footnotes are updated. The policy and footnotes are updated in response to 105 ILCS 5/10-20.12a(a), amended by P.A. 103-111, permitting boards to adopt a policy to waive nonresident tuition for a student who is the <i>child</i> of a district employee, and for continuous improvement. The Legal References are updated for continuous improvement by adding citations to provisions in the School Code ad- dressing the residency of students with disabilities.

7:70, Attendance and Truancy	<p>The Legal References are updated for continuous improvement. The footnotes are up- dated in response to:</p> <ol style="list-style-type: none"> 1. Child Labor Law, 820 ILCS 205/, amended by P.A. 103-201, amending certain enforcement procedures and penalty provisions; 2. Juvenile Court Act of 1987, 705 ILCS 405/3-33.5, amended by P.A. 103-379, restricts the ability of the juvenile courts and certain county boards to assess fines, fees, assessments, and costs to minors and the minor's parents/guardians, subject to the minor's adjudication under various ordinances and statutes; and 3. Continuous improvement.
7:160, Student Appearance	The policy and footnotes are updated in response to 105 ILCS 5/10-22.25b, amended by P.A. 103-463, prohibiting schools from denying students the right to wear or accessorize their graduation attire with items associated with their culture, ethnic, or religious identity, or other characteristic or category protected under the IHRA. Continuous improvement updates are also made to the footnotes.
7:165, School Uniforms	The policy and footnotes are updated for the reasons stated in 7:160, <i>Student Appearance</i> , above.
7:190, Student Behavior	<p>The policy, Legal References, and footnotes are updated. The policy is amended with optional language for Item #9 in the Prohibited Student Conduct subhead to prohibit academic dishonesty using a writing service and/or generative artificial intelligence technology. This optional language is further explained in new footnote 18.</p> <p>The Required Notices subhead of the policy and its accompanying footnotes are updated:</p>



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	<ol style="list-style-type: none"> 1. To align with subsection J. Required Notices in sample administrative procedure 4:170-AP1, <i>Comprehensive Safety and Security Plan</i>; and 2. In response to 105 ILCS 5/10-27.1A(c), amended by P.A. 103-34, clarifying the re- porting obligations of school officials upon receipt of a report regarding a verified incident involving a firearm on school property. <p>The Legal References citation to the Pro-Children Act is updated.</p> <p>The footnotes are also updated in response to 105 ILCS 5/13A, amended by P.A. 103- 473, establishing specific procedures for administratively transferring a disruptive student to an ISBE regional safe school, and for continuous improvement.</p>
7:190-AP9, Administrative Transfer to Regional Safe School Program	<p>NEW. This procedure is created in response to 105 ILCS 5/13A, amended by P.A. 103- 473, establishing specific procedures for administratively transferring a disruptive student to an ISBE regional safe school.</p>
7:250, Student Support Services	<p>The policy is unchanged. The footnotes are updated in response to 23 Ill.Admin.Code §25.48, amended by 47 Ill. Reg. 5973, making short-term emergency approval in special education available until 6-30-26 (previously 6-30-23). The footnotes are also up- dated for continuous improvement.</p>
7:270, Administering Medicines to Students	<p>The policy, Cross References, and footnotes are updated. The policy and footnotes are updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/10-22.21b and 105 ILCS 5/22-30, amended by P.A. 103-175, re- placing the retired <i>Illinois Food Allergy Emergency Action Plan and Treatment Authorization Form</i> with allergy emergency action plan in the School Code provisions regarding administration of medication to students; 2. 105 ILCS 5/22-30(f), amended by P.A. 103-348, eff. 1-1-24, requiring districts to maintain a supply of undesignated opioid antagonists to administer as necessary; and 3. 105 ILCS 5/22-30(f), amended by P.A. 103-196, eff. 1-1-24, permitting a district maintaining special education facilities to maintain a supply of undesignated oxygen tanks. <p>The footnotes are also updated for continuous improvement. The Cross References are updated in response to the renaming of 7:270-AP2, <i>Checklist for District Supply of Undesignated Asthma Medication(s), Epinephrine Injectors, Opioid Antagonists, and/or Glucagon</i>.</p>

7:270-AP2, Checklist for District Supply of Undesignated Asthma Medication(s), Epinephrine Injectors, Opioid Antagonists, and/or Glucagon	<p>RENAMED. The procedure is updated for the reasons stated in 7:270, <i>Administering Medicines to Students</i>, above.</p>
7:285, Anaphylaxis Prevention, Response, and Management Program	<p>The Legal References and footnotes are updated in response to 105 ILCS 5/10-22.39, amended by P.A. 103-542, eff. 1-1-24 and operative 7-1-24, streamlining training requirements regarding anaphylactic reactions and management for staff members who work with students. Continuous improvement updates are also made to the footnotes.</p>



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<p>7:285-AP, Anaphylaxis Prevention, Response, and Management Program</p>	<p>The procedure is updated in response to:</p> <ol style="list-style-type: none"> 105 ILCS 5/10-22.21b and 105 ILCS 5/22-30, amended by P.A. 103-175, replacing the retired <i>Illinois Food Allergy Plan and Treatment Authorization Form</i> with allergy emergency action plan in the School Code provisions regarding administration of medication to students; 105 ILCS 5/10-22.39, amended by P.A. 103-542, eff. 1-1-24 and operative 7-1-24, streamlining training requirements regarding anaphylactic reactions and management for staff members who work with students; 105 ILCS 110/3, amended by P.A. 103-212, eff. 1-1-24, mandating that health education include instruction on the dangers of allergies, beginning with the 2024- 2025 school year; Renaming of 7:270-AP2, <i>Checklist for District Supply of Undesignated Asthma Medication(s), Epinephrine Injectors, Opioid Antagonists, and/or Glucagon</i>; and Continuous improvement.
<p>7:290, Suicide and Depression Awareness and Prevention</p>	<p>The policy and footnotes are updated in response to 105 ILCS 5/10-22.39, amended by P.A. 103-542, eff. 1-1-24 and operative 7-1-24, requiring teachers, administrators, and school support personnel who work with students to be trained on identifying warning signs of mental illness, trauma, and suicidal behavior in youth. The footnotes are also updated in response to 105 ILCS 5/10-20.81, amended by P.A. 103-143, requiring districts to insert contact information for the National Suicide Prevention Lifeline, the Crisis Text Line, and the Safe2Help Illinois helpline on student identification cards, and for continuous improvement.</p>
<p>7:290-AP, Resource Guide for Implementation of Suicide and Depression Awareness and Prevention Program</p>	<p>The procedure is updated in response to:</p> <ol style="list-style-type: none"> 105 ILCS 5/10-20.81, amended by P.A. 103-143, requiring districts to insert contact information for the National Suicide Prevention Lifeline, the Crisis Text Line, and the Safe2Help Illinois helpline on student identification cards; 20 ILCS 1705/76.2, added by P.A. 103-222, eff. 1-1-24, requiring DHS to partner with ISBE to provide technical assistance for the provision of mental health care for students during school days; and Continuous improvement.
<p>7:345, Use of Educational Technologies; Student Data Privacy and Security</p>	<p>The Legal References are updated in response to a minor style change. The footnotes are updated in response to guidance documents issued by the federal government on K-12 cybersecurity, <i>Protecting Our Future: Partnering to Safeguard K-12 Organizations from Cybersecurity Threats</i> (Jan. 2023) and <i>Digital Infrastructure Briefs</i> (Aug. 2023), and for continuous improvement.</p>
<p>7:345-AP, Use of Educational Technologies; Student Data Privacy and Security</p>	<p>The procedure is updated for the reasons stated in 7:345, <i>Use of Educational Technologies; Student Data Privacy and Security</i>, above.</p>

<p>8:30, Visitors to and Conduct on School Property</p>	<p>The policy, Legal References, Cross References, and footnotes are updated. The policy and footnotes are updated in response to:</p>
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1. **PRESS** Advisory Board member feedback requesting clarification that the scope of subhead **Procedures to Deny Future Admission to Athletic or Extracurricular School Events or Meetings** is limited, as specified in the new subhead title, to topics set forth in 105 ILCS 5/24-24;
2. **PRESS** Advisory Board member feedback requesting clarification on the authority of boards to enforce conduct rules under 105 ILCS 5/10-20.5 and under various criminal trespass statutes; and
3. OMA, 5 ILCS 120/2(c)(4.5), added by P.A. 103-311, permitting boards to meet in closed session for hearings regarding denial of admission to school events under 105 ILCS 5/24-24.

The Legal References are updated to:

1. Reflect a citation change in the Pro-Children Act;
2. Add citations to School Code provisions governing the authority of boards to enforce conduct rules;
3. Add citations to Criminal Code provisions regarding trespass violations; and
4. Implement style changes.

The footnotes are also updated in response to 625 ILCS 5/12-803(f), added by P.A. 103- 404, prohibiting drivers from making contact with any portion of a stopped school bus or making contact with a school child within 30 feet of the school bus, and for continuous improvement.

Policies 2:200, *Types of School Board Meetings*, and 2:230, *Public Participation at School Board Meetings and Petitions to the Board*, are added to the Cross References.



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BOARD OF EDUCATION
BUSINESS MEETING
Tuesday, February 20th, 2024

The resolution is being submitted for approval at the Business Meeting on February 20th, 2024.

AGENDA ITEM V-D

Administrative: Approve Release of Executive Session Minutes *ACTION*

BE IT RESOLVED, the Diamond Lake District 76 Board of Education approves the release of closed session minutes from Board Meetings held between January 2023-June 2023. The list of Executive Session Minutes is as follows:

07.11.23	07.11.23	08.08.23	09.12.23
10.24.23	11.14.23		

SPECIAL EDUCATION DISTRICT OF LAKE COUNTY
18160 W Gages Lake Road, Gages Lake, Illinois 60030-1819
847-548-8470 Fax 847-548-8472 VP 224-207-8476
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Valerie M. Donnan, Ed.D.
Superintendent

TO: Executive Board Members
FROM: Administration
RE: Executive Board Meeting
DATE: Thursday, February 15, 2024
TIME: 9:30 AM
LOCATION: SEDOL Office Bay Room

1. CALL TO ORDER - ROLL CALL (Dr. Lind)

2. PLEDGE OF ALLEGIANCE (Dr. Lind)

3. ACCEPTANCE OF AGENDA - ACTION NEEDED (Dr. Lind)

Motion to Accept the Agenda - VOICE VOTE

4. CONSENT AGENDA - ACTION NEEDED (Dr.Lind)

Motion to Approve Consent Agenda - ROLL CALL VOTE
Move approval of the consent agenda items and addendum, if included, as presented.

4.1 Minutes

Public and closed session minutes of the regular meeting of January 25, 2024.

4.2 Financial Matters

Paid Accounts Payables and Fund Balance Report:

[FY24 February Executive Board Meeting Summary.pdf](#)

[Paid AP Check Register - Payroll Liabilities 01-11-24 0001.pdf](#)

[Paid AP Check Register - Payroll Liabilities 01-12-24 0001.pdf](#)

[Paid AP Check Register - Payroll Liabilities 01-31-24 0001.pdf](#) 

[Paid AP Check Run 02-15-24.pdf](#) 

[Paid AP Check Run Over \\$8,000 02-15-24.pdf](#) 

[Paid AP Manual Checks 01-19,23,26,31-24.pdf](#) 

[Paid AP Manual Checks Over \\$8,000 01-19,23,26,31-24.pdf](#) 

[Fund Balance Report 02.07.2024.pdf](#) 

4.3 Personnel Matters

Recommend employment of the following applicants, with work assignment and start date as indicated, subject to completion of the physical examination and forms, as required by Section 24-6 of the School Code, successful completion of a criminal background investigation as required by Section 10-21.9 of the School Code, a Child Abuse Registry check, and submission of all forms, documents, and certifications as required by law and/or requested by SEDOL for the position.

[Personnel Recommendations & Vacancies.pdf](#) 

5. **RECOGNITION (Dr. Donnan)**

5.1 STARS Students

The Board will recognize a student from Ms. Zaslavsky's classroom at Gages Lake School as the February STARS Student.

5.2 Employee of the Month

The Board will recognize Mr. Karen Schreck, Academic Specialist, as the February Employee of the Month.

6. **PUBLIC COMMENT (Dr. Lind)**

President Lind will recognize any visitors at the meeting. The Executive Board is always interested in hearing from anyone who has a concern or issue regarding SEDOL programs and services. In order to ensure that everyone is heard, and at the same time, conduct the meeting properly and efficiently, those wishing to address the Board are asked to observe the following guidelines.

1. Sign in at the meeting and complete the Public Comment Information Form.
2. Address the Board at the appropriate time as indicated on the agenda and when recognized by the Board President.
3. State your name and address for the record.
4. Comments should be limited to a maximum of five (5) minutes. The Board President may deny a person the opportunity to speak for more than 5 minutes. The President may also deny such opportunity to a person who has previously addressed the Board on the same subject.

5. Groups attending Board meetings are requested to appoint a spokesperson, if possible. The spokesperson should identify the group he/she represents and then briefly explain the concerns shared by the group. The Board President reserves the right to terminate a speaker's comments if they are repetitive or redundant.
6. Comments made during open session should not pertain to individual students or employees. Concerns regarding a specific student or employee should be presented in closed session.
7. The Board President or other presiding officer shall have the authority to terminate the remarks of any individual addressing the Board under public comment and to determine procedural matters regarding public comment not otherwise defined in Board policy.

7. OLD BUSINESS

- 7.1 Policy Revisions 2nd Reading/Approval - ACTION NEEDED (Dr. Wojcik)

Proposed revisions to the following policies were review at the January 25th meeting. Administration is requesting Board approval.

[0410 Fiscal:Business Mngmt Feb 15 2024.pdf](#) 

[0460 Purchases:Contracts Feb 15 2024.pdf](#) 

[7165 Reserved School Uniforms Feb 15 2024.pdf](#) 

[7270 Admin Meds to Students Feb 15 2024.pdf](#) 

Motion to Approve Revisions - VOICE VOTE

Move approval of the policy revisions as presented.

8. NEW BUSINESS

- 8.1 SEDOL Program Update - INFORMATIONAL (Ms. Stieter)
Ms. Streiter will provide a student achievement and instructional practices review.

- 8.2 2024-25 SEDOL Calendar - ACTION NEEDED (Ms. Strieter)
The proposed calendar was developed based on the suggested calendar from the Regional Superintendent of Schools, but it was modified to fit the special needs of SEDOL facilities. The calendar pertains to Laremont School, Gages Lake School, Cyd Lash Academy, Fairhaven School, SEDOL Vocational Program, Transition Program at John Powers Center, REACH Community Site, the Regional Safe School Program, the ALOP Program and the administrative office. All other programs follow the calendar as established by the host school district for the class/program/attached building.

Motion to Approve School Calendar - VOICE VOTE

Move approval of the 2024-25 SEDOL School Calendar as presented.

- 8.3 Camera Request for Proposals - ACTION NEEDED (Dr. Donnan)
SEDOL Administration will discuss the need for security camera updating and replacement throughout the district and the need to request proposals.

Motion to Request Proposals - VOICE VOTE

Move approval for Administration to seek security camera Request for Proposals for the district.

- 8.4 Fairhaven Gym Flooring Replacement Project- ACTION NEEDED (Ms. Peterson)
SEDOL Administration will discuss the need for replacing the Fairhaven School gym flooring and the need to request proposals.

Motion to Request Proposals - VOICE VOTE

Move approval for Administration to seek gym flooring Request for Proposals for Fairhaven School.

- 8.5 PowerSchool Agreement - ACTION NEEDED (Mr. Crowley)
Administration recommends the three year contract with PowerSchool to purchase software and services to serve as SEDOL's next student information system (SIS) in the amount of \$54,820.00. Annual recurring fees beginning year two of implementation and moving forward will be approximately \$16,235.00.

Motion to Approve Agreement - ROLL CALL VOTE

Move approval of the agreement between SEDOL and PowerSchool as presented.

9. CLOSED SESSION

10. OTHER BUSINESS

- 10.1 Termination Recommendation - ACTION NEEDED (Dr. Wojcik)
Administration recommends termination during probationary period of a support staff member, employee #02152024-1, effective January 22, 2024.

Motion to Approve Termination - ROLL CALL VOTE

Move to approve the termination of support staff member #02152024-1 as recommended.

- 10.2 Termination Recommendation - ACTION NEEDED (Dr. Wojcik)
Administration recommends termination for cause of a support staff

member, employee #02152024-2, effective February 15, 2024.

Motion to Approve Termination - ROLL CALL VOTE

Move to approve the termination of support staff member #02152024-2 as recommended.

- 10.3 Termination Recommendation - ACTION NEEDED (Dr. Wojcik)
Administration recommends termination for job abandonment of a support staff member, employee #02152024-3, effective January 29, 2024.

Motion to Approve Termination - ROLL CALL VOTE

Move to approve the termination of support staff member #02152024-3 as recommended.

11. COMMITTEE REPORTS

- Finance Committee met February 1, 2024
- Personnel Committee met February 5, 2024

Both committees will meet again in early March.

12. PROGRAM/SCHOOL REPORTS - INFORMATIONAL (Dr. Donnan)

12.1 Evidence of Exceptional Service

- SEDOL hosted their annual blood drive. SEDOL's Nursing Coordinator, Susan Kruckman, was instrumental in its success.
- SEDOL has three seniors from the DHH program who have been accepted into the National Technical Institute of the Deaf (RIT) to pursue their future degrees for next year. SEDOL is excited to see them pursue their future endeavors.
- Congratulations to two Cyd Lash Academy student who were recognized by Exchange Club. Great work Taylor and Keagan!
- Community Transition classes prepared over 4000 books with Bernie's Book Bank! Way to go Community Transition students and staff.

13. EXECUTIVE BOARD MEMBER COMMENTS (Dr. Lind)

14. ADJOURNMENT (Dr. Lind)

2023-24 Executive Board Meeting Schedule *SEDOL Office Bay Room*

Thursday, March 21, 2024 – 9:30 a.m.

Thursday, April 4, 2024 – 9:30 a.m. *Special Meeting to Review Tentative Budget Mtg*

Thursday, April 25, 2024 – 9:30 a.m.

Thursday, May 23, 2024 – 9:30 a.m.

Thursday, June 27, 2024 – 9:30 a.m.

Thursday, July 25, 2024 – 9:30 a.m.

2023-24 Governing Board Meeting Schedule

Wednesday, March 6, 2024 – 7:00 p.m.

Wednesday, June 5, 2024 – 7:00 p.m.

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Valerie M. Donnan, Ed.D.
Superintendent

Minutes
SEDOL EXECUTIVE BOARD MEETING
Thursday, January 25, 2024

Board Members Present: Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Scott Schwartz, Dr. Lynn Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Board Members Late:

Board Members Absent:

Staff Members Present: Ms. Sara Martinez, Dr. Valerie Donnan, Dr. Laura Wojcik, Mr. Matthew Crowley, Ms. Suzana Peterson, and Ms. Traci Strieter, and Mr. Jim Arie

Staff Members Late:

Guest: Mr. Kevin Smith, Eccezion Consulting (remote)

1. CALL TO ORDER - ROLL CALL (Dr. Lind)

The regular meeting of the SEDOL Executive Board was called to order by President Lind at 9:31 a.m. on Thursday, January 25, 2024 at the SEDOL Administrative Office in Gages Lake, Illinois.

2. PLEDGE OF ALLEGIANCE (Dr. Lind)

3. ACCEPTANCE OF AGENDA - ACTION NEEDED (Dr. Lind)

Motion to Accept the Agenda - VOICE VOTE

Moved by: Ms. Odie Pahl

Seconded by: Dr. Donn Mendoza

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Scott Schwartz, Dr. Lynn Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Carried 8-0

4. CONSENT AGENDA - ACTION NEEDED (Dr.Lind)

Motion to Approve the Consent Agenda - ROLL CALL VOTE

4.1 Approval of Minutes

Public and closed session minutes of the regular meeting of December 14, 2023.

Move approval of the consent agenda items and addendum, if included, as presented.

Moved by: Dr. Lynn Glickman

Seconded by: Ms. Joanne Osmond

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Scott Schwartz, Dr. Lynn Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Carried 8-0

4.2 Financial Matters

Paid Accounts Payables and Fund Balance Report:

[FY24 January Executive Board Meeting Summary.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 12-15-23_0001.pdf](#)



[Paid AP Check Register - Payroll Liabilities 12-27-](#)

[23_0001_0001.pdf](#) 

[Paid AP Check Run 01-25-24.pdf](#) 

[Paid AP Check Run Over \\$8,000 01-25-24.pdf](#) 

[Paid AP Manual Checks 12-7,8,15,19,22,27-23.pdf](#) 

[Paid AP Manual Checks Over \\$8,000 12-7,8,15,19,22,27-23.pdf](#)


[Fund Balance Report](#) 

4.3 Policy Matters

Proposed revisions to the following policies have been reviewed by the Policy Committee. Administration requests approval to change the policies as presented.

[POLICIES](#) 

4.4 Personnel Matters

Recommend employment of the following applicants, with work assignment and start date as indicated, subject to completion of the physical examination and forms, as required by Section 24-6 of the School Code, successful completion of a criminal background investigation as required by Section 10-21.9 of the School Code, a Child Abuse Registry check, and submission of all forms, documents, and certifications as required by law and/or requested by SEDOL for the position.

[Personnel Recommendations & Vacancies.pdf](#) 

[January 25, 2024 Addendum.pdf](#) 

5. RECOGNITION (Dr. Donnan)

5.1 STARS Students

The Board recognized a student from Ms. Tracy McMahon's classroom from the Grayslake North High School DHH program as the STARS Student for January. This student is hard working, great at advocating for herself, and very responsible. She achieved her goal of obtaining A's and B's to be able to attend Tech Campus her junior year.

5.2 Employee of the Month

The Board recognized Mr. Alex Letto, Behavior Specialist Asst/NCI Trainer, as January's Employee of the Month. Alex's calm and patient personality when working with students is amazing. He easily connects with students redirecting them in a positive manner. When providing staff training, he is clear, concise, and extremely engaging.

6. PUBLIC COMMENT (Dr. Lind)

There was no Public Comment.

7. OLD BUSINESS

7.1 FY23 Audit - INFORMATIONAL (Ms. Peterson)

Mr. Kevin Smith, Eccezion Consulting, updated the Board on the FY23 audit. The finalized audit is expected to be presented to the Board for approval at the February or March meeting.

7.2 SEDOL Program Update - INFORMATIONAL (Dr. Donnan)

Dr. Donnan updated the Board on the following:

- Exceptional Learning Solutions is onsite monitoring at the time of the meeting. They are meeting with Principals, Supervisors, and SEDOL staff.
- SEDOL Administration is exploring a partnership with TrueNorth Education Cooperative for a possible collaboration on low incidence programs and services.
- Administration along with Mr. Jim Arie, SEDOL Crisis and Safety Specialist, are in the process of creating a 5-year Safety and Security Plan.

7.3 Transportation Bid Approval - ACTION NEEDED (Ms. Peterson)

The Board approved the 3-year transportation contract with Lakeside Transportation in the amount of \$610,728.40 per year. This was the lowest bid submit and is our current transportation provider.

Motion to Approve Contract Agreement - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond
Seconded by: Ms. Odie Pahl

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Scott Schwartz, Dr. Lynn Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Carried 8-0

- 7.4 HVAC Bid Approval - ACTION NEEDED (Ms. Peterson)
The Board approved the Administration Building HVAC contract with Happ Builders in the amount of \$3,043,500.00. This project will begin this summer and run into the fall. This was the lowest bid submit. Renewable energy credits will be used to help fund this project.

Motion to Approve Contract Agreement - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond
Seconded by: Ms. Carey McHugh

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Scott Schwartz, Dr. Lynn Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Carried 8-0

- 7.5 Lawn Care Bid Approval - ACTION NEEDED (Ms. Peterson)
The Board approved the 3-year lawn care contract with Balanced Environments in the amount of \$30,731.00 per year. This was the lowest bid submit and is our current lawn care provider.

Motion to Approve Contract Agreement - ROLL CALL VOTE

Moved by: Ms. Odie Pahl

Seconded by: Ms. Joanne Osmond

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Scott Schwartz, Dr. Lynn Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Carried 8-0

7.6 Sale of South - ACTION NEEDED (Ms. Peterson)

The Board approved recommending the contract of sale for South to Mundelein D75 in the amount of \$630,000.00 to the Governing Board for approval at the March 6, 2024 meeting.

Motion to Recommend Contract of Sale - ROLL CALL VOTE

Moved by: Dr. Lynn Glickman

Seconded by: Ms. Joanne Osmond

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Scott Schwartz, Dr. Lynn Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Carried 8-0

8. NEW BUSINESS

8.1 Policy Revisions 1st Reading - INFORMATIONAL (Dr. Wojcik)
Proposed revisions to the following policies were reviewed by the Board. Approval will be requested at the February 15, 2024 meeting.

[0410 Fiscal:Business Mngmt Feb 15 2024.pdf](#) 

[0460 Purchases:Contracts Feb 15 2024.pdf](#) 

[7165 Reserved School Uniforms Feb 15 2024.pdf](#) 

8.2 FOIA - INFORMATIONAL (Dr. Wojcik)

Dr. Wojcik provided the Board with the following information:

- On January 17, 2024, Dr. Donnan received an email from Nathan Mihelich, Illinois Retired Teachers Association, requesting the name and email address of any certified staff (teachers, admin, nurses, counselors, etc.) retiring this year.
- On January 18, 2024, Dr. Wojcik provided the information requested.

9. CLOSED SESSION

The Board entered into closed session at 10:17 a.m. to discuss:

1. 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.
2. 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.
3. Collective bargaining matters, 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.
4. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property.

Motion to Enter Into Closed Session - ROLL CALL VOTE

Moved by: Ms. Carey McHugh

Seconded by: Ms. Joanne Osmond

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Ms. Carey McHugh, Dr. Lynn

Glickman, Dr. Donn Mendoza, and Dr. Michael Karner

Carried 7-0

Motion to Return to Public Session - VOICE VOTE

Moved by: Ms. Odie Pahl

Seconded by: Ms. Joanne Osmond

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Dr. Scott Schwartz, Dr. Lynn Glickman, and Dr. Donn Mendoza

Carried 6-0

The Board returned to open session at 12:49 p.m.

It is noted that Dr. Karner left closed session at 11:42 a.m. and Ms. McHugh at 11:53 a.m. and they did not return.

10. OTHER BUSINESS

10.1 IMRF Authorization - ACTION NEEDED (Ms. Peterson)

The Board did not approve the IMRF Out-of-State Credit Authorization request by staff member Dr. Heather Maynard.

Motion to approve Authorization - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Dr. Lynn Glickman

Aye

Nay Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Dr. Scott Schwartz, Dr. Lynn Glickman, and Dr. Donn Mendoza

Denied 0-6

10.2 Appeal of Uniform Grievance Decision - ACTION NEEDED (Dr. Wojcik)

The Board did not approve the uniform grievance decision appeal for employee #01252024-2.

Motion to Approve Appeal - ROLL CALL VOTE

Moved by: Dr. Donn Mendoza

Seconded by: Ms. Joanne Osmond

Aye

Nay

Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Dr. Scott Schwartz, Dr. Lynn Glickman, and Dr. Donn Mendoza

Denied 0-6

10.3 Contracts for Interim Superintendents - ACTION NEEDED (Dr. Lind)

The Board approved recommending the 1-year contracts for SEDOL Interim Superintendents to the Governing Board for final approval at the March 6, 2024 meeting. If approved by the Governing Board, Dr. Judy Hackett and Dr. Tim Thomas would begin July 1, 2024 in the amount of \$1,450.00 per diem.

Move Approval of Contract Recommendations - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Dr. Lynn Glickman

Aye

Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Dr. Scott Schwartz, Dr. Lynn Glickman, and Dr. Donn Mendoza

Carried 6-0

10.4 Termination - ACTION NEEDED (Dr. Wojcik)

The Board approved terminating support staff member Joseph Petrancosta due to job abandonment.

Motion to Approve Termination - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Dr. Donn Mendoza

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Dr. Scott Schwartz, Dr. Lynn Glickman, and Dr. Donn Mendoza

Carried 6-0

10.5 Insurance Settlement - ACTION NEEDED (Dr. Donnan)

The Board approved to not object to insurer payment to resolve the civil rights and personal injury litigation filed by a former student in federal court.

Motion to Approve Action - VOICE VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Ms. Odie Pahl

Aye Ms. Odie Pahl, Dr. Jason Lind, Ms. Joanne Osmond, Dr. Scott Schwartz, Dr. Lynn Glickman, and Dr. Donn Mendoza

Carried 6-0

10.6 Planning for March Governing Board Meeting - INFORMATIONAL (Dr. Donnan)

The Board reviewed a draft agenda for the March 6, 2024 Governing Board meeting.

11. COMMITTEE REPORTS

1. Finance Committee - February 1, 2024 at 1:30 p.m.
2. Personnel Committee - February 5, 2024 at 1:00 p.m.
3. Policy Committee - TBD

12. PROGRAM/SCHOOL REPORTS - INFORMATIONAL (Dr. Donnan)

12.1 Evidence of Exceptional Service

1. Cyd Lash Academy volleyball season just concluded. Congratulations for making the Elite 8!

2. American Sign Language classes this fall were a success and the next session is starting.
3. Leadership team has completed or is scheduled to give a SEDOL update to all staff.
4. Vocational Partnerships continue to grow and has extended their hours.

13. EXECUTIVE BOARD MEMBER COMMENTS (Dr. Lind)

There were no comments.

14. ADJOURNMENT (Dr. Lind)

The meeting was adjourned at 1:00 p.m.

Respectfully submitted by,
Sara Martinez
Recording Secretary

Approved by:

Dr. Jason Lind
Board President

Dr. Valerie M. Donnan
Board Secretary

SPECIAL EDUCATION DISTRICT OF LAKE COUNTY

18160 W Gages Lake Road, Gages Lake, Illinois 60030-1819

847-548-8470 Fax 847-548-8472 VP 224-207-8476

www.sedol.us



Valerie M. Donnan, Ed.D.

Superintendent

Date: February 15, 2024
To: Dr. Valerie Donnan, SEDOL Superintendent
Members of the Board
From: Dr. Laura Wojcik, Assistant Superintendent of Human Resources
Subject: Addendum to the Personnel Recommendations

1. Resignations/Retirements - Educational Support Personnel

<u>Name</u>	<u>Position, Location</u>	<u>Original Hire Date</u>	<u>Effective Date</u>
Fabry, Tricia	Paraprofessional, Sector	August 21, 2023	Resigned February 9, 2024
Gumbs, Khaleil	Paraprofessional, Laremont School	November 27, 2023	Resigning February 16, 2024

2. Resignations/Retirements - Licensed Staff

<u>Name</u>	<u>Position, Location</u>	<u>Original Hire Date</u>	<u>Effective Date</u>
Kempen, Alex	Teacher, Fairhaven School	October 3, 2024	Resigning July 11, 2024.

3. Leave of Absence - Licensed Staff

<u>Name</u>	<u>Position, Location</u>	<u>Effective Date</u>
Smith, Brittany	Speech/Language Pathologist	2024-2025 school year



**2024 IPA LAKE REGION'S
ELEMENTARY PRINCIPAL
OF THE YEAR**

DR. ERICA BERGER

#SPARKLEON