

Regular Meeting of the Board of Education

Wednesday, October 16, 2024 6:00 PM

Indian Hill Early Learning Center Multipurpose Room, 12800 S. Austin Ave,
Palos Heights, IL 60463

1. Call to Order

1.A. Pledge to the Flag

1.B. Roll Call

2. Superintendent's Report

2.A. Student Highlights - Mayor for the Day Essay
Winners

- Mayor: River Wolynia
- City Clerk: Lexi Facko
- City Treasurer: Dylan Prohaska
- City Attorney: Danny Daly
- Alderman: Olivia Kasmer, Isabella Mosqueda,
Alyssa Prohaska, Evan Kantas, Anica
Robards, Kareem Taiwo

2.B. National Principal Proclamation

3. Approval of the Consent Agenda Items

3.A. Minutes of the September 18, 2024 Regular
Meeting

3.B. Minutes of the September 18, 2024 Closed
Meeting

3.C. Approval of Bills & Payroll

3.D. Review of Schools' Activity Accounts

3.E. Personnel

3.E.1. Resignation

- Andrew Kay, Navajo Night Custodian
effective October 18, 2024

3.F. IJHS Library Book Approval

3.G. Policie Updates

- 5:100 Staff Development Program
- 7:20 Harassment of Students Prohibited
- 7:185 Teen Dating Violence Prohibited
- 2:265 title IX Grievance Procedure

4. Old Business

5. New Business

5.A. IASB Resolutions-November Delegate Meeting

5.B. Special Education Staffing Needs

6. **Audience Participation**

If you are coming up to speak, please identify yourself by name and connection to the district and we ask that comments remain brief to accommodate everyone wishing to speak. Policy ordinarily provides up to 3 minutes per speaker.

7. **Information Items**

7.A. YTD Financial Summary

7.B. Freedom of Information Act Items

- None received

7.C. Enrollment Update

7.D. Additional Information Items, if any

8. **Closed Session**

- *5 ILCS 120/2(c) (1) The appointment, employment, compensation, discipline, performance, or dismissal of a specific employee.*
- *5 ILCS 120/2(c) (2) Collective negotiating matters or deliberations concerning salary schedules for classes of employees.*
- *5 ILCS 120/2(c) (9) Student disciplinary cases.*
- *5 ILCS 120/2(c) (10) The placement of individual students in special education programs and other matters relating to individual students.*
- *5 ILCS 120/2(c) (11) Discussion of possible litigation.*

9. **Return to Open Session**

10. **Adjournment**

STATE OF ILLINOIS

EXECUTIVE DEPARTMENT

Proclamation

WHEREAS, school principals play an integral role in nurturing a positive, student-centered culture in elementary, middle, and high schools across the State of Illinois; and,

WHEREAS, school principals are responsible for attracting and retaining the best teachers and support staff to ensure that each child receives equitable educational opportunities and services to reach their potential; and,

WHEREAS, it is the primary responsibility of the State of Illinois to provide adequate and equitable resources for schools so that all students have access to a quality education and foundation for a successful future; and,

WHEREAS, the Illinois Principals Association, which represents over 6,600 educational leaders statewide, believes that educators' experiences and voices are essential to crafting effective education policy; and,

WHEREAS, school leaders face many obstacles in supporting and educating our young people and it is through their perseverance, passion, and hope-filled leadership that Illinois continues to produce quality, career-ready students; and,

WHEREAS, we must continue to encourage, support, and recognize our school principals who have a positive impact on Illinois students and the educational system in the Land of Lincoln;

*THEREFORE, I, JB Pritzker, Governor of the State of Illinois, do hereby proclaim the week of October 20-26, 2024, as **Principals Week** and Friday, October 25, 2024, as **Principals Day** in Illinois to recognize principals and the Illinois Principals Association for all that they do to help our children learn and succeed.*

In Witness Whereof, I have hereunto set my hand and caused the Great Seal of the State of Illinois to be affixed.



Done at the Capitol in the City of Springfield,
this NINTH *day of* SEPTEMBER, *in*
the Year of Our Lord, two thousand and
TWENTY-FOUR, *and of the State of Illinois,*
two hundred and FIFTH.

Alexi Giannoulis
SECRETARY OF STATE

JB Pritzker
GOVERNOR

PALOS HEIGHTS SCHOOL DISTRICT 128

OCTOBER 2024

<u>GROSS PAYROLL</u>		
<u>SEPTEMBER 1 THROUGH SEPTEMBER 30, 2024</u>		633,924.54
<u>TRS</u>		42,704.07
<u>BOARD TRS SURCHARGE</u>		2,696.71
<u>THIS</u>		7,298.73
<u>IMRF, FICA, MEDICARE</u>		33,296.65
<u>TOTAL SEPTEMBER PAYROLL, TRS, THIS, IMRF, FICA, MEDICARE</u>		719,920.70
<u>EDUCATION FUND</u>	<u>10</u>	225,404.42
<u>BUILDING FUND</u>	<u>20</u>	71,499.55
<u>TRANSPORTATION FUN</u>	<u>40</u>	56,741.47
<u>SPECIAL CHECKS</u>		46,556.15
<u>CAPITAL PROJECTS</u>	<u>60</u>	56,362.01
<u>TOTAL OCTOBER 2024 BILLS PAYABLE</u>		456,563.60
<u>TOTAL OCTOBER 2024 BILLS PAYABLE GROSS</u>		
<u>SEPTEMBER 2024 PAYROLL, TRS, THIS, IMRF, FICA, MEDICARE</u>		1,176,484.30


PRESIDENT

SECRETARY

PALOS HEIGHTS SCHOOL DISTRICT 128 VOUCHER

Voucher No: 1069

Voucher Date: 10/16/2024

Prepared By: 

Printed: 10/09/2024 02:15:38 PM

PALOS HEIGHTS SCHOOL DISTRICT 128 is hereby authorized to draw warrants against PALOS HEIGHTS SCHOOL DISTRICT 128 funds for the sum of \$410,007.45 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.



PALOS HEIGHTS SCHOOL DISTRICT 128

Fund		Amount
10	EDUCATIONAL	\$225,404.42
20	OPERATIONS AND MAINTENANCE	\$71,499.55
40	TRANSPORTATION	\$56,741.47
60	CAPITAL PROJECTS	\$56,362.01
		<hr/> \$410,007.45

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1069

10/16/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
A.E.R.O. SPECIAL ED COOPERATIVE		10.5.1912.670.0000.00.00.00 Check #: 0	SPEC ED K-12 PRIVATE TUITION	\$53,798.03
		40.5.2550.333.0000.00.00.00 Check #: 0	SPECIAL EDUCATION TRANSPORTATION	\$4,228.53
			Vendor Total:	\$58,026.56
ACCURATE BIOMETRICS		10.5.2310.314.0000.00.00.00 Check #: 0	BOARD OF EDUCATION -PROFESS SERVS/CONSULTANTS	\$200.00
			Vendor Total:	\$200.00
ACUTRANS		10.5.1800.300.0000.00.00.00 Check #: 0	BILINGUAL PROGRAMS - TRANSLATIONS	\$138.60
			Vendor Total:	\$138.60
AFFILIATED CUSTOMER SERVICE INC	8023	20.5.2540.323.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-MTCE	\$84.00
			Vendor Total:	\$84.00
ALLENGREEN GROUP		40.5.2550.333.0000.00.00.00 Check #: 0	SPECIAL EDUCATION TRANSPORTATION	\$9,000.00
			Vendor Total:	\$9,000.00
ALPHA SCHOOL BUS	2011	40.5.2550.314.3705.00.00.00 Check #: 0	Busrs field trips PFA grant	\$191.64
		40.5.2550.333.0000.00.00.00 Check #: 0	SPECIAL EDUCATION TRANSPORTATION	\$12,186.40
			Vendor Total:	\$12,378.04
AMAZON CAPITAL SERVICES		10.5.1100.411.0000.00.00.00 Check #: 0	K-12 - SUPPLIES	\$38.65

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1069

10/16/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.1100.411.0000.01.00.00 Check #: 0	K-12 - SUPPLIES CHIPPEWA	\$48.08
		10.5.1100.411.0000.02.00.00 Check #: 0	K-12 - SUPPLIES INDEPENDENCE	\$144.27
		10.5.1125.411.3705.00.00.00 Check #: 0	PRE K SUPPLIES PFA GRANT	\$274.20
		10.5.2410.411.0000.03.00.00 Check #: 0	OFFICE OF PRINCIPAL - SUPPLIES - NAVAJO HEIGHTS	\$39.98
		10.5.2660.411.0000.00.00.00 Check #: 0	DATA PROCESSING SERVICES- SUPPLIES	\$782.77
		20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$263.70
			Vendor Total:	\$1,591.65
ANDERSON LOCK		20.5.2540.323.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-MTCE	\$632.50
		20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$190.45
			Vendor Total:	\$822.95
ANDREW JANOTTA		10.5.1100.230.0000.00.00.00 Check #: 0	K-12 -TUITION	\$3,357.00
			Vendor Total:	\$3,357.00
ARC 1 ELECTRIC		20.5.2530.540.0000.00.00.00 Check #: 0	FACILITIES ACQ & CONST-SITE IMPRV & INFRA	\$5,238.00
			Vendor Total:	\$5,238.00
BATTERIES PLUS	22602	20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$223.90
			Vendor Total:	\$223.90
BEAR CONSTRUCTION COMPANY				

Palos Heights School District 128

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Vendor Remit Name	Vendor #	Account	Description	Amount
		60.5.2530.530.0000.00.00.00 Check #: 0	SITE AND BUILDING IMPROVEMENTS	\$56,362.01
			Vendor Total:	\$56,362.01
BRAINPOP		10.5.2660.314.0000.00.63.00 Check #: 0	DATA PROCESSING- CURRICULUM CONTRACT RENEWALS	\$3,684.00
			Vendor Total:	\$3,684.00
BRENDEL'S PIANOS	8891	10.5.1500.323.0000.02.30.00 Check #: 0	INTERSCH PRG - BAND REPAIRS	\$110.00
			Vendor Total:	\$110.00
BUSHUE BACKGROUND SCREENING		10.5.2310.314.0000.00.00.00 Check #: 0	BOARD OF EDUCATION -PROFESS SERVS/CONSULTANTS	\$592.00
			Vendor Total:	\$592.00
BUSINESSOLVER		10.5.1100.222.0000.00.00.00 Check #: 0	K-12 -MEDICAL INS	\$66.00
			Vendor Total:	\$66.00
CANDOR HEALTH EDUCATION		10.5.2210.314.0000.00.00.00 Check #: 0	IMPROV OF INSTRUCT PROF SERV	\$1,185.00
		10.5.2210.314.0000.02.00.00 Check #: 0	PROF SERV TRAINING/ASSEMBLY-INDEPENDENCE	\$1,550.00
			Vendor Total:	\$2,735.00
CARRIE HOBAN	26918	10.5.2560.400.3705.00.00.00 Check #: 0	FOOD SERVICES SUPPLIES PFA GRANT	\$39.20
			Vendor Total:	\$39.20
CDW GOVERNMENT, INC._11767	11767			

Palos Heights School District 128

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Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.2660.470.0000.00.00.00 Check #: 0	DATA PROCESSING – SOFTWARE	\$189.90
			Vendor Total:	\$189.90
CELTIC COMMERCIAL PAINTING		20.5.2530.310.0000.00.00.00 Check #: 0	FAC & ACQ & CONST – ARCHITECTURAL/PRF SERVICE	\$12,850.00
			Vendor Total:	\$12,850.00
CHALET FLORIST		10.5.1100.411.0000.02.00.00 Check #: 0	K-12 – SUPPLIES INDEPENDENCE	\$77.45
			Vendor Total:	\$77.45
CITY OF PALOS HEIGHTS	23899	20.5.2540.370.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-WATER/SEWER SERVICE	\$485.54
			Vendor Total:	\$485.54
COUNTRY HOUSE RESTAURANT	11753	10.5.2560.315.0000.00.00.00 Check #: 0	FOOD SERVICES CONTRACTED SERVICES	\$1,560.00
		10.5.2560.490.0000.00.00.00 Check #: 0	FREE AND REDUCED LUNCHES	\$13,261.50
			Vendor Total:	\$14,821.50
DECKER INC.	6030	20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE– SUPPLIES	\$46.40
			Vendor Total:	\$46.40
DISTRICT #128 - IMPREST FUND	930	10.5.1100.411.0000.00.00.00 Check #: 0	K-12 – SUPPLIES	\$20.00
		10.5.2320.640.0000.00.00.00 Check #: 0	EXECUTIVE ADMIN –DUES & FEES PROF. ORGANIZATIONS	\$250.00

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Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.2510.332.0000.00.00.00 Check #: 0	BUSINESS SUPPORT/CONF	\$210.00
		20.5.2540.464.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-GASOLINE	\$700.15
			Vendor Total:	\$1,180.15
DOUBLETHINK INC.		10.5.1100.314.0000.00.63.00 Check #: 0	K-8 Curriculum renewal tech contracts	\$1,250.00
			Vendor Total:	\$1,250.00
EASTERSEALS		10.5.1912.670.0000.00.00.00 Check #: 0	SPEC ED K-12 PRIVATE TUITION	\$2,941.50
			Vendor Total:	\$2,941.50
EBSCO	619	10.5.2220.430.0000.02.00.00 Check #: 0	EDUCATION MEDIA -LIBRARY BOOKS INDEPENDENCE	\$290.08
			Vendor Total:	\$290.08
EISENHOWER COOPERATIVE	2745	10.5.1912.670.0000.00.00.00 Check #: 0	SPEC ED K-12 PRIVATE TUITION	\$9,063.20
			Vendor Total:	\$9,063.20
ELIM CHRISTIAN SERVICES	4659	10.5.1912.670.0000.00.00.00 Check #: 0	SPEC ED K-12 PRIVATE TUITION	\$30,263.96
		10.5.2560.490.0000.00.00.00 Check #: 0	FREE AND REDUCED LUNCHES	\$323.00
		40.5.2550.333.0000.00.00.00 Check #: 0	SPECIAL EDUCATION TRANSPORTATION	\$5,386.50
			Vendor Total:	\$35,973.46
ELIZABETH KELSEY		10.5.2560.400.3705.00.00.00 Check #: 0	FOOD SERVICES SUPPLIES PFA GRANT	\$19.98

Palos Heights School District 128

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Vendor Remit Name	Vendor #	Account	Description	Amount
			Vendor Total:	\$19.98
ENGIE		20.5.2540.466.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-ELECTRICITY	\$13,795.13
			Vendor Total:	\$13,795.13
EPS OPERATIONS		10.5.1100.411.0000.01.00.00 Check #: 0	K-12 - SUPPLIES CHIPPEWA	\$321.60
			Vendor Total:	\$321.60
EVERYDAY SPEECH		10.5.2660.314.0000.00.63.00 Check #: 0	DATA PROCESSING- CURRICULUM CONTRACT RENEWALS	\$1,135.97
			Vendor Total:	\$1,135.97
FOREST ALARM SERVICE INC	7714	20.5.2540.342.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-ALARMS	\$360.00
			Vendor Total:	\$360.00
HEATHER MESKIMEN	26932	10.5.1100.230.0000.00.00.00 Check #: 0	K-12 -TUITION	\$3,312.00
			Vendor Total:	\$3,312.00
HOUGHTON MIFFLIN HARCOURT PUBLISHING	22609	10.5.1100.314.0000.00.63.00 Check #: 0	K-8 Curriculum renewal tech contracts	\$1,275.00
			Vendor Total:	\$1,275.00
IASB	2496	10.5.2310.411.0000.00.00.00 Check #: 0	BOARD OF EDUCATION - SUPPLIES	\$47.00
			Vendor Total:	\$47.00
ILLINOIS MUSIC EDUCATION ASSOC.				

Palos Heights School District 128

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10/16/2024

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Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.1100.640.0000.00.00.00 Check #: 0	K-12 DUES AND FEES	\$30.00
			Vendor Total:	\$30.00
ILLINOIS SCHOOL BUS	242	40.5.2550.331.0000.00.00.00 Check #: 0	PUPIL TRANSPORTATION-PUPIL TRANSPORTATION	\$23,430.40
			Vendor Total:	\$23,430.40
INDEPENDENCE JR HIGH	1820	10.5.1100.411.0000.02.00.00 Check #: 0	K-12 - SUPPLIES INDEPENDENCE	\$126.00
		10.5.1100.640.0000.00.00.00 Check #: 0	K-12 DUES AND FEES	\$800.00
		10.5.2210.411.0000.00.21.00 Check #: 0	IMPROVE OF INST-MENTORING	\$22.29
		10.5.2310.341.0000.00.00.00 Check #: 0	BOARD OF EDUCATION -POSTAGE	\$5.38
			Vendor Total:	\$953.67
KENNEDY PLUMBING		20.5.2540.323.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-MTCE	\$1,740.00
			Vendor Total:	\$1,740.00
KI		20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$6,010.00
			Vendor Total:	\$6,010.00
LAKESHORE LEARNING MATERIALS	577	10.5.1125.411.3705.00.00.00 Check #: 0	PRE K SUPPLIES PFA GRANT	\$1,118.53
			Vendor Total:	\$1,118.53
LAMINATOR.COM, INC.		10.5.1100.411.0000.04.00.00 Check #: 0	K-12 - SUPPLIES - INDIAN HILL	\$401.11

Palos Heights School District 128

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Voucher Batch Number: 1069

10/16/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
			Vendor Total:	\$401.11
LEAF		10.5.2660.360.0000.00.00.00 Check #: 0	DATA PROCESSING CAPITAL LEASE	\$2,655.00
			Vendor Total:	\$2,655.00
LEARNING A-Z	21279	10.5.2660.314.0000.00.62.00 Check #: 0	DATA PROCESSING- TECHNOLOGY CONTRACT RENEWALS	\$10,188.80
		10.5.2660.314.0000.00.63.00 Check #: 0	DATA PROCESSING- CURRICULUM CONTRACT RENEWALS	\$727.45
			Vendor Total:	\$10,916.25
MENARDS INC	1008	20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$271.61
			Vendor Total:	\$271.61
MIDWEST PAPER RETRIEVER		20.5.2540.321.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-SANITATION SERVICES	\$172.00
			Vendor Total:	\$172.00
MILESTONE THERAPY, LLC.		10.5.1205.314.0000.00.00.00 Check #: 0	SP ED K-12 CONTRACTED SERVICES	\$5,996.50
		10.5.2130.314.0000.00.00.00 Check #: 0	HEALTH SERVICES PT/OT	\$1,633.38
		10.5.2130.314.4620.05.00.00 Check #: 0	HEALTH SERVICES OT SUPPORT IDEA GRANT	\$5,705.63
			Vendor Total:	\$13,335.51
MOBILE MODULAR PORTABLE STORAGE		10.5.1100.314.0000.00.00.00 Check #: 0	K-12 PROF SERVICES	\$102.72
			Vendor Total:	\$102.72

Palos Heights School District 128

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Vendor Remit Name	Vendor #	Account	Description	Amount
MYSTERY SCIENCE		10.5.1100.410.0000.01.00.00 Check #: 0	CONSUMABLES - CHIPPEWA	\$1,980.00
			Vendor Total:	\$1,980.00
NASCO	512	10.5.1100.411.0000.03.00.00 Check #: 0	K-12 -SUPPLIES - NAVAJO HEIGHTS	\$173.24
			Vendor Total:	\$173.24
NICOR GAS		20.5.2540.465.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-NATURAL GAS	\$801.30
			Vendor Total:	\$801.30
PALOS ACE HARDWARE	17607	20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$21.46
			Vendor Total:	\$21.46
PAVEMENT SYSTEMS	7937	20.5.2530.310.0000.00.00.00 Check #: 0	FAC & ACQ & CONST - ARCHITECTURAL/PRF SERVICE	\$1,180.00
			Vendor Total:	\$1,180.00
PETRARCA, GLEASON, BOYLE & IZZO, LLC		10.5.2310.317.0000.00.00.00 Check #: 0	BOARD OF EDUCATION -LEGAL SERVICES	\$750.00
			Vendor Total:	\$750.00
PROMETHEAN		10.5.2660.314.0000.00.62.00 Check #: 0	DATA PROCESSING- TECHNOLOGY CONTRACT RENEWALS	\$107.88
			Vendor Total:	\$107.88
PROVEN IT		10.5.1100.411.0000.01.00.00 Check #: 0	K-12 - SUPPLIES CHIPPEWA	\$156.00

Palos Heights School District 128

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10/16/2024

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Vendor Remit Name	Vendor #	Account	Description	Amount
			Vendor Total:	\$156.00
READ NATURALLY INC.	16465	10.5.2660.314.0000.00.62.00 Check #: 0	DATA PROCESSING- TECHNOLOGY CONTRACT RENEWALS	\$851.00
			Vendor Total:	\$851.00
REPUBLIC SERVICES		20.5.2540.321.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-SANITATION SERVICES	\$1,149.32
			Vendor Total:	\$1,149.32
RIVERSIDE INSIGHTS		10.5.2230.411.0000.00.00.00 Check #: 0	ASSESSMENT AND TESTING- SUPPLIES	\$418.20
			Vendor Total:	\$418.20
RSM US LLP		10.5.2520.317.0000.00.00.00 Check #: 0	FISCAL SERVICES-AUDIT/FINANCIAL SERVICES	\$10,000.00
			Vendor Total:	\$10,000.00
RUSH DAY SCHOOL		10.5.1912.670.0000.00.00.00 Check #: 0	SPEC ED K-12 PRIVATE TUITION	\$3,013.50
			Vendor Total:	\$3,013.50
SCHOLASTIC NEWS		10.5.1100.410.0000.02.00.00 Check #: 0	CONSUMABLES - INDEPENDENCE	\$186.39
			Vendor Total:	\$186.39
SCHOOL HEALTH CORP.	3983	10.5.1100.411.0000.00.00.00 Check #: 0	K-12 - SUPPLIES	\$632.69
		10.5.1100.541.0000.00.00.00 Check #: 0	K-12 Replacement Equipment	\$2,311.19

Palos Heights School District 128

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Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.1100.700.0000.00.00.00 Check #: 0	K-8 ELEM SUPPLIES	\$1,470.58
		10.5.1500.411.0000.02.00.00 Check #: 0	PHYS ED SUPPLIES - INDEPENDENCE	\$183.96
			Vendor Total:	\$4,598.42
SCHOOL SPECIALTY_26419	26419	10.5.1100.411.0000.02.00.00 Check #: 0	K-12 - SUPPLIES INDEPENDENCE	\$473.61
		10.5.1205.411.4620.05.00.00 Check #: 0	SPEC ED SUPPLIES IDEA GRANT	\$431.05
			Vendor Total:	\$904.66
SDM GYM SOLUTIONS		20.5.2540.323.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-MTCE	\$5,050.00
			Vendor Total:	\$5,050.00
SMITHEREEN EXTERMINATING COMPANY 4755		20.5.2540.320.0000.00.00.00 Check #: 0	OPER & MAINT PROP SERVICES	\$180.00
			Vendor Total:	\$180.00
SOLID STATE BUSINESS SYSTEMS INC.		10.5.2660.314.0000.00.00.00 Check #: 0	DATA PROCESSING SERVICES-PROFESS SERVS/INSTRUCT	\$32,500.00
			Vendor Total:	\$32,500.00
SOUTH TOWN REFRIGERATION		20.5.2540.319.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-OTHER PROF/TECH SERVICES	\$3,945.34
		20.5.2540.323.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-MTCE	\$3,680.00
			Vendor Total:	\$7,625.34
SPECIAL EDUCATION SERVICES		10.5.1912.670.0000.00.00.00 Check #: 0	SPEC ED K-12 PRIVATE TUITION	\$4,043.20

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1069

10/16/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
			Vendor Total:	\$4,043.20
STAPLES ADVANTAGE_12999	12999	10.5.1100.411.0000.01.00.00 Check #: 0	K-12 - SUPPLIES CHIPPEWA	\$202.55
		10.5.1100.411.0000.02.00.00 Check #: 0	K-12 - SUPPLIES INDEPENDENCE	\$503.30
		10.5.1100.411.0000.04.00.00 Check #: 0	K-12 - SUPPLIES - INDIAN HILL	\$96.72
			Vendor Total:	\$802.57
TIMBERLINE BILLING SERVICE		10.5.1205.311.0000.00.00.00 Check #: 0	SPEC ED PURCH SERVICES	\$60.97
			Vendor Total:	\$60.97
TRUGREEN		20.5.2540.320.0000.00.00.00 Check #: 0	OPER & MAINT PROP SERVICES	\$639.83
			Vendor Total:	\$639.83
ULINE	17779	20.5.2540.700.0000.00.00.00 Check #: 0	OPERATIONS/MAINT NEW/REPL EQUIP	\$1,196.95
			Vendor Total:	\$1,196.95
UNIQUE PRODUCTS		20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$2,954.17
			Vendor Total:	\$2,954.17
UNIVERSAL TAXI DISPATCH		40.5.2550.333.0000.00.00.00 Check #: 0	SPECIAL EDUCATION TRANSPORTATION	\$2,318.00
			Vendor Total:	\$2,318.00
UNIVERSITY OF ILLINOIS AT CHICAGO		10.5.2210.314.0000.01.00.00 Check #: 0	PROF SERV TRAINING/ASSEMBLY-CHIPPEWA	\$450.00

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1069

10/16/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.2210.314.0000.02.00.00 Check #: 0	PROF SERV TRAINING/ASSEMBLY-INDEPENDENCE	\$450.00
		10.5.2210.314.0000.03.00.00 Check #: 0	PROF SERV TRAINING/ASSEMBLY-NAVAJO	\$200.00
		10.5.2210.314.0000.04.00.00 Check #: 0	PROF SERV TRAINING/ASSEMBLY-INDIAN HILL	\$75.00
			Vendor Total:	<u>\$1,175.00</u>
VIRCO		20.5.2540.411.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE- SUPPLIES	\$4,642.80
			Vendor Total:	<u>\$4,642.80</u>
WAREHOUSE DIRECT	11524	20.5.2540.540.0000.00.00.00 Check #: 0	OPERATION/MAINTENANCE-NEW EQUIPMENT	\$2,995.00
			Vendor Total:	<u>\$2,995.00</u>
WEST MUSIC	22790	10.5.1100.410.0000.02.00.00 Check #: 0	CONSUMABLES - INDEPENDENCE	\$279.20
			Vendor Total:	<u>\$279.20</u>
WILSON LANGUAGE TRAINING.	8647	10.5.1125.411.3705.00.00.00 Check #: 0	PRE K SUPPLIES PFA GRANT	\$29.16
		10.5.1205.411.4620.05.00.00 Check #: 0	SPEC ED SUPPLIES IDEA GRANT	\$2,002.32
			Vendor Total:	<u>\$2,031.48</u>
			Grand Total:	<u>\$410,007.45</u>


End of Report

PALOS HEIGHTS SCHOOL DISTRICT 128 VOUCHER

Voucher No: 1049

Voucher Date: 09/09/2024

Prepared By:


Printed: 09/09/2024 02:18:09 PM

PALOS HEIGHTS SCHOOL DISTRICT 128 is hereby authorized to draw warrants against PALOS HEIGHTS SCHOOL DISTRICT 128 funds for the sum of \$10,805.42 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.



PALOS HEIGHTS SCHOOL DISTRICT 128

Fund		Amount
10	EDUCATIONAL	\$10,759.71
20	OPERATIONS AND MAINTENANCE	\$45.71
		<hr/> <hr/>
		\$10,805.42

SPECIAL CHECKS DRAWN IN SEPTEMBER

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1049

09/09/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
BMO FINANCIAL GROUP				
		10.5.1100.411.0000.02.00.00 Check #: 43718	K-12 - SUPPLIES INDEPENDENCE	\$826.51
		10.5.1100.411.0000.04.00.00 Check #: 43718	K-12 - SUPPLIES - INDIAN HILL	\$151.32
		10.5.1125.411.3705.00.00.00 Check #: 43718	PRE K SUPPLIES PFA GRANT	\$1,431.93
		10.5.1250.411.4300.05.00.00 Check #: 43718	REMEDIAL SUPPLIES- TITLE I - LITERACY 4-5	\$278.43
		10.5.2210.411.0000.00.21.00 Check #: 43718	IMPROVE OF INST-MENTORING	\$994.14
		10.5.2310.341.0000.00.00.00 Check #: 43718	BOARD OF EDUCATION -POSTAGE	\$6.88
		10.5.2310.351.0000.00.00.00 Check #: 43718	BOARD OF EDUCATION -PRINT PUBLICATIONS	\$43.50
		10.5.2310.411.0000.00.00.00 Check #: 43718	BOARD OF EDUCATION - SUPPLIES	\$195.52
		10.5.2320.411.0000.00.00.00 Check #: 43718	EXECUTIVE ADMIN - SUPPLIES	\$1,244.00
		10.5.2410.411.0000.01.00.00 Check #: 43718	OFFICE OF PRINCIPAL - SUPPLIES CHIPPEWA	\$43.29
		10.5.2410.411.0000.02.00.00 Check #: 43718	OFFICE OF PRINCIPAL-SUPPLIES-INDEPENDENCE	\$537.00
		10.5.2410.411.0000.03.00.00 Check #: 43718	OFFICE OF PRINCIPAL - SUPPLIES - NAVAJO HEIGHTS	\$665.00
		10.5.2410.411.0000.04.00.00 Check #: 43718	OFFICE OF PRINCIPAL - SUPPLIES INDIAN HILL	\$265.86
		10.5.2660.323.0000.00.00.00 Check #: 43718	DATA PROCESSING SERVICES-REPAIRS	\$665.05
		10.5.2660.411.0000.00.00.00 Check #: 43718	DATA PROCESSING SERVICES- SUPPLIES	\$1,782.39
		10.5.2660.470.0000.00.00.00 Check #: 43718	DATA PROCESSING - SOFTWARE	\$30.89

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1049 09/09/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.2660.541.0000.00.00.00 Check #: 43718	DATA PROCESSING SERVICES - REPLACEMENT EQUIPMENT	\$1,598.00
		20.5.2540.411.0000.00.00.00 Check #: 43718	OPERATION/MAINTENANCE- SUPPLIES	\$45.71
			Vendor Total:	\$10,805.42
			Grand Total:	\$10,805.42

End of Report

PALOS HEIGHTS SCHOOL DISTRICT 128 VOUCHER

Voucher No: 1052

Voucher Date: 09/16/2024

Prepared By:

[Signature]
Printed: 10/09/2024 02:19:18 PM

PALOS HEIGHTS SCHOOL DISTRICT 128 is hereby authorized to draw warrants against PALOS HEIGHTS SCHOOL DISTRICT 128 funds for the sum of \$23,083.42 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

[Signature]

PALOS HEIGHTS SCHOOL DISTRICT 128

Fund	Amount
10 EDUCATIONAL	\$23,083.42
	\$23,083.42

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1052

09/16/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
IXL LEARNING		10.5.2660.314.0000.00.63.00 Check #: 43805	DATA PROCESSING- CURRICULUM CONTRACT RENEWALS	\$11,626.00
			Vendor Total:	\$11,626.00
JAMF		10.5.2660.314.0000.00.62.00 Check #: 43806	DATA PROCESSING- TECHNOLOGY CONTRACT RENEWALS	\$5,672.50
			Vendor Total:	\$5,672.50
LIGHTSPEED SYSTEMS		10.5.2660.314.0000.00.62.00 Check #: 43807	DATA PROCESSING- TECHNOLOGY CONTRACT RENEWALS	\$1,260.00
			Vendor Total:	\$1,260.00
N2Y,LLC		10.5.1205.319.4620.05.00.00 Check #: 43808	SP ED OTHER PROF SERVICES IDEA GRANT	\$4,524.92
			Vendor Total:	\$4,524.92
			Grand Total:	\$23,083.42

End of Report

PALOS HEIGHTS SCHOOL DISTRICT 128 VOUCHER

Voucher No: 1060

Voucher Date: 09/26/2024

Prepared By:

Printed: 09/09/2024 02:20:22 PM

PALOS HEIGHTS SCHOOL DISTRICT 128 is hereby authorized to draw warrants against PALOS HEIGHTS SCHOOL DISTRICT 128 funds for the sum of \$12,667.31 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.



PALOS HEIGHTS SCHOOL DISTRICT 128

Fund		Amount
10	EDUCATIONAL	\$11,919.75
20	OPERATIONS AND MAINTENANCE	\$747.56
		\$12,667.31

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1060

09/26/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
AMAZON CAPITAL SERVICES				
		10.5.1100.411.0000.00.00.00 Check #: 43827	K-12 - SUPPLIES	\$41.06
		10.5.1100.411.0000.01.00.00 Check #: 43827	K-12 - SUPPLIES CHIPPEWA	\$553.51
		10.5.1100.411.0000.02.00.00 Check #: 43827	K-12 - SUPPLIES INDEPENDENCE	\$1,811.01
		10.5.1100.411.0000.03.00.00 Check #: 43827	K-12 -SUPPLIES - NAVAJO HEIGHTS	\$752.09
		10.5.1100.411.0000.04.00.00 Check #: 43827	K-12 - SUPPLIES - INDIAN HILL	\$110.27
		10.5.1205.411.4620.05.00.00 Check #: 43827	SPEC ED SUPPLIES IDEA GRANT	\$2,103.46
		10.5.2130.411.0000.00.00.00 Check #: 43827	HEALTH SERVICES- SUPPLIES	\$80.25
		10.5.2410.332.0000.00.00.00 Check #: 43827	OFFICE OF PRINCIPAL -TRAVEL/CONF	\$153.68
		20.5.2540.411.0000.00.00.00 Check #: 43827	OPERATION/MAINTENANCE- SUPPLIES	\$51.00
			Vendor Total:	\$5,656.33
BMO FINANCIAL GROUP				
		10.5.1100.411.0000.00.00.00 Check #: 43828	K-12 - SUPPLIES	\$191.28
		10.5.1100.411.0000.01.00.00 Check #: 43828	K-12 - SUPPLIES CHIPPEWA	\$401.31
		10.5.1100.411.0000.02.00.00 Check #: 43828	K-12 - SUPPLIES INDEPENDENCE	\$739.10
		10.5.1100.411.0000.04.00.00 Check #: 43828	K-12 - SUPPLIES - INDIAN HILL	\$140.93
		10.5.1100.640.0000.00.00.00 Check #: 43828	K-12 DUES AND FEES	\$270.00
		10.5.1125.411.3705.00.00.00 Check #: 43828	PRE K SUPPLIES PFA GRANT	\$10.11

Palos Heights School District 128

Voucher Supplement Account Summary

Voucher Batch Number: 1060

09/26/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.1250.411.4300.05.00.00 Check #: 43828	REMEDIAL SUPPLIES- TITLE I - LITERACY 4-5	\$29.97
		10.5.2310.341.0000.00.00.00 Check #: 43828	BOARD OF EDUCATION -POSTAGE	\$4.91
		10.5.2310.411.0000.00.00.00 Check #: 43828	BOARD OF EDUCATION - SUPPLIES	\$1,717.80
		10.5.2320.332.0000.00.00.00 Check #: 43828	EXECUTIVE ADMIN -TRAVEL/CONF	\$795.00
		10.5.2320.411.0000.00.00.00 Check #: 43828	EXECUTIVE ADMIN - SUPPLIES	\$203.27
		10.5.2410.411.0000.01.00.00 Check #: 43828	OFFICE OF PRINCIPAL - SUPPLIES CHIPPEWA	\$388.16
		10.5.2410.411.0000.02.00.00 Check #: 43828	OFFICE OF PRINCIPAL-SUPPLIES-INDEPENDENCE	\$161.83
		10.5.2410.411.0000.03.00.00 Check #: 43828	OFFICE OF PRINCIPAL - SUPPLIES - NAVAJO HEIGHTS	\$199.65
		10.5.2410.411.0000.04.00.00 Check #: 43828	OFFICE OF PRINCIPAL - SUPPLIES INDIAN HILL	\$79.33
		10.5.2560.400.3705.00.00.00 Check #: 43828	FOOD SERVICES SUPPLIES PFA GRANT	\$140.94
		10.5.2660.314.0000.00.62.00 Check #: 43828	DATA PROCESSING- TECHNOLOGY CONTRACT RENEWALS	\$360.00
		10.5.2660.411.0000.00.00.00 Check #: 43828	DATA PROCESSING SERVICES- SUPPLIES	\$161.94
		10.5.2660.470.0000.00.00.00 Check #: 43828	DATA PROCESSING - SOFTWARE	\$318.89
		20.5.2540.411.0000.00.00.00 Check #: 43828	OPERATION/MAINTENANCE- SUPPLIES	\$696.56

Vendor Total:	<u>\$7,010.98</u>
Grand Total:	<u>\$12,667.31</u>

End of Report

Palos Heights School District 128

Fund Balances

Fiscal Year: 2024-2025

Month: September
 Year: 2024
 Fund Type:

Include Cash Balance
 FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
10	EDUCATIONAL	\$4,853,260.52	\$4,510,368.41	(\$1,646,291.66)	\$0.00	\$7,717,337.27
11	STUDENT ACTIVITY FUND	\$5,269.00	\$0.00	\$0.00	\$0.00	\$5,269.00
20	OPERATIONS AND MAINTENANCE	\$688,791.60	\$388,131.10	(\$226,772.87)	\$0.00	\$850,149.83
30	DEBT SERVICE	\$949,777.35	\$591,568.53	\$0.00	\$0.00	\$1,541,345.88
40	TRANSPORTATION	\$515,933.86	\$207,230.78	(\$42,969.53)	\$0.00	\$680,195.11
50	MUNICIPAL RETIREMENT	\$120,119.54	\$86,812.15	(\$32,109.53)	\$0.00	\$174,822.16
55	SOCIAL SECURITY	\$84,970.87	\$105,081.67	(\$36,210.08)	\$0.00	\$153,842.46
60	CAPITAL PROJECTS	\$334,553.36	\$447.98	(\$72,089.29)	\$0.00	\$262,912.05
70	WORKING CASH	\$2,295,764.28	\$67,313.41	\$0.00	\$0.00	\$2,363,077.69
80	TORT IMMUNITY	\$4,907.93	\$4.84	\$0.00	\$0.00	\$4,912.77
90	LIFE SAFETY	\$186.45	\$2.92	\$0.00	\$0.00	\$189.37
Grand Total:		\$9,853,534.76	\$5,956,961.79	(\$2,056,442.96)	\$0.00	\$13,754,053.59

End of Report

**District 128, Cook County
Palos Heights, Illinois**

BOARD MEETING October 16, 2024

Activity Fund Receipts and Expenses SEPTEMBER 2024

	Balance 08/31/24	SEPTEMBER Receipts	SEPTEMBER Expenses	Balance 09/30/24
Indian Hill	908.57	\$928.00	\$0.00	\$1,836.57
Chippewa	\$2,164.15	\$0.00	\$1,168.00	\$996.15
Navajo	\$123.13	\$0.00	\$0.00	\$123.13
Independence				
IJHS	\$452.66	\$2,580.00	\$1,959.26	\$1,073.40
Cheerleaders	\$524.71	\$931.00	\$0.00	\$1,455.71
Drama	\$632.56	\$0.00	\$0.00	\$632.56
Lunch	\$0.00	\$0.00	\$0.00	\$0.00
Poms	\$106.55	\$0.00	\$0.00	\$106.55
Student Council	\$379.90	\$0.00	\$57.39	\$322.51
	<u><u>\$4,383.66</u></u>	<u><u>\$4,439.00</u></u>	<u><u>\$3,184.65</u></u>	<u><u>\$5,638.01</u></u>
TOTAL				

Dear, David Adamonis

This letter serves as my resignation from the position of evening custodian at Navajo School effective ~~October 14, 2024.~~ *October 18, 2024 A.K.*

I want to thank you for the time and opportunity that you have provided me over the last three years of employment. This position has offered me many valuable learning opportunities, and I am grateful for your continued support.

Sincerely,

Andrew Kay



Palos Heights School District 128

12809 S. McVicker Ave • Palos Heights, IL 60463
Phone: (708) 597-9040 • Fax: (708) 597 9089 • www.palos128.org

Merryl B. Brownlow, Ed.D.
Superintendent

To: District 128 Board of Education
From: Merryl Brownlow, Ed.D., Superintendent
Re: Library Book Purchases for IJHS
Date: October 16, 2024

Below is a list of media center purchases for the purpose of updating the collection at Independence Jr. High to support curriculum and instruction.

Book Title and Author	Genre
Flunked by Jen Calonita	Fantasy
The River Gary Paulsen	Realistic Fiction
Brian's Winter Gary Paulsen	Realistic Fiction
Brian's Return Gary Paulsen	Realistic Fiction
Brian's Hunt Gary Paulsen	Realistic Fiction
Invisible Emmie Terri Libenson	Realistic Fiction
Tricked by Jen Calonita	Fantasy
Wished by Jen Calonita	Fantasy

INDIAN HILL
12800 S. Austin Ave
(708) 597-1285

CHIPPEWA
12425 S. Austin Ave
(708) 388-7260

NAVAJO HEIGHTS
12401 S. Oak Park Ave
(708) 385-3269

INDEPENDENCE JR. HIGH
6610 W. Highland Dr
(708) 448-0737

Recommended as presented for legal updates and footnotes to reflect on continuous improvement.

Document Status: Draft Update

General Personnel

5:100 Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of the program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate any School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

Abused and Neglected Child Reporting Act (ANCRA) and *Erin's Law* Training

The staff development program shall include the Abused and Neglected Child Reporting Act (ANCRA) mandated reporter training and training on the awareness and prevention of child sexual abuse and grooming behaviors (*Erin's Law*) as follows (see Board policies 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and 5:90, *Abused and Neglected Child Reporting*):

1. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years.
2. By January 31 of every year, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations.

In-Service Training Requirements

The staff development program shall provide, at a minimum, within six months of employment and renewed at least once every five years thereafter (unless required more frequently by other State or federal law), the in-service training of all District staff who work with pupils on:

1. Health conditions of students, including but not limited to training on:
 - a. ~~Chronic health conditions of students;~~ [PRESSPlus1](#)
 - b. Anaphylactic reactions and management, conducted by a person with expertise on anaphylactic reactions and management;
 - c. Management of asthma, prevention of asthma symptoms, and emergency response in the school setting;
 - d. The basics of seizure recognition and first aid and emergency protocols, consistent with best practice guidelines issued by the Centers for Disease Control and Prevention;
 - e. The basics of diabetes care, how to identify when a diabetic student needs immediate or emergency medical attention, and whom to contact in case of emergency;
 - f. Current best practices regarding identification and treatment of attention deficit hyperactivity disorder; and
 - g. How to respond to an incident involving life-threatening bleeding, including use of a school's trauma bleeding control kit, if applicable.

2. Social-emotional learning. Training may include providing education to all school personnel about the content of the Illinois Social and Emotional Learning Standards, how they apply to everyday school interactions, and examples of how social emotional learning can be integrated into instructional practices across all grades and subjects.
3. Developing cultural competency, including but not limited to understanding and reducing implicit bias, including *implicit racial bias* as defined in [105 ILCS 5/10-20.61](#) (implicit bias training).
4. Identifying warning signs of mental illness, trauma, and suicidal behavior in youth, along with appropriate intervention and referral techniques, including resources and guidelines as outlined in [105 ILCS 5/2-3.166](#) (*Ann Marie's Law*) and the definitions of *trauma*, *trauma-responsive learning environments*, and *whole child* as set forth in 105 ILCS 5/3-11. [PRESSPlus2](#)
5. Domestic and sexual violence and the needs of expectant and parenting youth, conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth. Training shall include, but is not limited to:
 - a. Communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth;
 - b. Connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed;
 - c. Implementing the District's policies and procedures regarding such youth, including confidentiality; and
 - d. Procedures for responding to incidents of teen dating violence that take place at school, on school grounds, at school-sponsored activities, or in vehicles used for school-provided transportation as outlined in [105 ILCS 110/3.10](#) (see Board policy 7:185, *Teen Dating Violence Prohibited*).
6. Protections and accommodations for students, including but not limited to training on:
 - a. The federal Americans with Disabilities Act as it pertains to the school environment; and
 - b. Homelessness.
7. Educator ethics and responding to child sexual abuse and grooming behavior (see Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*); including but not limited to training on:
 - a. Teacher-student conduct;
 - b. School employee-student conduct; and
 - c. Evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in [105 ILCS 5/10-23.13](#) (*Erin's Law*).
8. Effective instruction in violence prevention and conflict resolution, conducted in accordance with the requirements of [105 ILCS 5/27-23.4](#) (violence prevention and conflict resolution education).

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*. [PRESSPlus3](#)

LEGAL REF.:

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Educational Amendments of 1972; [34 C.F.R. Part 106](#).

[42 U.S.C. §1758b](#), [Pub. L. 111-296](#), Healthy, Hunger-Free Kids Act of 2010; [7 C.F.R. Parts 210](#) and [235](#).

[105 ILCS 5/2-3.62](#), [5/2-3.166](#), [5/3-11](#), [5/10-20.17a](#), [5/10-20.61](#), [5/10-22.6\(c-5\)](#), [5/10-22.39](#), [5/10-](#)

[23.12](#), [5/10-23.13](#), [5/22-80\(h\)](#), [5/22-95](#), and [5/24-5](#).

[105 ILCS 25/1.15](#), Interscholastic Athletic Organization Act.

[105 ILCS 145/25](#), Care of Students with Diabetes Act

[105 ILCS 150/25](#), Seizure Smart School Act.

[105 ILCS 110/3](#), Critical Health Problems and Comprehensive Health Education Act.

[325 ILCS 5/4](#), Abused and Neglected Child Reporting Act.

[745 ILCS 49/](#), Good Samaritan Act.

[775 ILCS 5/2-109](#) and [5/5A-103](#), Ill. Human Rights Act.

[23 Ill.Admin.Code §§ 22.20](#), [226.800](#), and [Part 525](#).

[77 Ill.Admin.Code §527.800](#).

CROSS REF.: 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

Adopted: June 12, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.39(b-5), amended by P.A. 103-603, eff. 1-1-25, deleting “chronic health conditions of students” from the list of required staff training regarding health conditions of students. **Issue 116, August 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/10-22.39(b-20), amended by P.A. 103-603, eff. 1-1-25, requiring in-service training on the definitions of *trauma*, *trauma-responsive learning environments*, and *whole child* as set forth in 105 ILCS 5/3-11. **Issue 116, August 2024**

PRESSPlus 3. Districts are not required to train staff on life-saving techniques, though 105 ILCS 110/3, amended by P.A. 103-608, eff. 1-1-25, requires that all teachers, administrators, and other school personnel, as determined by school officials, be provided with information about emergency procedures and life-saving techniques within 30 days after the first day of each school year. Such life-saving techniques must include the Heimlich maneuver, hands-only cardiopulmonary resuscitation (CPR), and automated external defibrillator (AED) use. The information provided must be in

accordance with standards of the American Red Cross, the American Heart Association (AHA), or another nationally recognized certifying organization. See e.g., <https://cpr.heart.org/en/cpr-courses-and-kits/hands-only-cpr/hands-only-cpr-resources>, <https://cpr.heart.org/en/training-programs/aed-implementation>, and www.redcross.org/take-a-class/resources/learn-first-aid/adult-child-choking. **Issue 116, August 2024**

Document Status: Draft Update

STUDENTS

7:20 Harassment of Students Prohibited

No person, including a School District employee, agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See Board policies 2:265, *Title IX Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidents of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the student is comfortable speaking. A student may choose to report to an employee of the student's same gender.

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure.

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

Nondiscrimination Coordinator:

Merryl Brownlow

12809 S. McVickers Avenue

Palos Heights, IL 60463

mbrownlow@palos128.org

708-597-9040

Complaint Managers:

Merryl Brownlow

Jason Smit

12809 S. McVickers Avenue

12809 S. McVickers Avenue

Palos Heights, IL 60463

Palos Heights, IL 60463

mbrownlow@palos128.org

jsmit@palos128.org

708-597-9040

708-597-9040

The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

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

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

For any report or complaint alleging sex-based ^{PRESSPlus1} harassment that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681 et seq.](#)), the Nondiscrimination Coordinator or designee shall consider whether action under Board policy 2:265, *Title IX Grievance Procedure*, should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the

Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged student harassment that does not require action under Board policies 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

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

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

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

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/[guardian](#), invitee, etc. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

Students should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

LEGAL REF.:

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Educational Amendments of 1972; [34 C.F.R. Part 106](#).

[29 U.S.C. §791](#) *et seq.*, Rehabilitation Act of 1973; [34 C.F.R. Part 104](#).

[42 U.S.C. §2000d](#), Title VI of the Civil Rights Act of 1964; [34 C.F.R. Part 100](#).

[105 ILCS 5/10-20.12](#), [5/10-22.5](#), [5/10-23.13](#), [5/27-1](#), and [5/27-23.7](#).

[775 ILCS 5/1-101](#) et seq., Illinois Human Rights Act.

[23 Ill.Admin.Code §1.240](#) and [Part 200](#).

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

[Franklin v. Gwinnett Co. Public Schs.](#), 503 U.S. 60 (1992).

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

West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Adopted: June 12, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to final regulations implementing Title IX. **Issue 116, August 2024**

Document Status: Draft Update

STUDENTS

7:185 Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
 - a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
 - b. 2:265, *Title IX Grievance Procedure*. This policy prohibits any person a District employee, agent, or student from engaging in sexual discrimination, including sex-based harassment, in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
 - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person, including a District employee, agent, or student, from harassing intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.

3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated

by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.:

[105 ILCS 110/3.10.](#)

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Adopted: September 9, 2020

PRESSPlus Comments

PRESSPlus 1. Updated in response to final regulations implementing Title IX. **Issue 116, August 2024**

Document Status: Draft Update - Rewritten

BOARD OF EDUCATION

2:265 Title IX Grievance Procedure

Discrimination on the basis of sex, including sex-based harassment, affects a student's ability to learn and an employee's ability to work. [PRESSPlus1](#) Providing an educational and workplace environment free from discrimination on the basis of sex is an important District goal.

The District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106), including against applicants for employment, students, parents/guardians, employees, and third parties. [PRESSPlus2](#)

Title IX Sex Discrimination Prohibited

Sex discrimination as defined in Title IX (Title IX Sex Discrimination) is prohibited. A District employee, agent, or student violates this prohibition whenever that person engages in conduct on the basis of sex that causes another person to be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any education program or activity operated by the District. Title IX Sex Discrimination includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity.

Sex-based harassment is a form of Title IX Sex Discrimination. Sex-based harassment occurs whenever a person engages in conduct on the basis of sex that satisfies one or more of the following:

1. A District employee, agent, or other person authorized by the District to provide an aid, benefit, or service under the District's education program or activity explicitly or impliedly conditions the provision of an aid, benefit, or service on a person's participation in unwelcome sexual conduct; or
2. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the District's education program or activity; or
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 34 C.F.R. §106.2.

Definitions from 34 C.F.R. §106.2 [PRESSPlus3](#)

Complainant means: (1) a student or employee who is alleged to have been subjected to conduct that could constitute Title IX Sex Discrimination; or (2) a person other than a student or employee who is alleged to have been subjected to conduct that could constitute Title IX Sex Discrimination and who was participating or attempting to participate in the District's education program or activity at the time of the alleged Title IX Sex Discrimination. [PRESSPlus4](#)

Complaint means an oral or written request to the District that objectively can be understood as a request for the District to investigate and make a determination about alleged discrimination under Title IX.

Respondent means a person who is alleged to have violated the District's prohibition on Title IX Sex Discrimination.

Retaliation means intimidation, threats, coercion, or discrimination against any person by the District, a student, or an employee or other person authorized by the District to provide aid, benefit, or service under the District's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a Complaint, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Making a Report

A person who wishes to make a report under this policy may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, ~~Assistant Building Principal, Dean of Students,~~ [PRESSPlus5](#) a Complaint Manager, or any employee with whom the person is comfortable speaking.

School employees who receive information about conduct that reasonably may constitute Sex Discrimination under this policy shall promptly forward the report or information to the Title IX Coordinator. An employee who fails to promptly make or forward a report or information 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. [PRESSPlus6](#)

Title IX Coordinator:

Name

Address

Email

Telephone

Processing and Reviewing a Report or Complaint

Upon receipt of a report of conduct that reasonably may constitute Title IX Sex Discrimination, the Title IX Coordinator and/or designee shall offer and coordinate supportive measures, as appropriate, for a Complainant.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:10, *Equal Employment Opportunity and Minority Recruitment*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; 7:10, *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*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action under those policies.

Reports of alleged Title IX Sex Discrimination 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 Title IX Sex Discrimination.

Title IX Complaint Grievance Process

The Superintendent or designee shall implement procedures to ensure the prompt and equitable resolution of all Complaints according to a grievance process that fully complies with 34 C.F.R. §106.45. See the District's Title IX Complaint Grievance Process (Grievance Process) under administrative procedure 2:265-AP2, *Formal Title IX Complaint Grievance Process*.

When a Complaint is filed, the Title IX Coordinator will investigate it and make a determination regarding the outcome of the Complaint, or appoint a qualified person(s) to undertake the investigation and make a determination regarding the outcome of the Complaint.

Enforcement

Any District employee who is determined, at the conclusion of the Grievance Process, to have engaged in Title IX Sex Discrimination 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 Title IX Sex Discrimination 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/guardian, invitee, etc. Any District student who is determined, at the conclusion of the Grievance Process, to have engaged in Title IX Sex Discrimination will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation regarding Title IX Sex Discrimination will likewise be subject to disciplinary action.

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

Retaliation Prohibited

The District prohibits any form of retaliation, including peer retaliation, in its education program or activity. Any person should report claims of retaliation using this Board policy 2:265, *Title IX Grievance Procedure*.

A student, employee, or other person authorized by the District to provide aid, benefit, or service under the District's education program or activity who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.:

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:200 (Terms and Conditions of Employment and Dismissal), 5:240

(Suspension), 5:290 (Employment Termination and Suspension), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior)

PRESSPlus Comments

PRESSPlus 1. Title IX of the Education Amendments of 1972 (Title IX) (20 U.S.C. §1681 *et seq.*) requires this subject matter to be covered by policy and controls this policy's content.

The U.S. Dept. of Education released final regulations implementing Title IX of the Education Amendments of 1972 (Title IX), effective 8-1-24. Compared to the previous Title IX regulations, the new 2024 Title IX regulations:

- Expand the breadth of Title IX grievance procedures to require that they be used to address all Title IX sex discrimination complaints, not just complaints of sexual harassment.
- Clarify that the scope of Title IX sex discrimination includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity.
- Allow districts the flexibility to use a single investigator/decisionmaker template, so that the same individual who investigates a Title IX complaint may also make a decision regarding the complaint.

See Issue 116 Update Memo and the footnote information in Rewritten PRESS sample policy 2:265, *Title IX Grievance Procedure*, available at PRESS Online by logging in at www.iasb.com, for more information. **Issue 116, August 2024**

PRESSPlus 2. A district must prominently display its Title IX notice of nondiscrimination on its website and in each handbook, catalog, announcement, bulletin, and application form made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(c)(2)(i). The notice must state that nondiscrimination extends to any program or activity operated by the district, including employment; 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 Office for Civil Rights, or both; the name or title, office address, email address, and telephone number of the district's Title IX Coordinator; how to locate the district's nondiscrimination policy and grievance procedures; how to report information about conduct that may constitute sex discrimination under Title IX; and how to make a complaint of sex discrimination. 34 C.F.R. §106.8(c)(1)(i). See the [Notice of Nondiscrimination](#) subhead of sample administrative procedure 2:265-AP1, *Title IX Response*, for a sample notice of nondiscrimination and nondiscrimination statement meeting the minimum requirements of Title IX regulations. The sample administrative procedure is available at PRESS Online by logging in at www.iasb.com. **Issue 116, August 2024**

PRESSPlus 3. If the district uses sample exhibit 2:265-E, *Title IX Glossary of Terms*, or a similar document, the definitions of these terms within it should match the definitions used in this policy. Sample exhibit 2:265-E is available at PRESS Online by logging in at www.iasb.com. **Issue 116, August 2024**

PRESSPlus 4. The 2024 Title IX regulations shift the focus of the analysis from "whether the participation or attempted participation occurred at the time the complaint was filed" (as required under the 2020 Title IX regulations) to "the time of the alleged sex discrimination." 89 Fed. Reg. 33483. **Issue 116, August 2024**

PRESSPlus 5. If the title(s) Assistant Building Principal and/or Dean of Students do not apply, enter Edit Mode, strike the non-applicable title(s), and save the policy as **Adopted with Additional District Edits**.
Issue 116, August 2024

PRESSPlus 6. 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). If a district has more than one Title IX Coordinator, it must designate one of its Title IX Coordinators to retain ultimate oversight to ensure the district's consistent compliance with its responsibilities under Title IX and its implementing regulations. 34 C.F.R. §106.8(a)(1). The Title IX Coordinator with ultimate oversight should be listed in this policy.

Consistent with how Nondiscrimination Coordinators and Complaint Managers are listed in PRESS sample policies, this policy requires the Title IX Coordinator's name, office address, email address, and telephone number to be listed. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

A district's Nondiscrimination Coordinator often also serves as its Title IX Coordinator. See policy 2:260, *Uniform Grievance Procedure*.

IASB will insert the Title IX Coordinator listed in the board's adopted policy 2:260 into policy 2:265. Ensure that the name and contact information listed in policy 2:260, *Uniform Grievance Procedure*, is correct. **Issue 116, August 2024**

2024 Resolutions Committee Report

For the 2024 Delegate Assembly
on Saturday, November 23, 2024

SEPTEMBER 2024



2921 Baker Drive
Springfield, IL 62703
(217) 528-9688
Fax (217) 528-2831

One Imperial Place
1 East 22nd Street, Suite 310
Lombard, IL 60148-6120
(630) 629-3776
Fax (630) 629-3940

**IASB** Illinois Association
of School Boards
Lighting the Way to Excellence in School Governance

Delegate Assembly Registration & Credentials for Attending Delegates



Delegate Assembly

Saturday, November 23, 2024
10:30 a.m.

Regency A/B/C,
Hyatt West Tower

- All Delegate Assembly participants are strongly encouraged to pre-register. Online registration can be completed by your district's roster manager at www.iasb.com. If you have any questions regarding registration, please contact registrar@iasb.com.
- Delegate packet pickup, registrant changes, and last-minute registrations (if necessary), will take place in the IASB Info Center on Friday, November 22 as well as in front of Regency A/B/C of the Hyatt West Tower on Saturday morning, November 23.
- Credentials are required for delegates to be seated. Credentials will include the **2024 Delegate pin** as well as a brightly colored sheet of cardstock with the word "Delegate" and your school district name on it. Credentials will be inside the delegate packet which can be picked up in the Info Center during Conference hours on Friday and in front of the Delegate Assembly location on Saturday morning. Once you have your credentials in hand, you can go directly into the Delegate Assembly on Saturday morning.

Voting at Delegate Assembly

Physical clickers will be handed out to all delegates with proper credentials. The device will have a button to vote yes and a button to vote no. The delegate will receive confirmation that their vote has been counted once received.



Webinar Scheduled Prior to Conference

Thursday, October 31, 2024, Noon

Description: The annual Delegate Assembly is the meeting where school board members vote on the proposals submitted by local school boards. Each school board that is a member of the Association is entitled to one voting delegate at the Delegate Assembly. Every member school board should select one individual board member to serve as its delegate. Join the IASB Governmental Relations team on Thursday, October 31 at noon for a webinar to learn more about the Delegate Assembly process and voting, the proposed resolutions, and to get your Delegate Assembly questions answered.

September 2024

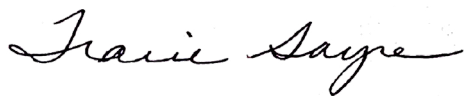
Board Presidents and Administrators,

This report outlines proposals to be acted upon at the annual meeting of the IASB Delegate Assembly on Saturday, November 23, 2024, in Chicago. Through the Resolutions Process and Delegate Assembly, IASB member districts provide critical direction as IASB represents members' interests before state and national policymakers.

Every member district is entitled to one voting delegate. This year delegates will vote on the election of IASB officers, a Constitutional amendment, and adoption of IASB Position Statements on issues that reflect the interests of boards of education across the state.

Your board will choose one delegate and register that delegate online with IASB in advance. Please discuss with your board the topics that will come before the Delegate Assembly for action to prepare your district's delegate to vote on behalf of your board. I also want to highlight two new additions to this year's report, the "Local School Board Guidance for discussing IASB Resolutions" and "Local School Board Guidance for discussing IASB Constitutional Amendment." I hope these pages serve as a valuable resource for your board in preparing for this discussion. The decisions made by the Assembly will set the course for IASB's legislative initiatives.

We look forward to our work together in November.



Tracie Sayre, IASB Resolutions Chair and Vice President



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SERVICE OF THE FOLLOWING SCHOOL BOARD MEMBERS ON THE 2024 RESOLUTIONS COMMITTEE IS ACKNOWLEDGED WITH SINCERE APPRECIATION



**CHAIR,
RESOLUTIONS**
IASB Vice President
Tracie Sayre



IASB PRESIDENT
Mark Harms



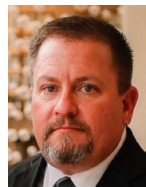
**IMMEDIATE PAST
PRESIDENT**
Simon Kampwerth Jr.



ABE LINCOLN
Amy Reynolds



BLACKHAWK
Julie Wagner



**CENTRAL ILLINOIS
VALLEY**
Jason Cowen



CORN BELT
Alex Williams



DUPAGE
James Blair



EGYPTIAN
Vacant



ILLINI
Vacant



KASKASKIA
Dan Nichols



KISHWAUKEE
Evelyn Meeks



LAKE
Odie Pahl



NORTH COOK
Anna Klimkowicz



NORTHWEST
Steve Snider



SHAWNEE
Vernon L. Stubblefield



SOUTH COOK
Wilbur Tillman



SOUTHWESTERN
Jeff Hewitt



STARVED ROCK
Carol Alcorn



THREE RIVERS
Chris Trzeciak



TWO RIVERS
Noel Beard



WABASH VALLEY
Chad Weaver



WEST COOK
Jim Lima



WESTERN
Scott Vogler



DELEGATE ASSEMBLY AGENDA

1. Call to Order
2. Report of the Credentials Committee
3. Approval of Delegate Assembly Business Rules
4. President's Report, Mark Harms
5. Executive Director's Report, Kimberly A. Small, J.D.
6. Financial Report, Marc Tepper
7. Election of Officers
 - A. Nominating Committee Report, Simon Kampwerth, Nominating Committee Chair
8. Constitutional Amendment
9. Resolutions Committee Report, Tracie Sayre, Resolutions Committee Chair
 - A. Consent Agenda
 - B. New Resolutions
 - C. Amended Existing Position Statement
 - D. Appealed Resolutions
10. Adjournment



2024 DELEGATE ASSEMBLY BUSINESS RULES

1. **Business Procedures** — Robert’s Rules of Order Newly Revised shall govern in all cases to which they are applicable and in which they are not incompatible with the Constitution and any special rules the Association may adopt, provided those rules are in compliance with federal, state, and local laws.
2. **Credentials** — Delegates shall be registered with the Credentials Committee and must display their credentials.
3. **Delegate Seating** — Only those delegates seated in the reserved section will be permitted to participate in the business session.
4. **Recognition by Chair** — Delegates wishing to speak on a motion shall rise and be recognized by the Chair before speaking. They shall give their full name and the name of the board they represent.
5. **Debate on the Floor** — No delegate shall speak in debate more than twice on the same question and no longer than five minutes at one time. No delegate shall speak a second time on the same question until all persons have had an opportunity to speak at least once.
6. **Calls for the Question** — A delegate may “call for the question” to end debate on a motion. The delegate may not make such a motion if, immediately preceding the motion, he or she has engaged in discussion of the motion or otherwise participated in the debate. A motion, a second, and a 2/3 majority vote is required to end debate.
7. **Consent Agenda** — Use of a Consent Agenda to expedite the proceedings is authorized. Proposed resolutions which have been recommended “Do Adopt” by the Resolutions Committee may appear on a Consent Agenda.
8. **Appeals** — Those delegates wishing to appeal a “Do Not Adopt” recommendation of the Resolutions Committee, and have provided written notice to the Resolutions Committee at least thirty (30) days prior to the Annual Meeting of the Delegate Assembly, shall have a period of time not to exceed five minutes in which to explain why the proposed action should be considered by the Delegate Assembly. Appeals shall only be accepted from the submitter of the proposed resolution that has received the negative recommendation of its proposal. Those proposed resolutions that have received a “Do Not Adopt” recommendation from the Resolutions Committee, and of which the committee has not received a timely written appeal of the negative recommendation from the submitting entity, will not be considered by the Delegate Assembly.
9. **Other Recognition** — Members of the Resolutions Committee and IASB staff shall be given the privilege of the floor at the discretion of the presiding officer.
10. **Voting** — The indications to signify voting shall be specified by the presiding officer.
11. **Nomination** — The consent of any nominee from the floor during the election of officers must be secured in writing prior to presentation to the Delegate Assembly, as required in Article IV, Section 1, of the IASB Constitution.
12. **Order of Resolutions** — Each resolution to be adopted will be considered in the following order of categories: Educational Programs, Financing Public Education, Legislative Activity, Board Operations and Duties, Board Employee Relations, Local State Federal Relations, and District Organization and Elections. Amendment or deletion of existing positions will be done with a single motion unless a delegate wishes a particular position or positions to be considered separately.



IASB CONSTITUTION, ARTICLE IX: RESOLUTIONS

1. **Types of Resolutions** — (Article IX, Section 1) Resolutions should be in the form of a position statement. Position statements address issues affecting or concerning local boards of education; they direct the Association's advocacy efforts.
2. **Proposals** — (Article IX, Section 2) Resolutions for proposed position statements may be proposed by any Active Member, Association Division, the Association's Board of Directors, or the Resolutions Committee. Resolutions to be published and distributed to the Active Members must be submitted to the Resolutions Committee at least 150 days prior to the Annual Meeting of the Delegate Assembly.
3. **Presentation of Resolutions** — (Article IX, Section 3) The Resolutions Committee shall review all proposed resolutions, distribute a final draft of proposed resolutions to the membership not less than 45 days prior to the Annual Meeting of the Delegate Assembly, and may recommend the approval or disapproval of any resolution to the Delegate Assembly. The Resolutions Committee has the prerogative to determine which resolutions are to be presented to the Delegate Assembly; and whether they are presented as position statements. However, all resolutions that are timely submitted to the Resolutions Committee according to Section 2 above, must be distributed to Active Members not less than 45 days prior to the Annual Meeting of the Delegate Assembly. All proposals require a two-thirds affirmative vote by the Delegate Assembly for passage.
4. **Annual Review** — (Article IX, Section 4) The Resolutions Committee shall annually review currently in force position statements and belief statements to determine whether they are consistent with the current positions or beliefs of Association members. The Resolutions Committee shall recommend that the Delegate Assembly amend or rescind any position statement or belief statement that is not consistent with the current positions or beliefs of Association members. All position statements currently in force will be published annually and distributed to Active Members prior to the Annual Meeting of the Delegate Assembly.
5. **Appeals** — (Article IX, Section 5) Any Active Member, Association Division, or Association Board of Directors, that has submitted a proposal that has received a negative recommendation from the Resolutions Committee, shall have the right to appeal the decisions of the Resolutions Committee at the Annual Meeting of the Delegate Assembly. Notice of appeal must be submitted in writing to the Resolutions Committee. An appeal must be filed in accordance with the rules established by the Resolutions Committee and approved by the Board of Directors. All appeals require a two-thirds affirmative vote by the Delegate Assembly for consideration.
6. **Amendments to Resolutions** — (Article IX, Section 6) Any proposed amendment to a resolution that does not meet the time requirements as set in Section 3 above shall be immediately remanded to the Resolutions Committee for consideration.
7. **Late Resolutions** — (Article IX, Section 7), Resolutions which are not presented to the Resolutions Committee at least 150 days prior to the Annual Meeting of the Delegate Assembly may be considered only by the following procedure: Such resolutions may be proposed by an Active Member, Association Division, Association Board of Directors, or the Resolutions Committee and submitted in writing to the Resolutions Committee. Any resolution which is not submitted in the manner described above shall not be considered by the Delegate Assembly. Late resolutions shall be considered for approval by the Resolutions Committee. The Resolutions Committee may recommend approval or disapproval of the late resolution to the Delegate Assembly. Any such resolution disapproved by the Resolutions Committee may be appealed by a seventy-five (75) percent majority vote of the delegates present. Delegates seeking authority to present late resolutions at the Annual Meeting of the Delegate Assembly shall provide copies for all delegates present at the meeting, including rationale and relevant supporting documentation.



ADVOCACY CORE VALUES

The Advocacy Core Values, legislative priorities, and Position Statements guide the IASB Advocacy agenda in support of its membership and ensure a strong collective voice on the highest priority issues and concerns.

IASB is committed to an advocacy program that

- Supports locally elected, non-partisan, and volunteer school board members in providing excellence in local school board governance based upon the Association's Foundational Principles of Effective Governance.
- Supports and protects adequate and equitable funding necessary to provide all students with access to an excellent public education.
- Promotes excellence in student achievement for all Illinois students and fair accountability for academic progress.
- Advocates for legislation that supports the physical and emotional well-being of students and staff.
- Supports a safe and secure learning environment for all; including, but not limited to one in which all are free from bullying, harassment, discrimination, and violence.
- Supports the Association's commitment to educational equity for every student.
- Promotes non-partisan member engagement and provides the tools to enhance advocacy efforts.



NOMINATING COMMITTEE REPORT

AUGUST 2024

The 2024 Nominating Committee proposes the following officer slate for Delegate Assembly consideration, 10:30 a.m., Saturday, November 23, 2024.

President Mark Harms

Flanagan-Cornell Unit District 74

Vice President Tracie Sayre

Triopia Community Unit School District 27

2024 Nominating Committee Membership

Simon Kampwerth

Immediate Past President

Chris Buikema

Director, Northwest Division

Lisa Irvin

Director, Egyptian Division

Mark Christ

Director, Southwestern Division

Linda Eades

Director, Kaskaskia Division

Bob Geddeis, Alternate

Director, Kishwaukee Division

IASB CONSTITUTIONAL AMENDMENT

The IASB Board of Directors presents the following IASB Constitutional Amendment to the Delegate Assembly.

The IASB Board of Directors passed a motion on August 24, 2024, to present this proposed IASB Constitutional Amendment to the Delegate Assembly. Since constitutional amendments are presented by the Board of Directors and as such are not recommendations made by the Resolutions Committee, this constitutional amendment will not be included on the consent agenda. It must receive a two-thirds vote of all delegates present and voting for adoption. The crossed-out portion of the proposed constitutional amendment is the proposed deletion to the IASB Constitution, and the underlined portion is the proposed amendment to the IASB Constitution.

Rationale for Amendment to Article XI, Section 5

While the current language references the use of Robert's Rules of Order, it does not specify how the Association should proceed if there is a conflict between Robert's Rules of Order and the Association's Constitution or special rules. This language would give IASB the authority to adopt constitutional language and special rules that may not conform to Robert's Rules of Order and specify that the Association's Constitution and special rules outrank Robert's Rules of Order, provided no federal, state, or local laws are violated.

Proposed IASB Constitutional Amendment:

XI. MISCELLANEOUS

Section 5. Parliamentary Practice – ~~Questions~~ of parliamentary practice shall be decided according to Robert's Rules of Order, most recent edition. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Association in all cases to which they are applicable and in which they are not incompatible with the Constitution and any special rules the Association may adopt, provided those rules are in compliance with federal, state, and local laws.

CONSENT AGENDA RESOLUTIONS

For all of the below resolutions, numbered 1 through 6, the Resolutions Committee recommends **DO ADOPT**.

1. Dual Language
2. EBF Authorized Charter School Funding
3. Tax Increment Financing (TIF) Accountability
4. Faith's Law — Centralized State Agency for EHRs
5. Health Care Coverage
6. Polling Place— Amendment to Position Statement 7.08

The following resolutions all received a “Do Adopt” recommendation from the Resolutions Committee. When they are presented to the Delegate Assembly, they will be put forth on a consent agenda. Delegates will have the opportunity to pull any of the resolutions from the consent agenda for discussion on the floor about that resolution. Resolutions that are not pulled from the consent agenda will be put forth for a vote to approve all that remain on the consent agenda.

EDUCATIONAL PROGRAMS


1. Dual Language

Submitting District: School District U-46

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall support legislation affirming that the attainment of the Illinois State Seal of Biliteracy satisfies the Illinois world language requirement for graduation.

District Rationale: U-46 has a large Dual Language program in grades K through 12. By high school many Dual Language students are bilingual and biliterate. While they may not take a world language course in high school, they may take other academic courses in Spanish, including Civics, AP US History, Psychology, Algebra I, Geometry, and others. In 2024, two hundred eighty-nine of U-46's recent graduates earned the Illinois State Seal of Biliteracy.

Resolutions Committee Analysis: The IASB Resolutions Committee determined that providing additional flexibility and allowing reasonable alternative qualifications, such as the Seal of Biliteracy, to meet the world language graduation requirement is a benefit for students.

 The Resolutions Committee recommends DO ADOPT.

FINANCING PUBLIC EDUCATION: STATE

2. EBF Authorized Charter School Funding

Submitting District: Woodland CCSD 50

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall urge the adoption of an Evidence-Based Funding (EBF) formula for State Authorized Charter Schools that aligns with the funding formula used for every other public school in the state of Illinois.

District Rationale: Illinois' EBF formula addresses a school district's funding allocation in many areas of student need, including, low income, special education, and English Learner Education. In the six years since its inception, EBF has done much to help close Illinois' drastic funding and achievement gaps between schools in property-rich and property-poor districts, as well as between schools in predominantly white communities and schools that serve predominantly students of color.

Rather than the current formula for funding State Authorized Charter Schools, which is based on the school district's average per pupil expenditure amount, an EBF approach that is based on the needs of the students enrolled in the State Authorized Charter School, would be more equitable to both the home district and Charter School and more accurately reflect funding levels commensurate with the amount of additional resources needed to ensure the success of all learners enrolled in the Charter School as well as the home district.

Resolutions Committee Analysis: The Committee agreed that the current method for funding State Authorized Charter Schools is inequitable. Since EBF was enacted to ensure that public schools receive state funding based on the unique needs of their student population, state charter school funding should reflect that same principle.

 The Resolutions Committee recommends DO ADOPT.

FINANCING PUBLIC EDUCATION LOCAL

3. Tax Increment Financing (TIF) Accountability

Submitting District: Skokie SD 69

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall advocate for the Illinois General Assembly and Governor to enact legislation that

reforms the TIF process in a manner that is sensible and responsible, keeps communities whole, and prioritizes greater accountability to taxpayers.

Specific measures include:

- Create a TIF approval process that empowers taxing bodies to ensure fairness.
- Authorize the Joint Review Board to approve or disapprove the creation of a TIF.
- Ensure the voting structure reflects the proportional impact of a proposed TIF.
- Require disclosure to taxpayers on the cost of a TIF to the community prior to its approval.
- Include information about the impact of a TIF on tax bills of all taxpayers impacted by the TIF, and
- Publish annual tax revenues from the TIF and make that information available to the community.

District Rationale: It has been almost 40 years since Position Statement 2.28 was adopted and 30 years since it was last amended. In that time, abuse of the TIF system has become rampant and uncontrolled. It has been 10 years since Position Statement 2.47 was adopted which addresses the escalating egregious abuse of the TIF system. Since 1986 Skokie School District 69 has suffered under the burden of continuous and multiple TIF districts that has diverted millions of dollars of school funding, much to the detriment of the children of the district. This TIF burden has created an unfair tax burden on the residents of our district, and diversion of school funding to non-education related village use. In addition, recent analysis of the impact of the cumulative effect of all the TIF districts on Cook County taxpayers estimates that the distributed burden results in at least a 10% increase in the property tax burden of the citizens of the county, who have no say in the implementation of many of the TIF districts.

IASB must take a stronger position on the deleterious effects of TIF under the current law and actively advocate for reform or elimination of the current system.

Resolutions Committee Analysis: The Committee determined that school districts face numerous challenges as it relates to TIFs, including the overuse of TIFs, the length of TIFs, and the fiscal impact of TIFs on taxpayers within the school district community. Given these challenges, taxing bodies most impacted by TIFs such as school districts should have a meaningful voice in the approval of a TIF and reform is needed.

 The Resolutions Committee recommends DO ADOPT.

BOARD OPERATIONS AND DUTIES

4. Faith's Law — Centralized State Agency for EHRs

Submitting District: Lake Forest CHSD 115 and Lake Forest SD 67

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall request that the Illinois Legislature require the Illinois State Board of Education (ISBE), or another appropriate entity, create a statewide database as a means to fulfill the Employment History Review (EHR) requirement of Faith's Law Employment History Review (EHR) (105 ILCS 5/22-94).

District Rationale: With the implementation of Faith's Law, Illinois must ensure that there is a streamlined, inclusive, and universal system for reporting and accountability to ensure that no alleged offender is overlooked by any school district. At present, school districts must complete multiple EHRs for applicants which is burdensome on districts.

Resolutions Committee Analysis: The Committee determined that requiring each school district to fulfill the requirements of the EHRs is burdensome on individual school districts. Creating a centralized entity responsible for EHRs would streamline the process and allow for more accurate and consistent completion of EHRs.

 The Resolutions Committee recommends DO ADOPT.

BOARD EMPLOYEE RELATIONS

5. Health Care Coverage

Submitting District: Tuscola CUSD 301

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall support changes that requires the Illinois Department of Central Management Services to create a unified health plan for school districts to opt into to provide equitable insurance coverage to all school staff across the state of Illinois.


District Rationale: The safety and well-being of our staff and students is the number one priority of every school. While strides have been made through the legislature to increase the safety of students and staff, health insurance is left to each district to find and secure. Insurance costs rise and fall based on the claim history of each school and/or school district. Attempts have been made to help mitigate the cost by creating insurance consortiums whether self-funded or through purchasing insurance from insurance companies. The Egyptian Trust is one of the self-funded groups that has seen a decline in membership as costs have soared.

By consolidating school districts into one plan/group, the number of employees covered would equal that of many large universities in the state and thus with large numbers would bring the risk down and thus the cost of insurance down. This will also prevent school districts from having to "shop" for insurance for their school district, thus saving time. Each school district would still be allowed to pay for all or a part of the insurance of its own employees, but the overall cost of insurance would be reduced due to the lower overall risk due to the number of insured. The school districts would also be able to offer less expensive insurance options to their members and families, which most small districts can't afford to do. Each school district would be able to offer a

multitude of policies based on what the Illinois Department of Central Management Service could negotiate. This is win-win for both the employees and the districts.

Resolutions Committee Analysis: The Committee determined that the high costs of providing high-quality health insurance to district employees and the limited

availability of insurance plans for school districts in multiple counties throughout the state is a serious problem. Providing school districts with the option to join Central Management Services would allow more health insurance choices for employees while decreasing costs for school districts.

 The Resolutions Committee recommends DO ADOPT.

RESOLUTION TO AMEND EXISTING POSITION STATEMENT

The following resolution to amend an existing position statement received a “Do Adopt” recommendation from the Resolutions Committee. The portion of the proposed resolution not underlined was previously adopted by the Delegate Assembly. The portion of the proposed resolution underlined is the proposed amendment to the existing Position Statement. This resolution will be present on the consent agenda along with the other five resolutions that received a “Do Adopt” recommendation.

DISTRICT ORGANIZATION AND ELECTIONS

6. Polling Place — Amendment to Position Statement 7.08

Submitting District: Lincolnshire-Prairie View SD 103; Diamond Lake SD 76; and Hawthorn CCSD 73

Statement of Resolution to Amend Existing Position Statement:


7.08 POLLING PLACES IN SCHOOLS (Adopted 2007; Amended 2009)

The Illinois Association of School Boards shall support legislation that amends the Election Code to allow a school district to refuse to be used as a polling place during elections for student safety reasons. If a school building is used as a polling place, the safety of the children and staff should not be compromised, and voters must be physically separated from students when the school is in session. School districts should not be mandated to close on Election Day if none of the buildings used by students within the district serve as polling places.

District Rationale: The Illinois Election Code (10 ILCS 5) is periodically amended by the legislature to designate the national general Election Day as a legal school holiday under the School Code. Presently this mandate applies to all schools across Illinois, irrespective of whether any district buildings are utilized as polling places. Districts where buildings are not designated as polling places should have the option to remain open on Election Day. The rationale for this proposal is multi-faceted:

- Safety is not compromised in districts where buildings are not polling places.
- Closure on a Tuesday disrupts the school week and undermines learning continuity.
- Additional holidays extend the school year, either at its beginning or end.
- Given that a vast majority of employers do not observe this holiday, finding childcare for younger children poses a significant inconvenience and cost for parents.
- While the holiday grants staff and voting-age students a full day off to vote, existing accommodations already facilitate voter participation, such as:
 - o Polls open for an extended period on Election Day (i.e., a 13-hour window).
 - o Alternatives like vote by mail and early voting, including weekend hours.

Resolutions Committee Analysis: The Committee determined that if a school is not being used as a polling place, the safety of the students is not at risk. Therefore, it should be left up to local control as to whether the school district observes Election Day as a designated state holiday.

 The Resolutions Committee recommends DO ADOPT.

RESOLUTIONS ELIGIBLE FOR APPEAL

For all the below resolutions, numbered 7 through 10,
the Resolutions Committee recommends **DO NOT ADOPT**.

- 7. Cellphone Usage
- 8. Office of Inspector General
- 9. Faith’s Law — EHRs for Current Employees
- 10. Criminal Background Check

The following resolutions all received a “Do Not Adopt” recommendation from the Resolutions Committee. With a “Do Not Adopt” recommendation, the following proposals may be appealed by the submitting district by October 23, 2024. If the resolution is appealed by the deadline, it requires a two-thirds affirmative vote by the Delegate Assembly for consideration.

BOARD OPERATIONS AND DUTIES

7. Cellphone Usage

Submitting District: Edwardsville CUSD 7

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall request that the Illinois legislature consider legislation that empowers school boards to adopt policy regarding the use of student owned wireless communications devices. Specifically, school districts will be required to create policy that states that students may not use wireless communication devices during instructional time, except in certain cases, e.g. monitoring a health condition or included in the individualized educational plan. A teacher or school administrator may designate a location for wireless devices, and such devices must be silenced and put away as directed.

Legislation would allow schools to prohibit use of wireless communication devices during lunchtime and transitioning between classes. In addition, the Illinois Association of School Boards shall request that the Illinois legislature consider legislation that requires every school district to adopt a policy that prohibits and prevents student access to social media on Internet access provided by the school district and district owned devices, except when expressly directed by a teacher for educational purposes.

District Rationale: Student access to cell phones in schools has the adverse effect of attention fragmentation in an academic environment and negatively impacts real social engagement. According to Gallup data, American teens spend five hours a day on social media (TikTok, YouTube). According to social psychologist Dr. Jonathan Haidt, author of “The Anxious Generation: How the rewiring of Childhood

is Creating an Epidemic of Mental Illness,” the phone is the greatest distraction device ever invented. In schools, he writes, phones need to be locked up in a locker or secure pouch.’ Florida and Indiana have passed legislation regarding the use of wireless communication devices in schools. Kentucky, Vermont, Tennessee, Virginia, and Kansas are considering similar laws. The U.K., Australia, Finland, and the Netherlands, and others, have mandated phone free schools. Researchers indicate overuse of smartphones leads to poor academic performance, negatively affects a child’s emotional stability and the laws reduce distractions in the classroom, cut down on bullying through social media and encourage social interaction.

Resolutions Committee Analysis: The committee agreed that cell phone usage during school is a growing concern, and that research shows that it can negatively impact instructional time and student mental health. However, the Committee did not support a statewide mandate and found that cell phone usage is best governed locally. Committee members determined that cell phone policies could pose safety, student discipline, and fiscal challenges for school districts. Given these challenges, this is best left to each local district. Last, there is a current IASB PRESS policy already available to districts. PRESS policy provides school boards with flexibility to create a cell phone usage policy specific to each district’s needs.

 The Resolutions Committee recommends **DO NOT ADOPT**.

BOARD OPERATIONS AND DUTIES

8. Office of Inspector General

Submitting Division: South Cook Division Executive Committee

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall support, request and encourage legislation that will develop a state funded Office of Inspector General and/or expand the state or counties Office of Inspector General’s jurisdiction to investigate allegations of waste, fraud, financial mismanagement, dereliction of duty and employee misconduct in local public schools for all employees, up to and including the

Superintendent and school board members. Legislation for an Office of Inspector General will support its primary functions to ensure integrity in the operations of local public-school districts, review of systems, practices, procedures to determine their efficacy in preventing waste, fraud, financial mismanagement, employee misconduct and dereliction of duty.

District Rationale: The establishment of an Office of Inspector General (OIG) for local public schools to ensure accountability, transparency, and the efficient use of public funds is necessary throughout the entire state.

Below are instances where an OIG has been beneficial, along with additional facts supporting the rationale for adopting this resolution. Instances of OIG Benefits:

1. CPS Assistant Principal Embezzlement — An investigation by the CPS Inspector General revealed that an assistant principal stole \$273,000 from an after-school program. This discovery highlights the importance of having an OIG to uncover and address financial misconduct in schools.
2. Waste and Mismanagement in Tech Device Tracking — The CPS Inspector General identified significant waste and mismanagement due to a flawed system for tracking technology devices. This finding underscores the need for an OIG to ensure proper resource management and prevent wasteful expenditures.
3. Record High Government Ethics Complaints — A report indicated that ethics complaints in Illinois government reached a new record in 2022. An OIG can help address and reduce such complaints by providing oversight and ensuring ethical conduct in public schools.

Facts about Illinois' Public Schools

1. Student Demographics and Enrollment — As of 2022, Illinois public schools serve approximately 1,925,415 students across 3,840 schools and 852 school districts. Around 49% of the student population is identified as low income, highlighting the need for equitable resource allocation and oversight to support these students effectively.
2. Financial Expenditure — In 2023, the Illinois Comptroller expended approximately \$14.69 billion on public education, with appropriations at approximately \$20.5 billion. Illinois spends an average of \$17,293 per pupil, significantly higher than the US average of \$13,494.
3. Instructional and Operational Spending — In FY2022, Illinois school districts spent \$10,638 per pupil on instruction and \$17,952 per pupil on operations.
4. Academic Performance — Only 35% of students are proficient in English Language Arts (ELA), and 27% are proficient in Math. Out of 1,925,415 students enrolled in Illinois public schools, 1,251,519 are failing ELA and 1,405,552 are failing Math. An OIG can

identify areas where resources are not being utilized effectively to enhance student performance.

5. Funding Sources — Illinois school districts rely on 63% local funds, 24.2% state funds, and 12.3% federal funds. The diverse funding sources necessitate robust oversight to ensure accountability and proper use of funds from all levels of government.

States with Office of Inspector General in School Districts: Several states and large school districts have already established Offices of Inspector General, demonstrating their effectiveness in ensuring accountability and transparency:

1. City of Los Angeles Unified School District — The L.A. Unified School Dist. (LAUSD) has an established OIG to conduct audits, investigations, and reviews to ensure accountability and integrity in the use of public funds.
2. Florida Dept. of Education — The Florida Department of Education has an OIG responsible for promoting accountability, efficiency, and effectiveness through investigations and audits.
3. Detroit Michigan Public Schools — Detroit Public Schools Community District (DPSCD) has an OIG to investigate fraud, waste, and abuse and to provide oversight to improve operations.
4. Philadelphia School District — The School District of Philadelphia has an OIG to conduct investigations and audits, ensuring the integrity and accountability of district operations.

Conclusion: Establishing an OIG for local public schools in Illinois is essential to ensure accountability, transparency, and the efficient use of public funds. By addressing financial misconduct, waste, and mismanagement, an OIG can significantly improve the quality of education and ensure that resources are used effectively to benefit all students.

Resolutions Committee Analysis: While Committee members agreed that oversight and accountability for public schools is of the utmost importance, the Committee identified many laws and processes currently in place that already apply. Thus, legal remedies already exist to hold school districts accountable and expanding or creating a new state agency is not necessary.

 The Resolutions Committee recommends **DO NOT ADOPT.**

BOARD EMPLOYEE RELATIONS

9. Faith's Law — EHRs for Current Employees

Submitting District: Lake Forest CHSD 115 and SD 67

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall request that the Illinois Legislature revise Faith's Law (105ILCS 5/22-94) to permit

individual school districts to conduct Employment History Reviews (EHRs) for current employees as well as new hires.

District Rationale: Faith’s Law currently applies to new hires only. Since the purpose of the law is to protect children, it would be appropriate for school districts to be granted the ability to require current employees to comply with the self-disclosure and employment history review requirements as well.

Resolutions Committee Analysis: Committee members determined that conducting EHRs for current employees could cause confusion and pose legal and collective bargaining challenges for school districts. Given these challenges, these employment decisions are best left to each local district and its attorneys.

 The Resolutions Committee recommends
DO NOT ADOPT.

DISTRICT ORGANIZATION AND ELECTIONS

10. Criminal Background Check

Submitting District: Joliet THSD 204

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall require all school board candidates to have a criminal background check before they submit their petition. It is each candidate’s responsibility to get a criminal background check from the regional office of education. It will be the candidate’s responsibility to contact the ROE to make the appointment

and acquire the paperwork needed. It is up to the Regional Office of Education to get the results of the background check for the candidate. The background check may be emailed, picked up, or mailed to the candidate. It may be the ROE decision on how they distribute the result. It is the candidate’s responsibility to turn in the background check to their prospective clerk at the same time they turn in their signatures. It is on the prospective clerk to make sure that the candidate has no infamous crimes on their report before they are put on the ballot. Infamous crimes include felony, bribery, perjury, domestic violence, and sex offender. Now therefore it will be resolved on how criminal background checks are performed on school board members.

District Rationale: There is a current law that states that no school board member can be convicted of an infamous crime. However, there is no oversight that is making sure that this is completed. Our resolution makes sure that there is oversight on this law.

Resolutions Committee Analysis: The Committee agreed that it is critical that school board members maintain the highest ethical standards. However, Committee members determined that background checks for school board candidates create a different election standard for school board members as compared to other elected officials. Also, it could cause financial and procedural challenges for potential school board members. These challenges could deter qualified candidates from running for a school board.

 The Resolutions Committee recommends
DO NOT ADOPT.

RESOLUTIONS NOT ELIGIBLE FOR APPEAL

For all the below resolutions, numbered 1 through 3,
the Resolutions Committee recommends **DO NOT PRESENT**.

1. Constructional Change - Mail-in Voting
2. Constitutional Change — Finance Section
3. Faith's Law — CANTS

The following resolutions all received a “Do Not Present” recommendation from the Resolutions Committee. With a “Do Not Present” recommendation, the proposals are not subject to appeal and will not be presented at the Delegate Assembly. They are included in this report for informational purposes only.

1. Constructional Change - Mail-in Voting

Submitting District: Fremont SD 79

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall support and amend their Constitution so that all member school districts can have the opportunity to vote at the Delegate Assembly. The last sentence of Article III Delegate Assembly and Annual Conference, Section 2 Delegate Assembly in the Constitution of the Illinois Association of School Boards shall be amended to read:

“Voting shall be done by the respective delegate or alternate either in person at the assembly or email ballot due by noon on the Friday prior to the assembly.”

District Rationale: This is a revised resolution from 2023 of the proposal to have all, not just some of the school districts in Illinois, represented at the Delegate Assembly during the Joint Annual Conference. Out of over 850 school districts that are IASB members, only 409 delegates in 2022 and 417 in 2023 were in person to actually vote and have a voice for their district.

In 2023, the original resolution ended up as Do Not Present because it created too many questions about how it would be implemented and what changes would have to be made. The Resolution Committee had (1) concerns about the proposed timeline to get the votes in; (2) validating registered delegate is casting; (3) not hearing floor discussions during assembly; (4) solidifying quorum; and finally (5) if absent districts truly can't afford to send delegate. The following are answers to those concerns:

1. The timeline of when to get the email votes in can be up to the Resolution Committee depending on how much time is enough time to count the ballots before the assembly. We suggest, as is in the Statement of Resolution, that all email ballots be turned in by noon on the Friday before the assembly meeting. Any ballots

turned in after that deadline will not be counted and not be included in the voting at the assembly.

2. Validating that ballots come from a registered district delegate would be very simple to identify since the ballots are all emailed in. As long as the email address it is being sent from is an official board address, each district will have just one email ballot to turn in. Once a district has sent in their votes for that assembly event, their voting privilege is done.
3. In September, the Resolution Committee Report goes out to each member district where then the delegate reviews the document with their Board to see how they as a group want the delegate to vote in November at the assembly. The delegate takes with them to the assembly the decision of how their Board wants them to vote, so the floor discussions shouldn't change how the delegates vote anyway. The delegate is voting on the Board's behalf. They're voting on their Boards' decisions, not their own.
4. In the Constitution of the IASB, it states in Article III Delegate Assembly, Section 6 Quorum: “A quorum of the Delegate Assembly for the purpose of transacting business shall consist of a simple majority of the number of delegates present when the Assembly is first convened.”

It won't matter how many non-present delegates vote during the meeting because the quorum is always based on how many delegates are in-person in the room.

The assembly has no set magical number like a regular Board meeting does with a majority of the seven members having to be present. The Delegate Assembly quorum is just whoever happens to be there when it starts. The email ballots should not have any bearing on the assembly's quorum.
5. When this resolution was presented to the Resolution Committee last year, it is true that there wasn't any evidence that some districts didn't have delegates at the assembly because of costs, but this year, we have done some research. Of the over 800-member school districts in the state, emails were sent out to 100 districts in eight divisions in southern Illinois asking whether they send a delegate to the assembly. Of those who don't send one, it was asked if it is because it's

not in their budget to do so. Out of that sample group that were contacted, a quarter of them responded, and half of those confirmed that they could not afford to send their delegates to the assembly. True, it is not an overwhelming result, but it does show that some districts are never able to participate in voting.

This resolution is not a substitute or alternative for districts to not attend the conference or the assembly; rather it's an option and opportunity for districts that are just not able to attend to still be able to participate in some way in our legislative event and to have a voice in our process.

Resolutions Committee Analysis: The Committee determined that the proposal is a proposed Constitutional amendment and not a resolution. As stated in the IASB Constitution, proposed amendments to the Constitution shall be submitted to the Board of Directors. This resolution was provided to the Board of Directors.

⊗ The Resolutions Committee recommends
DO NOT PRESENT.

2. Constitutional Change — Finance Section

Submitting Board: South Cook Division Governing Board

Statement of Resolution: Be it resolved that the IASB shall support a constitutional change to the finance section to include the following provision under its finance section:

- a. **Dues Invoicing:** The IASB shall adopt a policy to ensure that the invoicing of annual dues for Active, Affiliate, Associate, and Service Associate Members includes detailed itemization of charges, a clear description of services provided, disclosure and details of any unique multipliers used, and is formatted in a user-friendly and easy-to-read manner.
- b. **Annual Increase Notification:** The IASB shall establish policies and procedures to inform member school boards of any potential annual increase in dues. This shall include providing a clear rationale for such increases, outlining the factors contributing to the adjustment, and ensuring that members have adequate opportunity to review and provide feedback on proposed changes.
- c. **Implementation:** This amendment shall take effect immediately upon its adoption by the Illinois Association of School Boards. The Board of Directors of the Illinois Association of School Boards shall be responsible for implementing the policies and procedures outlined in this amendment, including the revision of invoicing practices and the establishment of communication protocols regarding dues increases.

District Rationale: The concern of transparency, accountability and communications are currently being debated in almost every sector throughout the country. The proposed constitutional amendment to the Finance section will help improve transparency, accountability,

and communication regarding membership dues. This amendment includes provisions for detailed invoicing, notification of annual increases, and immediate implementation of these policies. Below are the supporting statements and rationale for this resolution.

Rationale:

- o **Transparency:** Detailed itemization and clear descriptions of services provided will enhance transparency, allowing members to understand exactly what they are paying for.
- o **Accountability:** By disclosing any unique multipliers used, the IASB can ensure fairness and accountability in its dues calculations.
- o **User-Friendly:** A user-friendly and easy-to-read format will help members quickly comprehend their invoices, reducing confusion and increasing trust in the IASB's financial processes.
- o **Communication:** Timely and clear communication about potential dues increases will foster a collaborative relationship between the IASB and its members.
- o **Rationale for Increases:** Providing a clear rationale and outlining contributing factors will help members understand the need for adjustments, promoting acceptance and reducing resistance.
- o **Member Feedback:** Allowing members to review and provide feedback on proposed changes ensures that the IASB considers their perspectives and addresses any concerns before implementing increases.

Conclusion: Amending the Finance section of the IASB Constitution to include provisions for detailed dues invoicing and annual increase notification is essential for promoting transparency, accountability, and effective communication. These changes will enhance member trust and collaboration, ensuring that the IASB operates in a fair and open manner. Immediate implementation of these policies will provide timely benefits, reinforcing the IASB's commitment to serving its members with integrity and transparency.

Resolutions Committee Analysis: The Committee determined that the proposal is a proposed Constitutional amendment and not a resolution. As stated in the IASB Constitution, proposed amendments to the Constitution shall be submitted to the Board of Directors. This resolution was provided to the Board of Directors.

⊗ The Resolutions Committee recommends
DO NOT PRESENT.

3. Faith's Law — CANTS

Submitting District: Unity Point SD 140

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall request the Illinois legislature consider using the ILL-DCFS (Illinois Department of Child and Family Services) CANTS (Child Abuse and Neglect Tracking System) as a means to fulfill

the Employment History Review (EHR)(105 ILCS 5/22-94) of Faith's Law.

District Rationale: The Application of Faith's Law has required districts to contact employers listed in the EHR form and conduct a review for sexual misconduct allegations. This approach to hiring may prove time consuming and financially limiting for some districts, requiring the addition of personnel or utilizing outside firms to complete the process. At this point, there's no guidance on the due diligence process that will be completed for a district to have confidence in approving an employee, an applicant as an employee, contractor, substitute, or any of those with direct contact with students. This lack of guidance could lead districts open for lawsuits based on an individual human resource officer's choice to proceed or deny employment based on the verbal response of a prior employer. With no funding for this end, another option must be considered.

Alternatively, the DCFS CANTS system is an established system that is currently required alongside the standard FBI and IL State Police background checks for all DCFS facilities. Additionally, this system is already designed to be used in non-DCFS daycare spaces, including by the University of Illinois, for all applicants at their University

and other entities in the State. The CANTS system would provide an unbiased system to examine sexual misconduct allegations, giving districts a clear answer on prior misconduct.

Lastly, as this is a statewide database, employees and contractors who work in multiple districts will not have to reapply through the ISBE's employment history check with each district they will work in. This would allow for the quick approval of new hires, contractors, and volunteers, saving schools valuable time and money. Again, we urge the IASB to ask the Illinois legislature to join these other entities in utilizing the CANTS system to screen employees as an alternative to the Employment history Review.

Resolutions Committee Analysis: The Committee determined that EHRs are burdensome and that a statewide centralized solution is needed. However, it did not support CANTS as an appropriate substitute. Additionally, this resolution is substantially similar to a resolution submitted in recent years that was not adopted.

 The Resolutions Committee recommends
DO NOT PRESENT.

LOCAL SCHOOL BOARD GUIDANCE FOR DISCUSSING IASB RESOLUTIONS

This guidance is published for informational purposes only and is not a substitute for legal advice. For legal advice or a legal opinion on a specific question, please consult the board attorney.

Open Meetings Act

Resolutions of the Illinois Association of School Boards (IASB) are likely considered public business and subject to the Illinois Open Meetings Act (OMA) (5 ILCS 120/). OMA requires school boards to discuss district business only at properly noticed board meetings. Other than during a properly noticed board meeting, a majority or more of a board-quorum (or in the case of a five-person board, a quorum or more) may not engage in contemporaneous interactive communication, which includes electronic communication, to discuss district business, including IASB resolutions. IASB does not monitor for OMA compliance or investigate claims of OMA violations. Members are responsible for their own compliance with OMA requirements.

Freedom of Information Act

Resolutions of IASB and related information are likely subject to the Illinois Freedom of Information Act (FOIA) (5 ILCS 140/). Because of this, the resolutions and related information are likely subject to disclosure under FOIA, unless a specific exemption applies. Members with specific questions should contact their board attorney.

Discussion of Resolutions by the School Board

IASB recommends that as a best practice each school board discuss the proposed resolutions from IASB and come to a consensus regarding whether to vote in support of or against each resolution at the 2024 IASB Delegate Assembly. Board members may consider entering an agenda item on the agenda of a publicly scheduled board meeting to do this. A sample agenda item is as follows:

Discussion and Action on Proposed Illinois Association of School Boards (IASB) Resolutions for Consideration at the 2024 IASB Delegate Assembly and Appointment

of [INSERT SCHOOL DISTRICT NAME] Delegate to the 2024 IASB Delegate Assembly

Next, at the board meeting, board members should discuss the proposed IASB resolutions to come to a consensus on how the delegate will vote on each resolution and determine who will represent them as a delegate at the 2024 IASB Delegate Assembly. A sample motion for appointment of a delegate may read as follows:

Appointment of Delegate

1. I move that [INSERT NAME] be appointed the 2024 IASB Delegate to the 2024 IASB Delegate Assembly on behalf of [INSERT DISTRICT NAME].

Finally, board members will need to take action to determine how the district's delegate should vote at the Delegate Assembly. For example, the board may have two options:

Motion to Direct Delegate Votes at the Delegate Assembly

1. The appointed delegate may only vote in accordance with the consensus reached at the district's board meeting. In that case, a sample motion might read as follows:

I move that [INSERT NAME OF DELEGATE] be granted the authority to vote on the IASB resolutions at the 2024 Delegate Assembly solely in accordance with the consensus of the [INSERT DISTRICT NAME] School Board on [INSERT DATE].

2. The delegate may vote keeping in mind at the Delegate Assembly the consensus at the board table and any discussion or debate raised at the 2024 IASB Delegate Assembly.

I move that [INSERT NAME OF DELEGATE] be granted the authority to vote on the IASB resolutions at the 2024 IASB Delegate Assembly with their independent discretion based on the consensus of the [INSERT DISTRICT NAME] School Board on [INSERT DATE] and any discussions had on each resolution at the 2024 IASB Delegate Assembly.

LOCAL SCHOOL BOARD DELEGATE DIRECTION (RESOLUTIONS)

Resolutions that received a “Do Adopt” Recommendation from the IASB Resolutions Committee

All the below resolutions will be placed on a consent agenda for a vote during the IASB Delegate Assembly. If any are removed from the consent agenda, what is your board’s direction as to whether the following resolutions should be adopted by the IASB Delegate Assembly?

Yes	No	
<input type="checkbox"/>	<input type="checkbox"/>	1. Dual Language
<input type="checkbox"/>	<input type="checkbox"/>	2. EBF Authorized Charter School Funding
<input type="checkbox"/>	<input type="checkbox"/>	3. Tax Increment Financing (TIF) Accountability
<input type="checkbox"/>	<input type="checkbox"/>	4. Faith’s Law — Centralized State Agency for EHRs
<input type="checkbox"/>	<input type="checkbox"/>	5. Health Care Coverage
<input type="checkbox"/>	<input type="checkbox"/>	6. Polling Place — Amendment to Position Statement 7.08

Resolutions that received a “Do Not Adopt” Recommendation from the IASB Resolutions Committee

The below resolutions may be appealed by the submitting district. Any resolution that is appealed requires a two-thirds vote at the Delegate Assembly to be reconsidered. If a “Do Not Adopt” resolution is appealed, what is your board’s direction to its delegate as to whether the following resolutions? a) Should be reconsidered by the IASB Delegate Assembly; and b) if reconsidered, should be adopted by the IASB Delegate Assembly.

Yes	No	
<input type="checkbox"/>	<input type="checkbox"/>	7a. Cellphone Usage — should be reconsidered
<input type="checkbox"/>	<input type="checkbox"/>	7b. If reconsidered, should be adopted by the Delegate Assembly
<input type="checkbox"/>	<input type="checkbox"/>	8a. Office of Inspector General — should be reconsidered
<input type="checkbox"/>	<input type="checkbox"/>	8b. If reconsidered, should be adopted by the Delegate Assembly
<input type="checkbox"/>	<input type="checkbox"/>	9a. Faith’s Law — EHRs for Current Employees — should be reconsidered
<input type="checkbox"/>	<input type="checkbox"/>	9b. If reconsidered, should be adopted by the Delegate Assembly
<input type="checkbox"/>	<input type="checkbox"/>	10a. Criminal Background Check— should be reconsidered
<input type="checkbox"/>	<input type="checkbox"/>	10b. If reconsidered, should be adopted by the Delegate Assembly

LOCAL SCHOOL BOARD GUIDANCE FOR DISCUSSING IASB CONSTITUTIONAL AMENDMENT

This guidance is published for informational purposes only and is not a substitute for legal advice. For legal advice or a legal opinion on a specific question, please consult the board attorney.

Discussion of IASB Constitutional Amendment by the School Board

IASB recommends that as a best practice each school board discuss the proposed IASB Constitutional Amendment and come to a consensus regarding whether to vote in support of or against the amendment at the 2024 IASB Delegate Assembly. Board members may consider entering an agenda item on the agenda of a publicly scheduled board meeting to do this. A proposed agenda item is as follows:

Discussion and Action on Proposed Illinois Association of School Boards (IASB) Constitutional Amendment for Consideration at the 2024 IASB Delegate Assembly

Next, at the board meeting, board members should discuss the proposed IASB Constitutional Amendment to come to a consensus on how the previously appointed delegate should vote on the constitutional amendment at the 2024 IASB Delegate Assembly. A sample motion for appointment of a delegate may read as follows:

Motion to Direct Delegate Vote on the IASB Constitutional Amendment at the Delegate Assembly

- 1) The appointed delegate may only vote in accordance with the consensus reached at the district's board meeting. In that case, a sample motion might read as follows:

I move that *[INSERT NAME OF DELEGATE]* be granted the authority to vote at the 2024 IASB Delegate Assembly solely in accordance with the consensus of the *[INSERT DISTRICT NAME]* School Board on *[INSERT DATE]* on the proposed IASB Constitutional Amendment.

- 2) The delegate may vote keeping in mind at the Delegate Assembly the consensus at the board table and any discussion or debate raised at the 2024 IASB Delegate Assembly.

I move that *[INSERT NAME OF DELEGATE]* be granted the authority to vote at the 2024 IASB Delegate Assembly with their independent discretion based on the consensus of the *[INSERT DISTRICT NAME]* School Board on *[INSERT DATE]* and any discussions had on the proposed IASB Constitutional Amendment at the 2024 IASB Delegate Assembly.

LOCAL SCHOOL BOARD DELEGATE DIRECTION (CONSTITUTIONAL AMENDMENT)

IASB Constitutional Amendment presented by the IASB Board of Directors

The IASB Board of Directors presents the following constitutional amendment to the Delegate Assembly. Because constitutional amendments are presented by the Board of Directors and as such are not recommendations made by the Resolutions Committee, this constitutional amendment will not be included on the consent agenda. It must receive a two-thirds vote of all delegates present and voting for adoption. What is your board's direction as to whether the following constitutional amendment should be adopted by the IASB Delegate Assembly?

Yes

No



Article XI, Section 5 - Parliamentary Practice



Illinois Association
of School Boards

Lighting the Way to Excellence in School Governance

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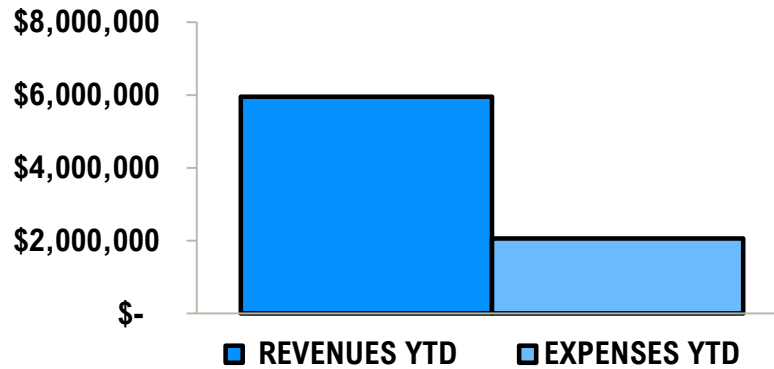
The Monthly Report

Palos Heights School District 128

September 2024

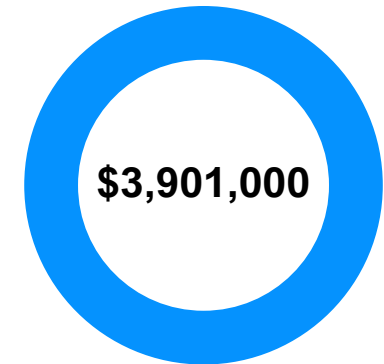


Executive Summary - September 2024 (Figures rounded to the nearest thousand)



BEGINNING BALANCE	\$9,848,000
TOTAL REVENUES - YTD	\$5,957,000
TOTAL EXPENSES - YTD	\$2,056,000
ENDING BALANCE	\$13,749,000

**YTD SURPLUS/DEFICIT
ALL FUNDS**



Fiscal Year Activity

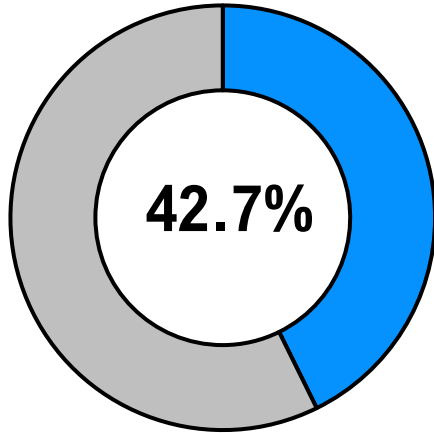
FUND	BEGINNING BALANCE	REVENUES YTD	EXPENSES YTD	TRANSFERS/ OTHER	ENDING BALANCES
Education	\$ 4,826,000	\$ 4,511,000	\$ 1,646,000	-	\$ 7,691,000
Operations and Maintenance	694,000	388,000	227,000	-	855,000
Bond and Interest	959,000	592,000	-	-	1,551,000
Transportation	521,000	207,000	43,000	-	685,000
IMRF/Social Security	213,000	192,000	68,000	-	337,000
Capital Projects	335,000	-	72,000	-	263,000
Working Cash	2,295,000	67,000	-	-	2,362,000
Tort Immunity	5,000	-	-	-	5,000
Health/Life Safety	-	-	-	-	-
Total All Funds	\$ 9,848,000	\$ 5,957,000	\$ 2,056,000	\$ -	\$ 13,749,000
Total Operating Funds	\$ 8,336,000	\$ 5,173,000	\$ 1,916,000	\$ -	\$ 11,593,000

**YTD SURPLUS/DEFICIT
OPERATING FUNDS**

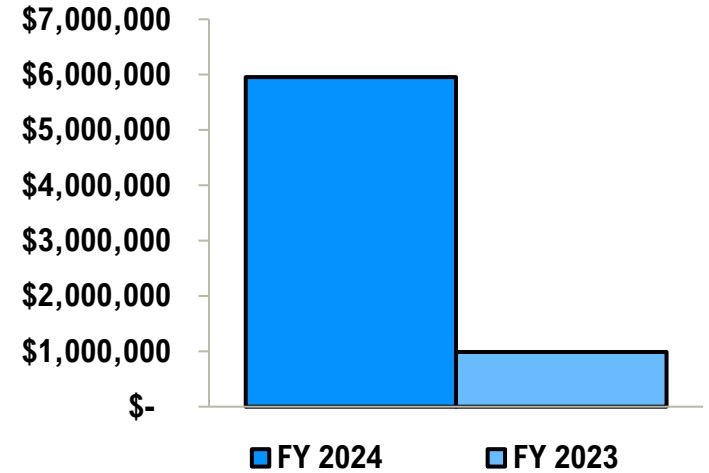


Per ISBE, the four operating funds of a school district are the Educational, Operations & Maintenance, Transportation and Working Cash Funds. These are the primary funds used by ISBE to assess a school district's financial strength.

% OF BUDGETED REVENUES RECEIVED YTD



TOTAL MONTHLY REVENUES
\$417,000
TOTAL REVENUES - YTD
\$5,957,000
TOTAL BUDGETED REVENUES
\$13,949,000



September 2024 Revenues (Current Year)

SOURCE	MONTH	YTD	BUDGET	YTD % OF BUDGET
Real Estate Taxes	\$ -	\$ 5,032,000	\$ 11,146,000	45.1%
Other Local Sources	16,000	108,000	592,000	18.2%
Evidenced Based Funding	56,000	112,000	620,000	18.1%
Other State Sources	343,000	363,000	977,000	37.2%
Federal Sources	2,000	342,000	614,000	55.7%
Total	\$ 417,000	\$ 5,957,000	\$ 13,949,000	42.7%

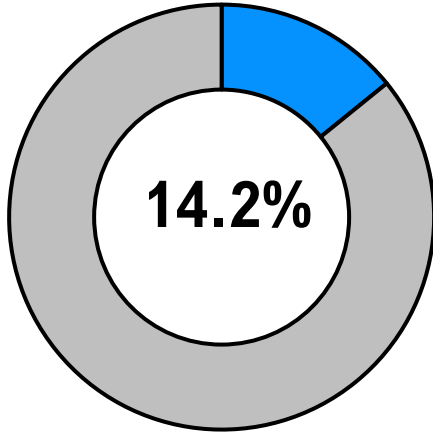
September 2023 Revenues (Prior Year)

SOURCE	MONTH	YTD
Real Estate Taxes	\$ -	\$ 156,000
Other Local Sources	34,000	140,000
Evidenced Based Funding	56,000	112,000
Other State Sources	191,000	253,000
Federal Sources	1,000	325,000
Total	\$ 282,000	\$ 986,000

September 2024 YTD VS. September 2023 YTD
+\$4,971,000

Expenditure Report (All Funds Summary) - September 2024

% OF BUDGETED EXPENDITURES PAID YTD



TOTAL MONTHLY EXPENSES

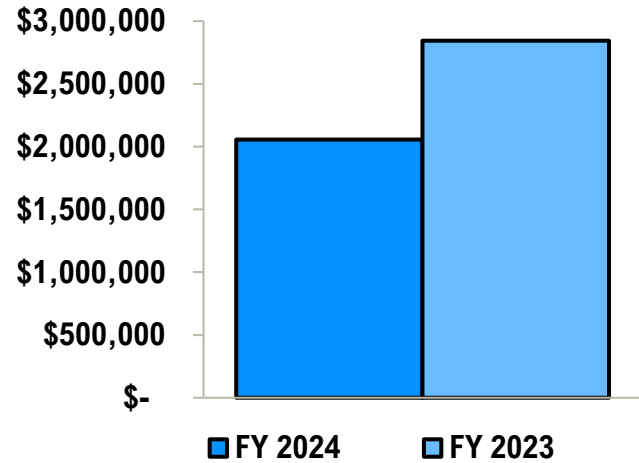
\$1,112,000

TOTAL EXPENSES - YTD

\$2,056,000

TOTAL BUDGETED EXPENSES

\$14,515,000



September 2024 Expenditures (Current Year)

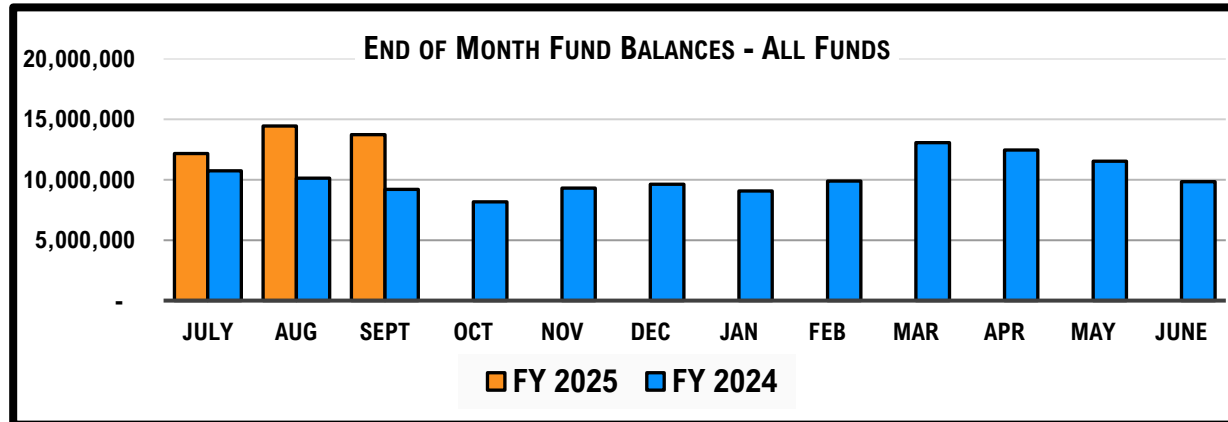
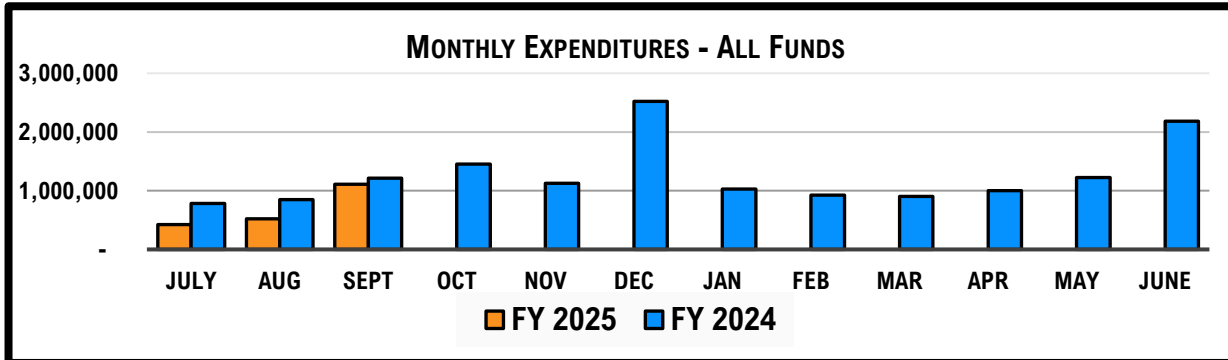
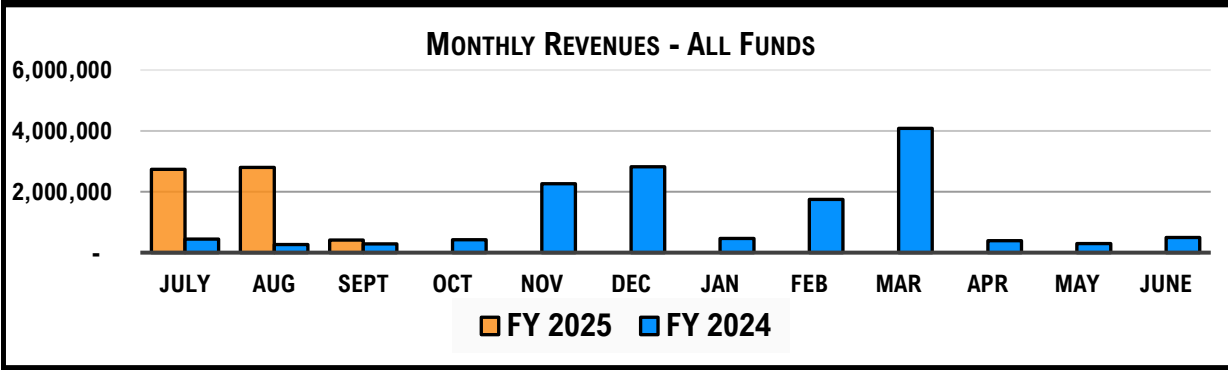
SOURCE	MONTH	YTD	BUDGET	YTD % OF BUDGET
Salaries	\$ 614,000	\$ 1,115,000	\$ 8,058,000	13.8%
Employee Benefits	157,000	307,000	2,005,000	15.3%
Purchased Services	152,000	286,000	1,474,000	19.4%
Supplies and Materials	92,000	133,000	647,000	20.6%
Capitlay Outlay	46,000	108,000	362,000	29.8%
Tuition and Other	50,000	105,000	726,000	14.5%
Non-Capitalized Equipment	1,000	2,000	67,000	3.0%
Debt Payments	-	-	1,176,000	0.0%
Total	\$ 1,112,000	\$ 2,056,000	\$ 14,515,000	14.2%

September 2023 Expenditures (Prior Year)

SOURCE	MONTH	YTD
Salaries	\$ 561,000	\$ 1,049,000
Employee Benefits	143,000	283,000
Purchased Services	188,000	348,000
Supplies and Materials	62,000	115,000
Capitlay Outlay	228,000	969,000
Tuition and Other	29,000	80,000
Non-Capitalized Equipment	-	-
Debt Payments	-	-
Total	\$ 1,211,000	\$ 2,844,000

September 2024 YTD VS. September 2023 YTD
-\$788,000

Cash Flow Report - September 2024



CURRENT FISCAL YEAR (2025)				
	BEGINNING BALANCE	REVENUE	EXPENSE	ENDING BALANCE
JULY	9,848,000	2,740,000	424,000	12,164,000
AUG	12,164,000	2,800,000	520,000	14,444,000
SEPT	14,444,000	417,000	1,112,000	13,749,000
OCT				
NOV				
DEC				
JAN				
FEB				
MAR				
APR				
MAY				
JUNE				

PRIOR FISCAL YEAR (2024)				
	BEGINNING BALANCE	REVENUE	EXPENSE	ENDING BALANCE
JULY	11,071,000	442,000	782,000	10,731,000
AUG	10,731,000	261,000	851,000	10,141,000
SEPT	10,141,000	282,000	1,211,000	9,212,000
OCT	9,212,000	424,000	1,455,000	8,181,000
NOV	8,181,000	2,269,000	1,127,000	9,323,000
DEC	9,323,000	2,825,000	2,523,000	9,625,000
JAN	9,625,000	471,000	1,030,000	9,066,000
FEB	9,066,000	1,746,000	924,000	9,888,000
MAR	9,888,000	4,083,000	904,000	13,067,000
APR	13,067,000	393,000	1,003,000	12,457,000
MAY	12,457,000	296,000	1,222,000	11,531,000
JUNE	11,531,000	502,000	2,185,000	9,848,000

Statement of Revenues and Expenses

Palos Heights School District 128

September 2024



Statement of Revenue by Fund

	Current Year Budget	Current Month	Current YTD	Budget Remaining	% of Budget Remaining	% of Budget Collected
Educational Fund						
Local Sources	8,473,000	12,000	3,694,000	4,779,000	56.4%	43.6%
State Sources	1,335,000	399,000	475,000	860,000	64.4%	35.6%
Federal Sources	614,000	2,000	342,000	272,000	44.3%	55.7%
Total Education Fund	10,422,000	413,000	4,511,000	5,911,000	56.7%	43.3%
Operations and Maintenance Fund						
Local Sources	872,000	1,000	388,000	484,000	55.5%	44.5%
State Sources	75,000	-	-	75,000	100.0%	0.0%
Total O&M Fund	947,000	1,000	388,000	559,000	59.0%	41.0%
Debt Service Fund						
Local Sources	1,302,000	1,000	592,000	710,000	54.5%	45.5%
Total Debt Service Fund	1,302,000	1,000	592,000	710,000	54.5%	45.5%
Transportation Fund						
Local Sources	476,000	-	207,000	269,000	56.5%	43.5%
State Sources	187,000	-	-	187,000	100.0%	0.0%
Total Transportation Fund	663,000	-	207,000	456,000	68.8%	31.2%
IMRF/SS Fund						
Local Sources	430,000	-	192,000	238,000	55.3%	44.7%
Total IMRF/SS Fund	430,000	-	192,000	238,000	55.3%	44.7%
Capital Projects Fund						
Local Sources	25,000	-	-	25,000	100.0%	0.0%
Total Capital Projects Fund	25,000	-	-	25,000	100.0%	0.0%
Working Cash Fund						
Local Sources	160,000	2,000	67,000	93,000	58.1%	41.9%
Total Working Cash Fund	160,000	2,000	67,000	93,000	58.1%	41.9%
GRAND TOTAL - ALL FUNDS	13,949,000	417,000	5,957,000	7,992,000	57.3%	42.7%

* Data for report as of 10/09/24

Statement of Expenses by Fund

	Current Year Budget	Current Month	Current YTD	Budget Remaining	% of Budget Remaining	% of Budget Utilized
Educational Fund						
Salaries	7,653,000	582,000	1,021,000	6,632,000	86.7%	13.3%
Benefits	1,522,000	117,000	220,000	1,302,000	85.5%	14.5%
Purchased Services	750,000	103,000	213,000	537,000	71.6%	28.4%
Supplies	437,000	62,000	85,000	352,000	80.5%	19.5%
Capital Outlay	35,000	2,000	2,000	33,000	94.3%	5.7%
Other Objects	726,000	50,000	105,000	621,000	85.5%	14.5%
Non-Capitalized Equipment	57,000	-	-	57,000	100.0%	0.0%
Total Education Fund	11,180,000	916,000	1,646,000	9,534,000	85.3%	14.7%
Operations and Maintenance Fund						
Salaries	375,000	30,000	88,000	287,000	76.5%	23.5%
Benefits	83,000	6,000	18,000	65,000	78.3%	21.7%
Purchased Services	206,000	22,000	37,000	169,000	82.0%	18.0%
Supplies	210,000	31,000	48,000	162,000	77.1%	22.9%
Capital Outlay	127,000	16,000	34,000	93,000	73.2%	26.8%
Non-Capitalized Equipment	10,000	1,000	2,000	8,000	80.0%	20.0%
Total O&M Fund	1,011,000	106,000	227,000	784,000	77.5%	22.5%
Debt Services Fund						
Other Objects	1,176,000	-	-	1,176,000	100.0%	0.0%
Total Debt Services Fund	1,176,000	-	-	1,176,000	100.0%	0.0%
Transportation Fund						
Salaries	30,000	2,000	6,000	24,000	80.0%	20.0%
Benefits	2,000	-	1,000	1,000	50.0%	50.0%
Purchased Services	518,000	27,000	36,000	482,000	93.1%	6.9%
Total Transportation Fund	550,000	29,000	43,000	507,000	92.2%	7.8%
IMRF/SS Fund						
Benefits	398,000	33,000	68,000	330,000	82.9%	17.1%
Total IMRF/SS Fund	398,000	33,000	68,000	330,000	82.9%	17.1%
Capital Projects Fund						
Capital Outlay	200,000	28,000	72,000	128,000	64.0%	36.0%
Total Capital Projects Fund	200,000	28,000	72,000	128,000	64.0%	36.0%
GRAND TOTAL - ALL FUNDS	14,515,000	1,112,000	2,056,000	12,459,000	85.8%	14.2%

PALOS SCHOOL DISTRICT 128

ENROLLMENT UPDATE

as of October 10, 2024

Grade Level	Enrollment as of 10/10/2024	Enrollment as of 09/12/2024
Preschool	107	106
Kindergarten	76	76
Indian Hill Total	183	182
1st Grade	80	81
2nd Grade	73	72
3rd Grade	82	82
Chippewa Total	235	235
4th Grade	95	95
5th Grade	79	79
Navajo Total	174	174
6th Grade	84	84
7th Grade	73	73
8th Grade	77	77
Independence Jr High Total	234	234
TOTAL ENROLLMENT	826	825