



Thornton Fractional
HIGH SCHOOL DISTRICT 215
BURNHAM • CALUMET CITY • LANSING • LYNWOOD

April 15, 2026
Committee of the Whole

6:00 PM

Thornton Fractional Center for Academics & Technology
1605 Wentworth Ave.
Calumet City, IL 60409

1. Welcome

- A. Roll Call
- B. Pledge of Allegiance

2. Communication/Public Comment

3. Buildings Grounds/Safety Committee--Member Williams

- A. Annual building use fee review
- B. Construction Project Update
- C. Building Usage Report

4. Curriculum Committee--Member Calderon-Miranda

- A. Teaching and Learning Updates
- B. Textbook for Electricity I & II

5. Behavior Intervention/Parent-Teacher Advisory Committee--Member Newman

- A. SB 100 Overview/Reduction in Expulsions Interventions
- B. Suspension Reports

6. Policy Committee--Member Guyton

- A. PRESS 121 Updates

7. Adjourn



MEMORANDUM

Date: April 15, 2026
To: Mr. Ray Williams, Interim Superintendent
From: Mr. Tim Stephan, Director of Facilities
Subject: Approval of Fee schedule for Use of School Facilities

Recommended Action

To discuss the required annual approval of the fee schedule for the Use of School Facilities by the Board of Education. No changes to the fee schedule are recommended at this time.

Background

Board Policy 8:20, *Community Use of School Facilities*, requires annual approval of the fee schedule by the Board of Education. No changes are being recommended at this time.

The administration plans to revisit the fee schedule following the completion of negotiations with Local #943, as any changes may result in the need to raise the hourly rates we currently charge for district staff supporting facility rentals. Additionally, the administration is evaluating the use of the district's weapons detection system by outside entities using our facilities, which may result in additional costs. Administration is reviewing the associated liability considerations and operational implications.

Attachment: Current Building Rental Administrative Procedures

I. Conditions for the Use of Buildings and Facilities

- A. The buildings are primarily for the purpose of serving the educational program of the Thornton Fractional Township High Schools. School activities shall take precedent over other group requests. As a result, after the district's own use, priority will be given to non-profit organizations that serve Thornton Fractional Township High School District students. In general, usage is restricted to organizations inside District No. 215 boundaries.
- B. While the buildings, grounds, and facilities of Thornton Fractional Township High School District are primarily to benefit and serve the educational needs of the district's students, they are also a community resource. As a result, the district provides for the short-term or temporary use of the district buildings, grounds and facilities by groups and organizations when such use is of a lawful purpose and does not conflict or interfere with the district's programs, operations, or activities.
- C. While there is no charge for the use of district facilities for district educational programs, fees are charged for community and commercial use of facilities so that district funds intended for the education of children are not used to support other activities.
 1. Community--Community refers to local not-for-profit organizations physically located within district boundaries. This includes booster clubs, local municipality, local park district, local feeder schools (public or parochial), local civic and service clubs, senior citizen groups, and local churches.
 - ~~2.~~ Commercial--Commercial use will be considered at the superintendent's discretion.
 3. Rental by an individual will not be granted. Short-term rental to non-government organizations may not exceed 50 days in any one calendar year. Long-term rental to non-governmental organizations will not be approved.
- D. No groups, in any category, are permitted to use any district facilities without a properly executed rental agreement. The amount of time allotted to an individual group may be limited to allow use by other groups. The request for the use of school facilities must be submitted to the building principal or designee at least thirty (30) days in advance of the request date, by a responsible adult. All unusual requests shall be acted upon by the Board of Education.
- E. Lessee agrees to defend, indemnify and hold harmless Thornton Fractional Township High School District No. 215, its Board of Education, the members of the Board of Education as individuals, its agents and employees from and against any claim, complaint, cause of action, damage, loss, judgment, liability, costs and expenses (including attorney's fees and costs) caused by, connected with, related to, or arising directly or indirectly, wholly or in part, from any use or operation of the school premises resulting in any manner from the use authorization granted by the Board of Education.
- F. All parties who wish to use school facilities must provide District 215 with a copy of a Certificate of Insurance, naming the district as additional insured, covering possible liability for said use. Such insurance shall have limits of not less than \$1,000,000 per occurrence for bodily injury; **\$200,000** per occurrence for property damage, shall provide contractual coverage of the indemnification set forth above, and shall be written in the name of the lessee. Organizations employing individuals, while using district facilities, shall present evidence of Workers' Compensation Insurance for those employed by the organization. This requirement of insurance does not apply to any groups affiliated with Thornton Fractional Township High School District No. 215. The Board of Education shall have the right to waive this insurance coverage for a specific request; however, all such waivers shall be in writing, signed by an authorized signatory of the board.
- G. The school district reserves the right to reject a request for rental when it is felt that the use would not be in the best interest of the district.
- H. The rental agreement includes only school equipment listed on the contract.
- I. The use of the auditorium or kitchen shall require the presence of the auditorium manager and cafeteria supervisor respectively, or their designee(s), who shall operate the equipment.
- J. The use of the pool requires the presence of persons with Water Safety Instructor credentials (Lifeguards).
- K. The lessee is responsible for:
 1. confining activities to the areas contracted

2. adequate adult supervision
 3. enforcing the rule that there is to be no use of tobacco, intoxicating beverages or drugs
 4. the conduct of the persons in attendance
 5. any loss due to damage or breakage
- L. The serving of food should be confined to the cafeteria, the grand/auditorium lobby and the concession stands.
- M. The use of candles or other fire hazards is prohibited.
- N. The lessee has the responsibility of removing decorations within the rental period and picking up litter caused by their activity leaving the area in a satisfactory condition.
- O. The principal or designee will enforce district policy and regulations, and has the authority to expel an individual or groups violating the rules.
- P. Cancellations must be communicated to the building principal or designee. In the event that such cancellation is within 48 hours of the scheduled use, the lessee will be charged for any costs already expended by the school district.
- Q. Adequate police and fire protection shall be provided by the lessee. A minimum of one officer, per 300 people in attendance, shall be required.
- R. Violation of regulations may result in the forfeiture by the lessee of future use of District No. 215 facilities.
- S. Lessee will provide a trained Automated External Defibrillator (AED) user as defined in 410 ILCSA 4/1, et seq., who will be on the leased premises at all times lessee is using school facilities for physical fitness activities as defined in 210 ILCA 74/52, pursuant to this contract. Lessee shall be solely responsible for the failure to provide a trained AED user, or for the conduct, acts or omissions of the trained AED user, and shall defend, indemnify and hold harmless Thornton Fractional School District No. 215 for same, in accordance with the defense and indemnification provision of this contract.
- T. Estimated rental charges that exceed \$500, will require a 50% deposit with the application. The balance is due within 30 days of the invoice. Invoices will incur a 1% charge per month after 30 days. Invoices which remain unpaid for a period of 180 days will be turned over to our collection agency.

II. Rental Fees District #215 Buildings and Grounds

Facility	Community
Auditorium	No charge except actual district costs, including custodial / auditorium staff.
Cafeteria	No charge except actual district costs, including custodial / cafeteria staff
Gymnasium	No charge except actual district costs
Small Gymnasium	No charge except actual district costs
Pool	No charge except actual district costs. Renter must provide a pool supervisor with WSI (Water Safety Instructor) Certification and one life guard for every 15 people.
Classroom	No charge except actual district costs
Stadium: Football Field & Track	No charge except actual district costs and costs of optional add-ons such as press box, scoreboard, intercom, lights, and booster concession stand. Renter must provide a minimum of one police officer per 300 attendees.
Soccer Field	No charge except actual district costs
Baseball / Softball Diamonds	No charge except actual district costs
Tennis Courts	No charge except actual district costs

District costs are defined as extra hours generated by the event requiring school personnel to be used from the maintenance, custodial, cafeteria, auditorium, or pool staff or any other District employee required to perform services in connection with the event. Rental of indoor facilities will be assessed the district cost for the additional time required by custodial staff for set-up and clean-up, in addition to the event hours. Rental of outdoor facilities will be assessed custodial staff time for clean-up after the event, if any.

Personnel charges will be based upon the prevailing wages paid, workers compensation, and benefits related to the hourly wage. Currently these rates shall be billed as follows:

- Custodial Staff/ Cafeteria Staff - \$40 per hour
- Auditorium Staff (Manager and 2 techs) - \$75 per hour
- School District Security \$40 per hour
- Local Police Officer- \$70 per hour per officer

Estimated rental charges that exceed \$500, will require a 50% deposit with the application.

Invoices for TFD 215 community not-for-profit organizations will reflect a 10% discount.

Equipment Rental: Equipment rental costs will be negotiated upon request.

Approved: February 25, 2025

Thornton Fractional High School District 215
 Building Rental Report
 FY 2025-2026
 April 2026

Event Date:	School	MO	YR	Organization	Cat	Facilities	Usage	Facility	Interest	Maintenance/O ther	Total	Paid to date	Balance due
3/26-27/2022	TFN	3	2022	MORE Youth Foundation	Commercial	Purple Gym	Basketball Showcase	\$ 800.00	\$ 100.80	\$ 680.00	\$ 1,580.80	\$ 640.00	\$ 940.80
8/27, 9/3, 9/17, & 9/24/2022	TFN	8	2022	Calumet City Thunderbolts	Community	Football Field	Football and Cheerleading	\$ -	\$ 305.90	\$ 2,130.00	\$ 2,435.90	\$ 800.00	\$ 1,635.90
12/16/2023	TFS	11	2023	Ultimate Threat Dance	Commercial	Red Gym	Dance Competition/ Showcase	\$ 650.00	\$ 35.36	\$ 360.00	\$ 1,045.36	\$ 505.00	\$ 540.36
10/4/2025	TFN	6	2025	City of Calumet City (Cancelled)	Community	Auditorium	State of City Address	\$ 195.00	\$ -	\$ 240.00	\$ 435.00	\$ -	\$ 435.00
6/12/2025 - 8/28/2025	TFS	6	2025	Memorial Junior High School	Community	V Softball Field	Softball Games and Practices	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7/2/2025 - 11/19/2025	TFN	7	2025	T.F. North Booster Club	Community	Gold Gym	Softball Fundraiser - Open Gym	\$ -	\$ -	\$ 840.00	\$ 840.00	\$ 840.00	\$ -
10/12/2025	TFN	6	2025	City of Calumet City (Cancelled)	Community	Field and Track	Breast Cancer Awareness Walk	\$ -	\$ -	\$ 280.00	\$ 280.00	\$ -	\$ 280.00
9/23/2025 - 6/2/2026	TFS	8	2025	Lansing Knights of Columbus	Community	Pool	Special Olympics-Swim program	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5/22/2026 and 5/26/2026	TFN	5	2025	Lincoln Elementary School District 156	Community	Auditorium	8th Grade Promotion Ceremony	\$ -	\$ -	\$ 565.00	\$ 565.00	\$ 565.00	\$ -
5/26/2026	TFN	10	2025	Calumet City School District 155 - Wentworth	Community	Purple Gym	2026 Graduation Ceremony	\$ -	\$ -	\$ 280.00	\$ 280.00	\$ -	\$ 280.00
1/14/2026	TFS	11	2025	Heritage Middle School	Community	Red Gym	Basketball Game	\$ -	\$ -	\$ 144.00	\$ 144.00	\$ 144.00	\$ -
YEAR 2026	TFS	11	2025	Lansing Fire & Rescue	Community	Pool	Dive Team Training	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1/10/2026 & 1/11/2026	TFN	1	2026	Bob Hambric Shootout	Community	Purple/ Gold Gym	Cancer VS. Coaches Basketball Fundraiser	\$ -	\$ -	\$ 1,240.00	\$ 1,240.00	\$ 1,240.00	\$ -
2/21/2026	TFS	1	2026	TFS Athletic Booster Club	Community	Café & Kitchen	Pancake Breakfast	\$ -	\$ -	\$ 180.00	\$ 180.00	\$ 180.00	\$ -
4/17/2026	TFS	1	2026	Heritage Middle School	Community	Track & Field	Team Practice on Track	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3/21/2026	TFS	2	2026	Lan Oak Park District	Community	Red Gym	Basketball Tournament	\$ -	\$ -	\$ 252.00	\$ 252.00		\$ 252.00
4/26/2026	TFS	3	2026	Village of Lansing	Community	Red Gym	Red Cross Blood Drive	\$ -	\$ -	\$ 288.00	\$ 288.00	\$ -	\$ 288.00
3/28/2026 & 3/29/2026	TFS	3	2025	Village of Lynwood	Community	Gyms	Basketball Camp	\$ -	\$ -	\$ 576.00	\$ 576.00	\$ 576.00	\$ -

Thornton Fractional High School District 215
Building Rental Report
FY 2025-2026
April 2026

Final bill sent
Outstanding with interest
Do not rent
Cancelled



MEMORANDUM

Date: April 15, 2026

To: Mr. Raymond Williams, Interim Superintendent/Board of Education

From: Becky Szuba, Assistant Superintendent of Teaching and Learning and Dr. LaQuesha Martin-Dean, Director of Teaching and Learning

Subject: Teaching and Learning Department Updates

Recommended Action:

Information sharing only.

Background:

The Department of Teaching and Learning would like to share updates on our new textbook recommendation form, feeder school articulation, and curriculum writing.

Funding source if applicable: N/A

Attachment: Textbook recommendation form and Curriculum writing summary



Curriculum Writing Updates 2025-2026

Under Review: Freshman Level Courses

Course	Curriculum Writers
Year 6 Implementation (2020-2021)	
Algebra I	Michelle Jones Erik Perez
Biology	Sabreena Ball Kelly Mundy
English 9	Sherri Murawski Kim Praser
Year 5 Implementation (2021-2022)	
English 10	Carrie Hood Julie Kelly
Foundations to Teaching	Jordan Oliva Kerry Schuldes
Year 4 Implementation (2022-2023)	
Educational Methodology	Hannah Berridge Elizabeth Stramaglia
French I	Cynthia Benson Mary VanRoosendaal
Earth Science	Angela Germeraad Taren O'Toole
English 11	Kim Bywater Gloria Kijewski
Chemistry	Ouida Dyer-Bradford Karla McDaniel
Government	Amy Herr Steve Nelson
Geometry	Kim Sands Cathleen Stadt
Honors Algebra	Meg Blahunka Michelle Jones
Honors English 10	Kim Isberg Tony Paulauski
Honors English 9	Guadalupe Ramirez
Honors Biology	Mandy Hanson Carolina Ortiz
Year 3 Implementation (2023-2024)	
Spanish I	Tracy Massucci Jen Ramos
Spanish II	Hannah Berridge Ana Navarette
Economics	Matt Cherry Tim Sullivan



Curriculum Writing Updates 2025-2026

Algebra II	Rob Belin Meghan Csoke
Honors Chem	Holly Blair Karla McDaniel
Honors Geo	Cathleen Stadt Kim Sands
Health	Adam Polensky Aaron Bugajski
Physics	John McGuire Sheila Raja
Year 2 Implementation 2024-2025	
Music Design & Theory	John Haney Steve Traversa
English 12	Kim Isberg Tony Paulauski
Year 1 Implementation 2025-2026	
US History (Honors)	K. Schuldes J. Stephan K. Jurgens
World History	Kerry Schuldes ,Bill Weber, Eric Siemann, Rob Shell
French II	Cynthia Davis Mary VanRoosendaal
Foundations of PE	Ann Pittman Aaron Bugajski
Art fundamentals	Jessica Matlock Michele Owens
Honors Algebra 2	Carrie Zegarac
Spanish III	Jordan Oliva Cynthia Krusza
Currently Writing	
Honors Civics	Steve Nelson
Precalculus	Cathleen Stadt Pamela Leonard
Theatre Arts	Doug Schlessor
Spanish Heritage 1	Alejandra Garcia, Jordan Oliva
Statistics	Jill Ridgley, Ronnie Petrey
Applied Mathematics	Margaret Blahunka, Lauren Senter-Pickett
Media Analysis	Michael Furmanek, Christopher Jones



Department of Teaching and Learning: Textbook Recommendation Form

Note: This text is intended to complement — not replace — the district curriculum.

1. Resource Information

Title of the Resource: _____

Publisher: _____

Copyright Year / Edition: _____

Course(s): _____

Is this a high school resource? Yes No

Format Requested (select all that apply): eBook Hardcopy Consumable

2. Instructional Purpose

Priority Standards Alignment (select one):

Fully aligned

Partially aligned

Not aligned

List the priority standards that this resource does NOT support (if applicable):

What instructional gap does this text fill (not provided by current materials)?

Does this resource support required instructional mandates?

Yes

No

N/A

If “yes,” which mandates?

Reason for request (select all that apply):

- New curriculum
- New instructional mandates
- Current materials outdated
- Current materials in poor condition
- Expands options/resources
- Other: _____

Estimated frequency of use:

- Daily
- Weekly
- Per unit
- Occasional/reference
- Other: _____

3. Cultural Relevance & Representation

Checklist (select all that apply):

- Includes diverse characters/perspectives
- Avoids stereotypes
- Reflects linguistic diversity
- Addresses multiple perspectives
- Addresses only one perspective

4. Endurance / Longevity

Expected lifespan of this resource (content):

- 1 year
- 3–5 years
- 6–10 years
- Long-term relevance expected
- Unsure

5. Ease of Use: Students

Can students use this independently (in absence of a teacher)?

- Yes
- No
- Partially

Student supports included:

- Videos/tutorials
- Practice problems
- Graphic organizers
- Built-in glossary
- Skills practice
- Scaffolds
- Other: _____

6. Ease of Use: Teachers

Teacher supports included:

- Assessments
- Editable materials
- Extra practice
- Multiple instructional approaches
- Leveled activities
- Digital teacher resources
- Teacher guide
- Other: _____

7. Accessibility & ADA Compliance

Select all that apply:

Languages:

- Spanish
- Other: _____

Accessibility features:

- Text-to-speech
- Screen reader compatible
- Assistive Technology compatibility
- Clear fonts and layout
- Accessible images/graphs
- Alt-text for visuals (digital)
- Easy navigation/structure
- Multiple formats available

Notes:

8. User Experience & Review

Has anyone presented lessons using this book?

- Yes
- No

If yes, provide feedback:

Who has reviewed the resource? (names/roles)

Concerns, barriers, or reservations:

9. Department & District Approval/Denial (Division Leaders Initials Required).

The majority of the teachers licensed to teach this course in my building support the recommendation of this resource:

TFC _____ Yes No TFN _____ Yes No TFS _____ Yes No

Division Leader:

Approve Deny

Name: _____ Signature: _____ Date: _____

Comments: _____

Approve Deny

Name: _____ Signature: _____ Date: _____

Comments: _____

Approve Deny

Name: _____ Signature: _____ Date: _____

Comments: _____

Assistant Principal of Curriculum & Instruction (API):

Approve Deny

Name: _____ Signature: _____ Date: _____

Comments: _____

Approve Deny

Name: _____ Signature: _____ Date: _____

Comments: _____

Department of Teaching and Learning Approval/Denial:

Approve Deny

Name: _____ Signature: _____ Date: _____

Comments: _____

For District Office Use Only

Estimated Cost: _____

Training Needed? Yes No

If yes, describe: _____

Technology & Integration

Check all that apply:

- eBook available
- Integrates with Schoology
- Works on district devices
- Digital interactive components available
- SOPPA compliant
- Assistive technology compatible
- Auto rostering through Schoology, Clever, or PowerSchool
- Single Sign-On using district account
- Automatic account creation
- Seamless LMS integration

Notes:



MEMORANDUM

DATE: April 15, 2026
TO: Mr. Raymond Williams, Interim Superintendent/Board of Education
FROM: Mr. Mike Zimmerman, Director of Career and Technical Education
SUBJECT: Textbook for Electricity I & II

Recommended:

Approve the purchase of a classroom set of the textbook *Residential Wiring Concepts* to support instruction in the Electricity I & II courses at the April 28, 2026 meeting. Currently, the course does not use a textbook to teach theory that would support hands-on learning. Acquiring this resource will ensure alignment with industry standards and provide consistent, high-quality instructional support for students, better preparing them for practicum experiences and future career in the electrical industry.

Title: Residential Writing Concepts and Applications, 2nd Edition

ISBN: 979-8897372324

Publisher: Goodheart-Wilcox

Date: 2027

Background:

Career Development is writing to formally request approval for the purchase of textbooks to support the curriculum in the Electricity I & II courses.

The Electricity I & II courses have not used a textbook since the program launched three years ago. This past year our new teacher visited another neighboring district that added a textbook to support teaching electrical theory and this was the textbook they adopted.

The adoption of this textbook will provide students with important theory knowledge as they apply it to hands-on learning.

I respectfully ask for your approval of the proposed textbook purchase so that we can move forward with the implementation of this much-needed curricular update.

Funding source if applicable: Local Funding

Attachment: Quote from Goodheart-Wilcox



Goodheart-Willcox Publisher

18604 West Creek Drive • Tinley Park, IL 60477-6243
Phone: 1.800.323.0440 Fax: 1.888.409.3900
www.g-w.com • custserv@g-w.com

QUOTE

Quote No. #QT15013717
Quote Date 4/8/2026

Bill To
THORNTON FRACTNL TWP HSD 215
1601 WENTWORTH AVE
CALUMET CITY IL 60409-6309
United States

Ship To
MIKE ZIMMERMAN
THORNTON FRACTNL TWP HSD 215
1601 WENTWORTH AVE
CALUMET CITY IL 60409-6309
United States

Customer Account No.	Date	Expires	Sales Rep	Shipping Method
0006040900	4/8/2026	10/31/2026	Kathy Moehle	FedEx Ground

Quantity	Item	List Price	Disc. %	Net Rate	Amount
25	9798897372324 TXT RESIDENTIAL WIRING CONCEPTS (2027)	\$153.28	25%	\$114.96	\$2,874.00
1	9798897372485 OIR RESIDENTIAL WIRING CON 6YR EM(2027) COMPLIMENTARY WITH THE PURCHASE OF A CLASS SET OF 25 OR MORE STUDENT TEXTBOOKS.	\$800.00	100%	\$0.00	\$0.00

Shipping Charges are good for 30 days from date of quote.

Free items available only with purchase of student items direct from Goodheart-Willcox.

Notes:

Subtotal	\$2,874.00
Shipping Cost	\$41.44
Estimated Tax Total	\$0.00
Total	\$2,915.44

Please send tax exemption certificates to taxcert@g-w.com.

BDL Bundle
BSK BrightSpace Packet
BSL BrightSpace License
CCL Common Cartridge License
CCK Common Cartridge Packet
CUR Curriculum Center
EBI Ebook Instructor
EBS Ebook Student
LM Lab Manual

OG Observation Guide
OIR Online Instructor Resource
OLS Online Learning Suite
OSC Online Student Center
OT Online Textbook
PP PowerPoint
RCD Instructor's Resource CD
SDG Software Design Guide

SG Study Guide
SHP Shop Manual
TAW Teacher's Annotated Workbook
TE Teacher's Edition
TSE Exam View Test Software
TXT Textbook
WB Workbook



QT15013717



SB 100 Overview

Illinois Senate Bill 100 (Public Act 99-0456), signed into law in 2015 and implemented on September 15, 2016, significantly reformed school discipline practices across Illinois by limiting the use of exclusionary discipline such as out-of-school suspensions and expulsions. The law requires school districts to prioritize student supports, restorative practices, and behavioral interventions before removing a student from the learning environment.

Under SB 100, suspensions of three days or fewer may only be used when a student's presence poses a threat to school safety or substantially disrupts learning, while suspensions longer than three days and expulsions may only occur after schools document that other appropriate interventions have been attempted and exhausted. The legislation also prohibits zero-tolerance policies that automatically mandate suspension or expulsion for specific behaviors, requiring decisions to be made on a case-by-case basis.

SB 100 emphasizes equity, due process, and maintaining students' access to education. Schools must document disciplinary decisions, provide students the opportunity to complete missed academic work, and ensure that exclusionary discipline is used only as a last resort.

The law also encourages districts to implement restorative practices, behavioral supports, and professional development focused on culturally responsive discipline and positive school climate.

Overall, Senate Bill 100 shifted Illinois school discipline from punitive responses toward supportive, intervention-based approaches designed to reduce disproportionality, improve student outcomes, and maintain safe and orderly learning environments.

According to the Robbins Schwartz Student Discipline Conference (2016) and Illinois State Board of Education guidance (2016) on effectively navigating Illinois Senate Bill 100, the authors outline the following legal recommendations:

Procedural Infractions

SB 100 indicates that districts can no longer utilize exclusionary practices to address procedural infraction. Therefore, districts cannot suspend or expel students for the following behavioral code infractions:

Dress code violations	Tardy	Truancy
School ID non-compliance	Cheating/Plagiarism	Cell phone violations

This includes similar offenses which are not a threat to school safety or a disruption to other students' learning opportunities.



Behavioral Infractions

- School districts cannot create policies of zero tolerance, but set a minimum threshold that needs to be met for exclusionary practices:

1 - 3 days of Out of School Suspension	4 or more days Out of School Suspension
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- Districts when considering the suspension or expulsion of a student, the district must meet the one of the following conditions in which a student is considered to:

A threat to the safety of students, staff or members of the school community	Pose a substantial disruption to the school learning environment
School officials must state a rationale as to why removing the student from the learning environment is in the best interest of the school (p. 4)	

- A district can progress through its levels of disciplinary interventions and consequences and impose more significant/restrictive discipline for acts of misconduct which are unrelated. Districts do not have to exhaust all disciplinary consequences for each type of behavior (p. 18)
- School officials work to minimize the length of student exclusions to the greatest extent practicable and for legitimate educational purposes (pg. 2)

Interventions

- Allows a district to continue to categorize misconduct by levels or tiers
- Previously implemented disciplinary interventions do not need to have been implemented for or targeted to address the same misconduct for which the district seeks to impose a suspension of four days or more, an expulsion or an alternative school placement
- School officials have the autonomy to determine whether all appropriate and available support services / interventions have been exhausted or if no interventions are appropriate to address the act of gross misconduct or gross disobedience.

Gross Disobedience & Gross Misconduct

- Can a district suspend and/or expel a student for acts of gross disobedience or gross misconduct?
 - a. Yes. it is possible for a district to meet the SB 100 standards and suspend or expel a student
 - b. The district will need to evaluate each situation individually based upon the student's misconduct,



Reasons of Recommendation Data for 2025 - 2026

Expulsions

- The recommendations presented to the Board of Education (BOE) have met the criteria outlined by SB 100 in which the acts of gross disobedience or gross misconduct have met the threshold for exclusionary consequences; as well as, led to student / staff injury, and the additional support of law enforcement
- In December, 2025, a mob action fight occurred involving 10 students, the recommendation was to expel 4 students and alternatively place 2 students, and has compromised a learning opportunity for an incoming 9th grade student.
- In February, 2025, a mob action fight occurred involving 3 students committing acts of violence against 1 student during a fire alarm dismissal
- In, February 2025, a pending mob action incident at a bus stop in which 2 students jumped 1 student
- In March, 2025, a student was involved in a fight at the bus stop violating terms of re-entry plan and efforts by the Deans' Office. Student was placed in Alternative to Suspension (AOS) for fourth quarter of the 24-25 school year for a mob action fight that caused serious injury to staff and a substantial disruption to the dismissal of school
- In a case by case basis and for legitimate educational purposes, school and district officials have presented these cases to the Board of Education for expulsion due to violating the following codes of conduct, as well as District 215 policies:
 - a. Violated Student Code of Conduct - gross misconduct, mob action, and fighting
 - b. Violated Student Handbook (7:190)
 - c. Violated a Students Right to an Education (7:130)
 - d. Each incident has met the minimum threshold for SB 100:
 - 1. posed a threat to the safety of others, and
 - 2. created a substantial disruption to the school safety
 - 3. A rationale was developed as to the reasons for removing these students from the learning environment and is in the best interest of the school.
 - e. Students were off-track to graduate with their cohort
 - f. Meeting the criteria of the Thornton Fractional High School District 215 Guide for Recommendation
- All parents/guardians were provided with alternative educational opportunities to explore outside of District 215 during the term of their expulsion



Alternative Placements

- In case by case basis and for legitimate educational purposes, school and district officials have presented these cases to the Board of Education for alternative placements due to violating the following codes of conduct, as well as District 215 policies:

Drug Possession Beyond Personal Consumption

- a. (4) Violated Student Code of Conduct - possession of smoking materials, drugs, THC vape pens, and paraphernalia
- b. Possession of materials in the amount beyond personal use / consumption

Physical Altercation, Violation of Re-Entry Contract, & Previous Alt. Placement

- a. (2) recommendations from the 24-25 school year were not addressed
 - i. Chronic and Flagrant behavior
 - ii. Mob action fight on the last day of school and community (previous altercations for the student)
- b. (1) Violation of Student Code of Conduct - gross misconduct, 8th fight in 6 semester; dropped for residency violation
- c. (1) Violation of Student Code of Conduct - gross misconduct, mob action
- d. (1) Violation of Re-Entry Contract, violated Student Code of Conduct, and previous alternative placement for mob action fight in 24-25, 2nd fight
- c. (1) Violated Student Code of Conduct - gross misconduct and fighting was denied due to due process violation (return to home campus after break)

Recommendation

- a. Violated Student Handbook (7:190)
- b. Violated a Students Right to an Education (7:130)
- c. Each incident has met the minimum threshold for SB 100:
 1. posed a threat to the safety of others, and
 2. created a substantial disruption to the school safety
 3. A rationale was developed as to the reasons for removing these students from the learning environment and is in the best interest of the school.



Data for the 2025-2026 School Year:

Recorded Number of Individuals Involved Incidents

DISTRICT	2022-2023	2023-2024	2024-2025	2025-2026	TOTAL
Battery	32	50	36	46	164
Fighting	383	359	223	127	1092
Gross Misconduct	359	405	348	346	1458
Mob Action	56	53	49	30	188

- Data illustrates that fighting and mob action have decreased for the 2025-2026 school year.
- In previous years, there was a limited enforcement of Student Code of Conduct and Handbook, as well as a limited interpretation of SB 100.

Recorded Number of Suspension Days

DISTRICT	2022-2023	2023-2024	2024-2025	2025-2026	TOTAL
Out of School Suspension (Students)	1762	1014	808.5	641	1685
Out of School Suspension Rate				1%	
Out of School Suspension Average Day	2.6	2.7	2.3	2.27 days	

- Data suggests that the average number of out of school suspension days have decreased for the 2025 - 2026 school year
- Average number of suspension days have decreased from previous years
- In previous years, limits were placed on the number of days of suspensions and recommendations for gross misconduct were denied or suppressed back to the buildings

Recorded Number of Alternative Placements & Expulsions

DISTRICT	2022-2023	2023-2024	2024-2025	2025-2026	
Out-Placement	8	33	20	10	1 pending
Expulsions	1	1	5	7	3 pending

- Over the past two years, (53) students have been alternatively placed for incidents of gross misconduct which includes fighting, mob action, and incidents of gross misconduct as opposed to expulsion
- Data illustrates that students recommended for alternative placement have significantly decreased from the previous two school years,

- Previous administrations chose to alternatively place students for gross misconduct at the financial expense of District 215 rather than expel
- Students who have returned from alternative placement have committed violations of gross misconduct for the 25-26 school year, as well as violated their Re-Entry agreements, the Student Handbook policy (7:190), and District 215 board policy
- (2) students are pending expulsion is for mob action fight at the bus stop
- (1) student is pending expulsion for a fight that occurred at the bus stop; previously involved in a mob action fight in 24-25, recommendation was denied for alternative placement
- Decision-making pertaining to the recommendation for alternative placement or expulsion has been thoughtful, intentional, and used for legitimate educational purposes



Thornton Fractional High School District 215 Recommendation Tool

Per the Illinois State Board of Education and Thornton Fractional High School District 215 the following conditions have to be met to proceed with a recommendation. Failure to do so would be reflected in the recommendation from the school to be reversed and/or the expulsion packet compiled by Dr. Rammer to know that the District failed to meet the threshold for expulsion.

- Would the student's continuing presence at school pose a threat to the safety of other students, staff, or members of the school community? Yes ▾ If so, why?
- Would the student's continuing presence at school substantially disrupt, impede or interfere with the operation of the school? Yes ▾ If so, why?
- Is removing the student from the high school learning environment in the best interest of the school? Yes ▾ If so, why?
- Consider the severity of the expulsion recommendation in light of:
 - a. The egregiousness of the conduct (How threatening and/or disruptive was the conduct?)
 - b. The student's record of past conduct and disciplinary infractions (Do fewer past disciplinary infractions warrant a lesser sanction in this case?)
 - c. The likelihood that the student's conduct will affect the delivery of educational services to other students.
 - d. The interest and specific circumstances of the student (Will expulsion impress upon the student the seriousness of his or her conduct? Will expulsion or alternative placement be harmful to the student?)
- Is there another appropriate and available behavioral or disciplinary intervention besides expulsion? No ▾ If so, what?
- Is the recommended length of expulsion appropriate? Yes ▾ If so, what?



Initiatives for the Future:

2026 - 2027

- Reformatted and updated the Student Handbook and Student Code of Conduct
- The updated Student Handbook (in PaperTurn) will allow for the dissemination of information and content to students and families,
- Continue to calibrate and align disciplinary practices
- Each campus will have access to a defined and structured social/emotional curriculum through WayFinder,
- Each campus will form a District 215 Leadership Alliance, a non-violence consortium of students who teach, support, and promote positive student to student interactions
- Each campus will develop a student-led team of Restorative Warriors
- Partnerships with University of Illinois at Chicago and Dominican University for additional support for social workers
- Partnership with through Illinois Department of Human Services Firearm Violence Prevention (FVP) - will run student groups at each campus while providing wrap around support through community-based resources
- Construct and integrate an anti-vaping campaign on each campus
- Bring in guest speakers to educate students and parents on the dangers associated with vaping, drug use, and addiction
- Developing procedures to address vaping at each campus through education, support groups, and parental involvement, as well as the following resources:
 - a. Truth Initiative and EverFi,
 - b. Stanford Reach Lab, and
 - c. My Life, My Quit

2027 - 2028

- Continue to calibrate and align disciplinary practices
- Restructure the CAT and CAL into the CATALYST Institute that will house (8) schools with opportunities for students who have committed acts of gross disobedience or gross misconduct.
- Students will have the opportunity to work their way back to the main campus by meeting defined benchmarks for academics, behavior, and attendance
- Students will have to opportunity to explore educational and career pathways,
- Integrate an ROTC programming into District 215 beginning with the CATALYST Institute
- Continued violations of the Student Code of Conduct will result in CAL placement and/or recommendation for alternative placement / expulsion
- Campus will also provide GED programming during the evenings for families who chose to explore this opportunity

Thornton Fractional Center Suspension Report OSS

March 2025

Infraction	Grade Level	Gender	Ethnicity	OSS Days	Intervention 1	Intervention 2	Intervention 3	Intervention 4	Intervention 5	Intervention 6
Poss Smoking Material	Junior	M	Hispanic	2	Parent Communication	Re-entry Meeting	PPS Referral	--	--	--
Insubordination	Junior	M	Black	3	Parent Communication	Re-entry Meeting				
Insubordination	Junior	M	Black	1	Parent Communication	Re-entry Meeting				

Total Days: 6
Total Students: 3

Thornton Fractional Center Suspension Report OSS

March 2026

Infraction	Grade Level	Gender	Ethnicity	OSS Days	Intervention 1	Intervention 2	Intervention 3	Intervention 4	Intervention 5	Intervention 6
Unauth Area	Senior	M	B	1	Parent Communication	Restorative Conversation	Re-entry Meeting	PPS Referral	ISS	--
Poss Smoking Material	Junior	F	B	1	Parent Communication	Restorative Conversation	PPS Referral	ISS	--	--
Smoking	Junior	M	B	2	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting	--	--
Poss Smoking Material	Junior	M	B	3	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting		
Poss Smoking Material	Junior	M	B	3	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting		
Poss Smoking Material	Junior	M	B	1	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting		
Poss Smoking Material	Sophomore	M	B	2	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting		
Poss Smoking Material	Senior	M	B	2	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting		
Poss Smoking Material	Junior	M	B	3	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting		
Poss Smoking Material	Junior	M	B	3	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting Be Well Restorative Coaching	--	
Poss Smoking Material	Sophomore	M	B	1	Parent Communication	Restorative Conversation	PPS Referral	Re-entry Meeting		
Poss Smoking Material	Junior	F	B	2	Parent Communication	Restorative Conversation	Re-entry Meeting	--	--	--

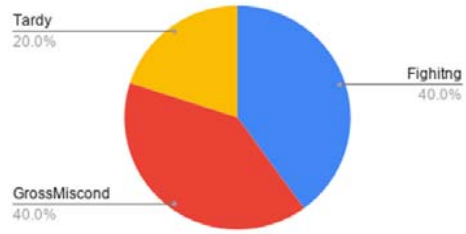
Total Days= 24
Total Students = 11

Thornton Fractional Center Suspension Report ISS

March 2025

Total Days: 20
Total Students: 10

Count of Infraction



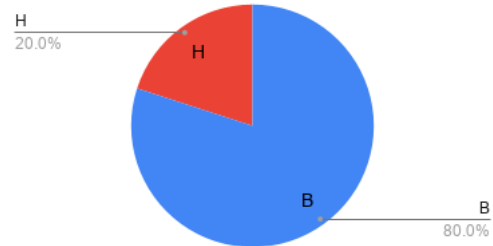
Count of Grade Level



Count of Gender



Ethnicity

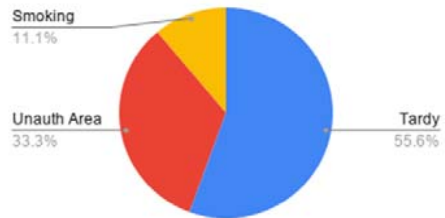


Thornton Fractional Center Suspension Report ISS

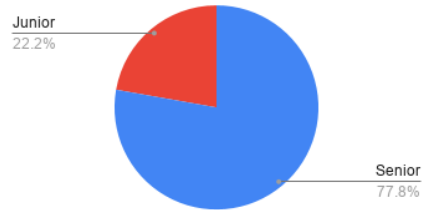
March 2026

Total Days = 14
Total Students = 8

Count of Infraction



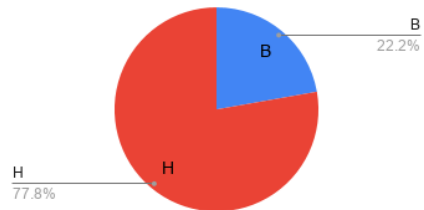
Count of Grade Level



Count of Gender



Ethnicity



Thornton Fractional South OSS Report						March 2025			Total OSS Days:	99	
Infraction	Grade	Gender	Ethnicity	OSS Days	Intervention 1	Intervention 2	Intervention 3	Intervention 4	Intervention 5	Intervention 6	
Disrupt Behav	10	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed			
GrossMisconduct	11	M	H	2	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Be Well Restorative Coaching		
Drugs/Alco Poss	11	M	B	1	Restorative Conversation	Parent Communication	South Suburban Counsel Referral	Character Ed	Be Well Restorative Coaching		
GrossMisconduct	10	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Be Well Restorative Coaching		
GrossMisconduct	12	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Be Well Restorative Coaching		
Assault/Threats	10	M	H	2	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed			
Drugs/Alco Poss	11	M	B	1	Restorative Conversation	Parent Communication	South Suburban Counsel Referral	Character Ed	Be Well Restorative Coaching		

Fighting	10	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Poss SmokingMaterial	10	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching	Banned List/LOP	
Fighting	11	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Drugs/Alco Poss	11	M	H	1	Restorative Conversation	Parent Communication	South Suburban Counsel Referral	Character Ed	Be Well Restorative Coaching	--
Fighting	10	M	H	2	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	12	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	12	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Battery	10	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed		

Disrupt Behav	11	F	W	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed		
Drugs/Alco Poss	12	M	B	3	Restorative Conversation	Parent Communication	South Suburban Counsel Referral	Character Ed	Be Well Restorative Coaching	
Drugs/Alco Poss	11	M	B	3	Restorative Conversation	Parent Communication	South Suburban Counsel Referral	Character Ed	Be Well Restorative Coaching	
Poss SmokingMaterial	11	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching	Banned List/LOP	
Fighting	10	F	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Battery	10	F	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed		
Poss SmokingMaterial	12	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching	Banned List/LOP	
Fighting	10	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching

Fighting	11	F	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	11	F	H	2	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	12	F	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Poss SmokingMaterial	12	M	B	1	Restorative Conversation	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching	Banned List/LOP	
Fighting	10	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Mob Action	10	M	B	3	Restorative Conversation	Parent Communication	Recc for Alt Placement	--		
Fighting	11	F	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	10	M	B	2	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching

Fighting	10	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	10	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	10	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Fighting	10	M	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Mob Action	10	F	B	3	Restorative Conversation	Parent Communication	Recc for Alt Placement	--		
Mob Action	11	M	B	3	Restorative Conversation	Parent Communication	Recc for Alt Placement	--		
Fighting	10	F	B	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Character Ed	Mediation	Be Well Restorative Coaching
Insubordination	12	M	B	2	Restorative Conversation	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching		
Poss SmokingMaterial	12	M	H	3	Restorative Conversation	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching	Banned List/LOP	

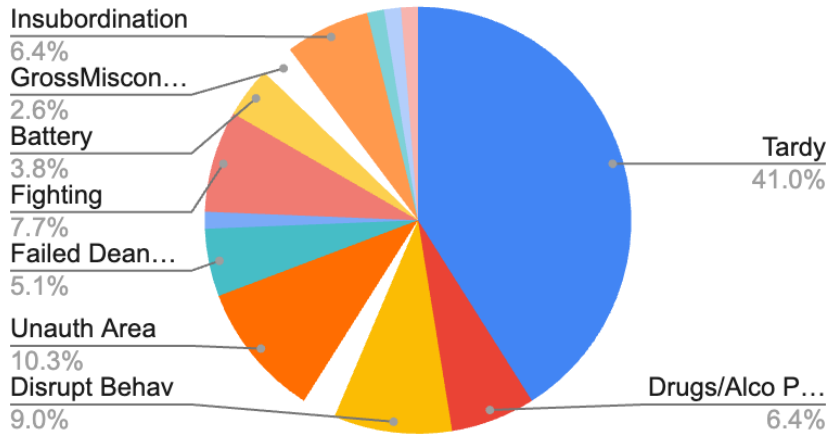
Thornton Fractional South OSS Report							March 2026		Total OSS Days:	64	
Infraction	Grade	Gender	Ethnicity	OSS Days	Intervention 1	Intervention 2	Intervention 3	Intervention 4	Intervention 5	Intervention 6	
Drugs/Alco Poss	12	M	B	3	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed	
Drugs/Alco Poss	9	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed	
Drugs/Alco Poss	10	F	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed	
Poss Smoking Material	9	M	B	2	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	--		
Drugs/Alco Poss	12	F	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SRO Int	SSJC Drug Counseling	Character Ed	
Fighting	9	M	B	3	Parent Communication	Re-entry Meeting	Banned List/LOP	SRO Int	--	--	
Theft	11	M	B	2	Parent Communication	Restorative Conversation	Banned List/LOP	Be Well Restorative Coaching	--		
Gross Misconduct	9	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	--	--		
Fighting	9	M	B	4	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	Character Ed	

Poss Smoking Material	10	M	B	2	Parent Communication	Re-entry Meeting	Banned List/LOP	Character Ed	Be Well Restorative Coaching	SSJC Drug Counseling
Drugs/Alco Poss	11	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed
Drugs/Alco Poss	11	M	B	2	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed
Fighting	10	M	B	3	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	Character Ed
WEX (Weapon/LookAlike)	11	M	B	3	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	--	
Smoking	9	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	Be Well Restorative Coaching	Re-entry Meeting	
Drugs/Alco Poss	9	F	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed
Battery	10	M	B	4	Parent Communication	Restorative Conversation	Banned List/LOP	SRO Int	Recc for Alt Placement	--
Drugs/Alco Poss	11	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed
Drugs/Alco Poss	10	M	B	2	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed

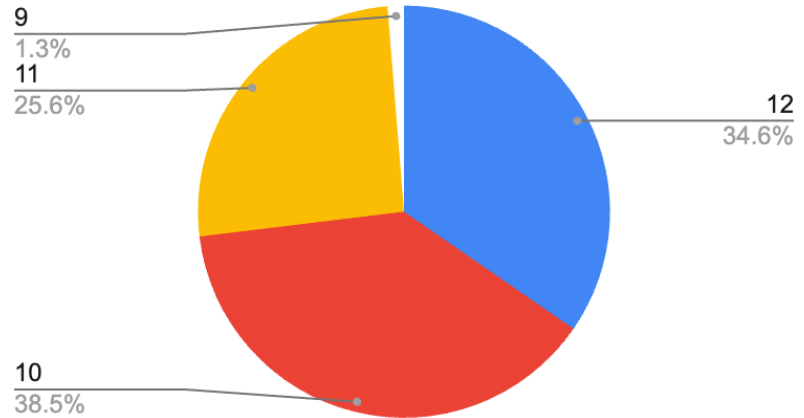
Fighting	10	M	B	3	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	Character Ed
Fighting	9	M	B	3	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	--
Fighting	9	M	B	3	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	Character Ed
Fighting	10	M	B	2	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	Character Ed
Drugs/Alco Poss	10	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed
Fighting	10	M	B	2	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	Character Ed
Drugs/Alco Poss	9	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed
Drugs/Alco Poss	12	M	H	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed
Drugs/Alco Poss	9	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	SSJC Drug Counseling	Re-entry Meeting	Character Ed

Fighting	10	F	B	5	Parent Communication	Recc for Expulsion	Banned List/LOP	--	--	--
Fighting	9	F	B	3	Parent Communication	Re-entry Meeting	Banned List/LOP	Be Well Restorative Coaching	Mediation	Character Ed
Assault/Threats	10	M	B	1	Parent Communication	Restorative Conversation	Banned List/LOP	Character Ed	Be Well Restorative Coaching	

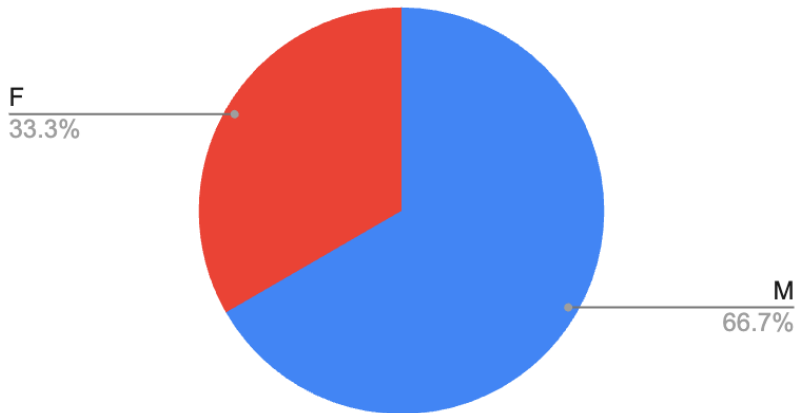
Infraction



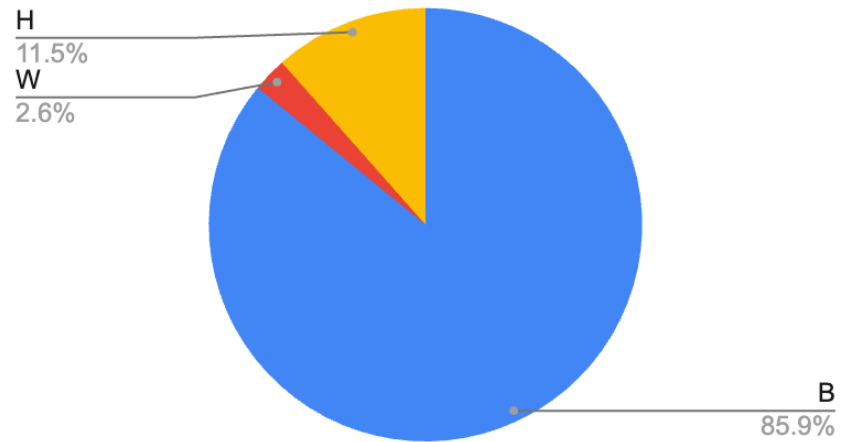
Grade Level



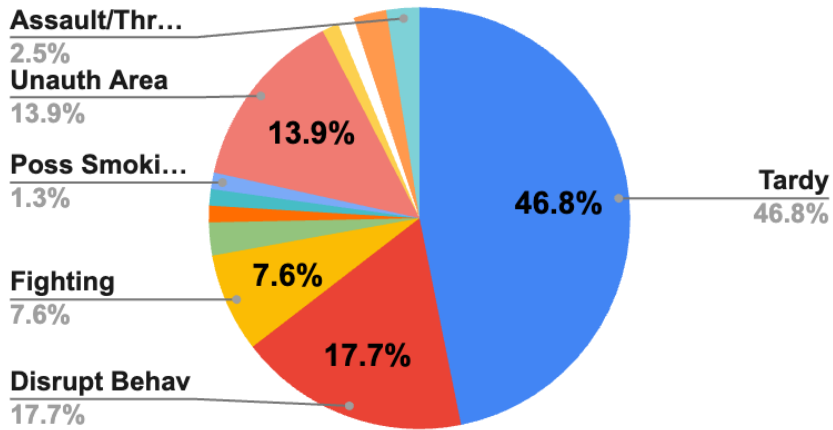
Gender



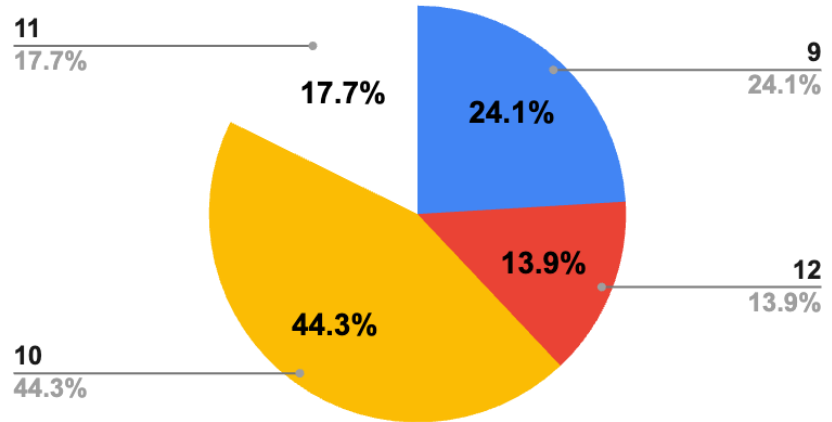
Ethnicity



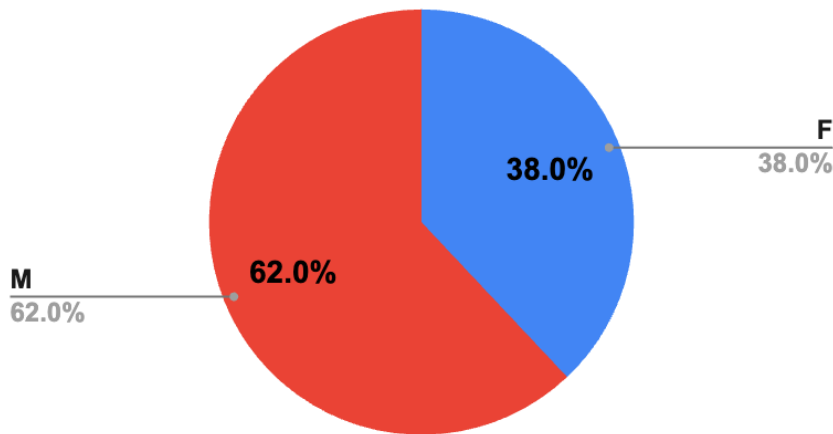
Infraction



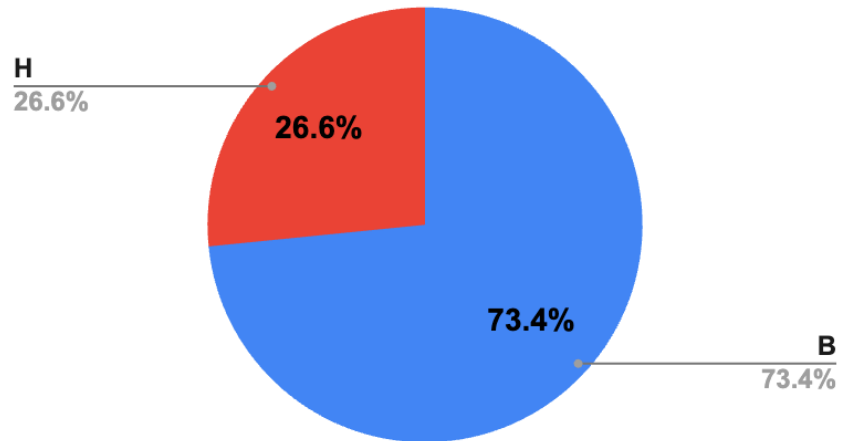
Grade



Gender



Ethnicity



Thornton Fractional North OSS Report

March 2026

Infraction	Grade Level	Gender	Ethnicity	OSS Days	Intervention 1	Intervention 2	Intervention 3	Intervention 4	Intervention 5
Battery	Sophomore	M	B	1	Parent Communication	Re-entry Meeting	Parent Communication		
Fighting	Sophomore	F	B	2	Mediation	Re-entry Meeting	Parent Communication		
Criminal Trespass	Sophomore	M	H	2	Parent Communication	ISS	Restorative Conversation	Re-entry Meeting	
Insubordination	Freshman	M	M	1	Parent Communication	Restorative Conversation	Re-entry Meeting		
Gross Misconduct	Sophomore	F	B	1	Parent Communication	Banned List/LOP	ISS	Restorative Conversation	
Assault/Threats	Sophomore	M	B	1	Parent Communication	Banned List/LOP	Be Well Restorative Coaching	Restorative Conversation	Re-entry Meeting
Smoking	Sophomore	M	B	1	BAM	ISS	Restorative Conversation	Parent Communication	Re-entry Meeting
Mob Action	Sophomore	M	B	5	BAM	Parent Communication	Alternative Placement Rec		
Battery	Senior	M	B	3	BAM	Alternative to Suspension	Be Well Restorative Coaching	Parent Communication	Re-entry Meeting
Possession/Use Weapon	Freshman	M	B	3	Parent Communication	ISS	Re-entry Meeting		
Fighting	Sophomore	F	B	2	Parent Communication	Be Well Restorative Coaching	Conflict Resolution Specialist	PPS Referral	Re-entry Meeting
Battery	Sophomore	M	B	1	Parent Communication	Alternative to Suspension	BAM	Re-entry Meeting	
Battery	Freshman	M	B	3	Re-entry Meeting	Alternative to Suspension	Parent Communication	PPS Referral	
Battery	Freshman	M	B	3	PPS Referral	Alternative to Suspension	Parent Communication	PPS Referral	Re-entry Meeting
Battery	Sophomore	M	B	5	Parent Communication	Alternative to Suspension	Alternative Placement Rec		
Drugs/Alco Poss	Junior	M	H	1	Parent Communication	ISS	BAM	Re-entry Meeting	
Fighting	Freshman	M	H	2	ISS	Restorative Conversation	Mediation	Parent Communication	Re-entry Meeting
			Total Days	37					
			Total Students	17					

Thornton Fractional North OSS Report					March 2025						
Infraction	Grade Level	Gender	Ethnicity	OSS Days	Intervention 1	Intervention 2	Intervention 3	Intervention 4	Intervention 5	Intervention 6	Intervention 7
GrossMisconduct	11	F	B	1	Restorative Conversation	Parent Communication	--	--	--	--	--
GrossMisconduct	9	M	H	2	Restorative Conversation	Parent Communication	Re-Entry Refused	--	--	--	--
Unauth Area	10	M	B	1	Conflict Resolution Specialist	Banned List/LOP	Parent Communication	Restorative Conversation	ISS	Detention	Mediation
Poss SmokingMaterial	9	M	B	1	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching	--	--	--	--
Unauth Area	9	M	B	1	Parent Communication	Re-entry Meeting	Be Well Restorative Coaching	ISS	--	--	--
Battery	9	F	B	3	Parent Communication	Restorative Conversation	--	--	--	--	--
Failed ISS	9	M	B	1	Parent Communication	No Pass LList	BAM	ISS	--	--	--
Drugs/Alco Poss	10	F	B	1	Parent Communication	Re-entry Meeting	ISS	--	--	--	--
Fighting	10	F	H	3	Restorative Conversation	ISS	Re-entry Meeting	--	--	--	--
Insubordination	9	M	B	1	Restorative Conversation	ISS	Detention	--	--	--	--
Insubordination	9	F	B	1	Conflict Resolution Specialist	ISS	Parent Communication	Re-entry Meeting	Restorative Conversation	Mediation	Stay Away Plan
Poss SmokingMaterial	12	M	B	1	Parent Communication	Restorative Conversation	ISS	Parent Communication	--	--	--
Fighting	9	M	B	2	Conflict Resolution Specialist	Restorative Conversation	ISS	Life Skill Module	--	--	--
Drugs/Alco Poss	9	M	B	2	ISS	Restorative Conversation	--	--	--	--	--
Unauth Area	9	M	B	1	ISS	ISS	Restorative Conversation	Restorative Conversation	ISS	PPS Referral	Restorative Conversation
Fighting	11	F	H	3	Parent Communication	Parent Communication	--	--	--	--	--
Fighting	9	M	H	3	Detention	ISS	Parent Communication	Restorative Conversation	ISS	Restorative Conversation	--
GrossMisconduct	12	M	B	2	Detention	ISS	Re-entry Meeting	Parent Communication	Restorative Conversation	--	--
GrossMisconduct	11	M	B	2	ISS	PPS Referral	Restorative Conversation	Parent Communication	--	--	--

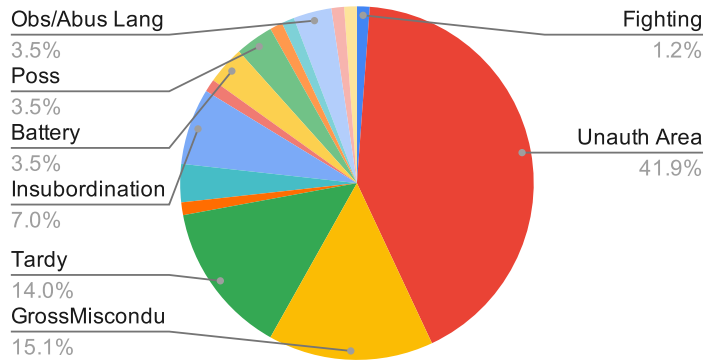
Mob Action	9	F	B	3	Parent Communication	Character Ed, Recommendation for Alt Placement	--	--	--	--	--
Fighting	11	F	B	2	Detention	Re-entry Meeting	Parent Communication	Conflict Resolution Specialist	Conflict Resolution Specialist	Detention	Restorative Conversation
Reckless Endang	10	M	B	1	Parent Communication	Conflict Resolution Specialist	Restorative Conversation	--	--	--	--
Fighting	9	F	B	3	Parent Communication	Re-entry Meeting	Conflict Resolution Specialist	--	--	--	--
GrossMisconduct	10	F	B	2	Detention	Parent Communication	Conflict Resolution Specialist	ISS	Restorative Conversation	Detention	Parent Communication
Fighting	11	F	B	1	Conflict Resolution Specialist	ISS	Mediation	Restorative Conversation	Re-entry Meeting	--	--
Fighting	9	F	B	3	Parent Communication	Conflict Resolution Specialist	ISS	--	--	--	--
Mob Action	11	F	B	3	Parent Communication	Parent Communication	PPS Referral	Restorative Conversation	Mediation	--	--
					Total Days						50
					Total Students						27

Thornton Fractional North ISS March 2026

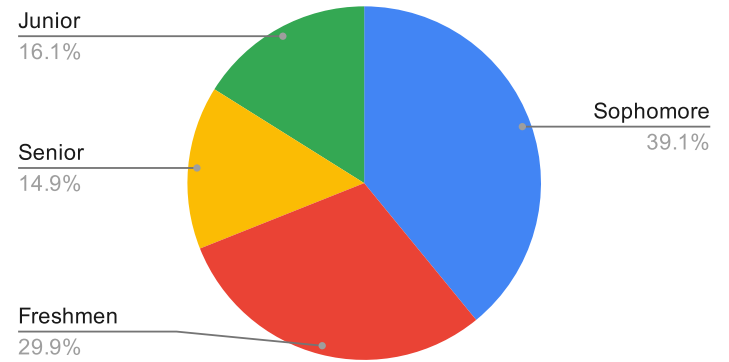
Total # of Days: 123.5

Total # of Days: 64

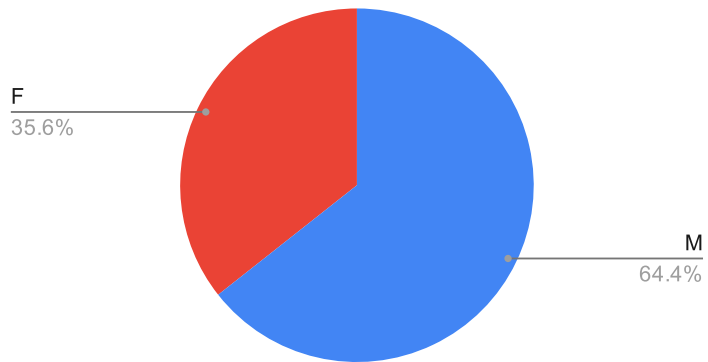
Count by Infraction



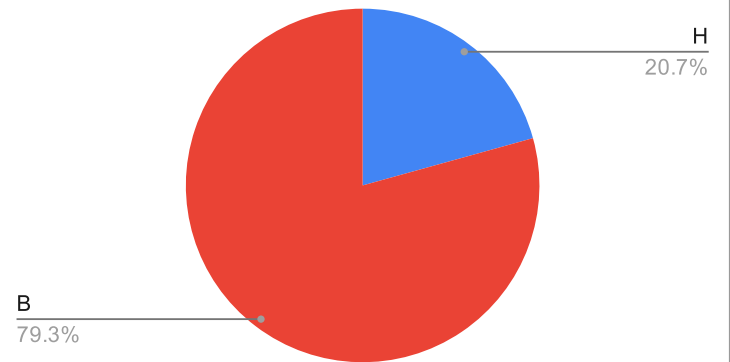
Count by Grade Level



Count by Gender



Count by Ethnicity

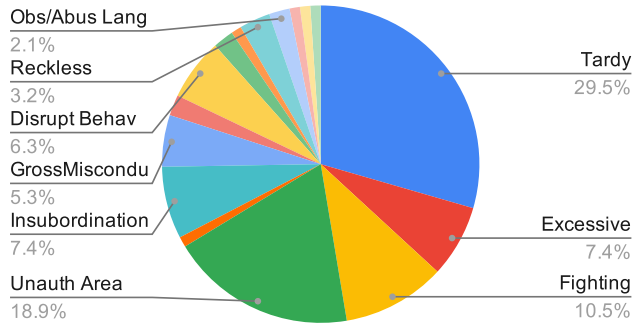


Thornton Fractional North ISS March 2025

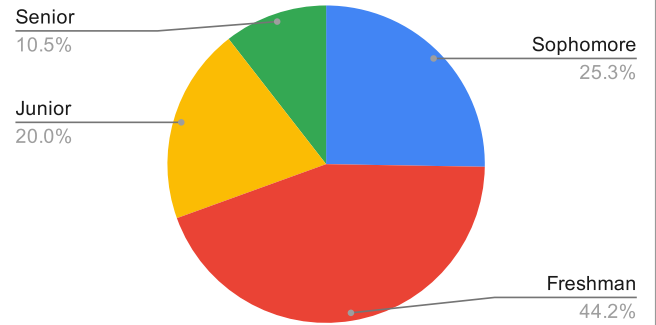
Total # of Days: 146

Total # of Students: 63

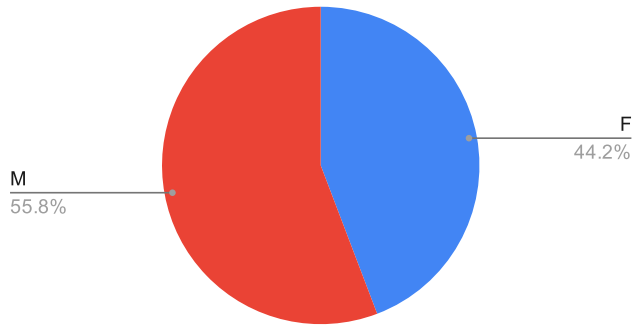
Count by Infraction



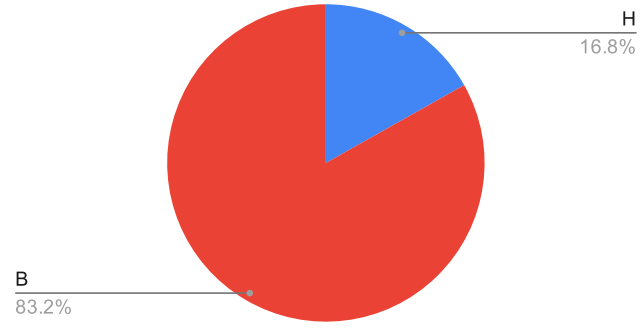
Count by Grade Level



Count by Gender



Count by Ethnicity





MEMORANDUM

Date: April 15, 2026

To: Mr. Raymond Williams, Interim Superintendent/Board of Education

From: Anita Howard, Chief of Staff to Superintendent

Subject: IASB Updated PRESS 121 Policies

Recommended Action

It is recommended the Board of Education review presented policies and conduct the first reading of PRESS 121 updated policies at its April 28, 2026 meeting. Cabinet members, by department are reviewing and providing recommendations if there are any.

Background

The district subscribes to the IASB PRESS Plus service. This system provides suggested policy updates based on any updated laws, regulations and orders. Districts then review the suggestions, make any edits and the board approves them. IASB also hosts our policy manual online. The following policies are being presented for updates from IASB as part of PRESS 121:

Draft Updates Policies for Approval:

- 2:200 Types of Board of Education Meetings
- 2:220 Board of Education Meeting Procedure—Board needs to discuss the following per PRESS:
The Board may restrict addition of discussion items suggested by District residents to the agenda to the beginning of a regular meeting and/or upon unanimous approval of those board members present. Does the Board want to add restrictions regarding addition of discussion items suggested by District residents to the agenda?
- 2:250 Access to District Public Records
- 2:260 Uniform Grievance Procedure
- 4:165 Awareness/Prevention of Child Sexual Abuse and Grooming Behaviors
- 5:30 Hiring Process and Criteria
- 5:50 Drug and Alcohol-Free Workspace; E-Cigarette, Tobacco, and Cannabis Prohibition
- 5:250 Leaves of Absence
- 5:290 Employment Terminations and Suspensions
- 5:330 Sick Days, Holidays, and Leaves
- 6:65 Student Social and Emotional Development
- 6:100 Using Animals in the Educational Program
- 6:145 Migrant Students
- 6:170 Title I Programs
- 6:180 Extended Instructional Programs
- 7:20 Harassment of Students Prohibited
- 7:50 School Admissions and Student Transfers To and From Non-District Schools
- 7:100 Health, Eye, and Dental Examinations Immunizations and Exclusion of Students
- 7:185 Teen Dating Violence Prohibited
- 7:240 Conduct Code for Participants in Extracurricular Activities
- 7:260 Exemption from Physical Education
- 7:300 Extracurricular Athletics
- 8:90 Parent Organization and Booster Clubs

Draft Update—Rewritten (do not require board approval)

- 2:125-E3 Resolution to Regulate Expense Reimbursement
- 2:140E Exhibit—Guidance for Board Member Communication Including Email Use



Thornton Fractional
HIGH SCHOOL DISTRICT 215
BURNHAM • CALUMET CITY • LANSING • LYNWOOD

Review and Monitoring: (5-year cycle of review—little/no changes)

- 7:220 Bus Conduct
- 7:230 Misconduct by Students with Disabilities
- 7:280 Communicable and Chronic Infectious Disease

Funding source if applicable: N/A

Attachment: PRESS 121 Policies

Document Status: Draft Update

2:200 Types of Board of Education Meetings

General

For all meetings of the Board of Education and its committees, the Superintendent or designee shall satisfy all notice and posting requirements contained herein as well as in the Open Meetings Act. This shall include mailing meeting notifications to news media that have officially requested them and to others as approved by the Board. Unless otherwise specified, all meetings are held in the Thornton Fractional Center for Academics and Technology. Board policy 2:220, *Board of Education Meeting Procedure*, governs meeting quorum requirements.

The Executive Assistant to the Superintendent and Board of Education is designated on behalf of the Board and each Board committee to receive the training on compliance with the Open Meetings Act that is required by Section 1.05(a) of that Act. The Superintendent may identify other employees to receive the training. In addition, each Board member must complete a course of training on the Open Meetings Act as required by Section 1.05(b) or (c) of that Act.

Regular Meetings

The Board announces the time and place for its regular meetings at the beginning of each fiscal year. The Superintendent shall prepare and make available the calendar of regular Board meetings. The regular meeting calendar may be changed with 10 days' notice in accordance with State law.

A meeting agenda shall be posted at the District's main office and the Board's meeting room, or other location where the meeting is to be held, at least 48 hours before the meeting.

Closed Meetings

The Board and Board committees may meet in a closed meeting to consider the following subjects:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. [5 ILCS 120/2\(c\)\(1\)](#).
2. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. [5 ILCS 120/2\(c\)\(2\)](#).
3. The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. [5 ILCS 120/2\(c\)\(3\)](#).

4. Evidence or testimony presented in open hearing, or in closed hearing where specifically authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision setting forth its determinative reasoning. [5 ILCS 120/2\(c\)\(4\)](#).
5. Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to [105 ILCS 5/24-24](#), provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. [5 ILCS 120/2\(c\)\(4.5\)](#).
6. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. [5 ILCS 120/2\(c\)\(5\)](#).
7. The setting of a price for sale or lease of property owned by the public body. [5 ILCS 120/2\(c\)\(6\)](#).
8. The sale or purchase of securities, investments, or investment contracts. [5 ILCS 120/2\(c\)\(7\)](#).
9. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. [5 ILCS 120/2\(c\)\(8\)](#).
10. Student disciplinary cases. [5 ILCS 120/2\(c\)\(9\)](#).
11. The placement of individual students in special education programs and other matters relating to individual students. [5 ILCS 120/2\(c\)\(10\)](#).
12. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. [5 ILCS 120/2\(c\)\(11\)](#).
13. The establishment of reserves or settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the public body or any intergovernmental risk management association or self insurance pool of which the public body is a member. [5 ILCS 120/2\(c\)\(12\)](#).
14. Self evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. [5 ILCS 120/2\(c\)\(16\)](#).
15. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. [5 ILCS 120/2\(c\)\(21\)](#).
16. Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. [5 ILCS 120/2\(c\)\(29\)](#).

The Board may hold a closed meeting, or close a portion of a meeting, by a majority vote of a quorum, taken at an open meeting. The vote of each Board member present, and the reason for the closed meeting, will be publicly disclosed at the time of the meeting and clearly stated in the motion and the meeting minutes.

A single motion calling for a series of closed meetings may be adopted when such meetings will involve the same particular matters and are scheduled to be held within three months of the vote.

No final Board action will be taken at a closed meeting.

Reconvened or Rescheduled Meetings

A meeting may be rescheduled or reconvened. Public notice of a rescheduled or reconvened meeting shall be given in the same manner as that for a special meeting, except that no public notice is required when the original meeting is open to the public and: (1) is to be reconvened within 24 hours, or (2) an announcement of the time and place of the reconvened meeting was made at the original meeting and there is no change in the agenda.

Special Meetings

Special meetings may be called by the President or by any three members of the Board by giving notice thereof, in writing, stating the time, place, and purpose of the meeting to remaining Board members by mail at least 48 hours before the meeting, or by personal service at least 24 hours before the meeting.

Public notice of a special meeting is given by posting a notice at the District's main office^{Q1} at least 48 hours before the meeting and by notifying the news media that have filed a written request for notice. A meeting agenda shall accompany the notice.

All matters discussed by the Board at any special meeting must be related to a subject on the meeting agenda.

Emergency Meetings

Public notice of emergency meetings shall be given as soon as practical, but in any event, before the meeting to news media that have filed a written request for notice.

Posting on the District Website

In addition to the other notices specified in this policy, the Superintendent or designee shall post the following on the District website: (1) the annual schedule of regular meetings, which shall remain posted until the Board approves a new schedule of regular meetings; (2) a public notice of all Board meetings; and (3) the agenda for each meeting which shall remain posted until the meeting is concluded.

LEGAL REF.:

[5 ILCS 120/](#), Open Meetings Act.

[5 ILCS 140/](#), Freedom of Information Act.

[105 ILCS 5/10-6](#) and [5/10-16](#).

CROSS REF.: 2:110 (Qualifications Term, and Duties of Board Officers), 2:120 (Board Member Development), 2:210 (Organizational Board of Education Meetings), 2:220 (Board of Education Meeting Procedure), 2:230 (Public Participation at Board of Education Meetings and Petitions to the Board), 6:235 (Access to Electronic Networks), 8:30 (Visitors to and Conduct on School Property)

Questions and Answers:

***Required Question 1. Some attorneys find the Open Meetings Act's (OMA's) posting requirements for special meetings to be unclear and recommend that a board post notices and agendas of such

meetings at the district's main office *and* at the location where the meeting is to be held. Consult the board attorney for guidance on this issue and ensure that posting practices align with this policy and administrative procedure 2:200-AP, *Types of School Board Meetings*. Posting at the meeting location promotes greater transparency.

Does the Board post notices and agendas for special meetings at the location where the meeting is to be held, in addition to posting at the district's main office? If yes, note that this policy may require posting in the same manner for reconvened and rescheduled meetings, in alignment with OMA.

- No (Default)
 - Yes (IASB will revise this sentence after "the District's main office" to add "and the location where the meeting is to be held")
-

Document Status: Draft Update

2:220 Board of Education Meeting Procedure

Agenda

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

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Any Board member may submit suggested agenda items to the Board President for his or her consideration for an upcoming meeting. District residents may suggest inclusions for the agenda. ^{Q1} The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

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

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

The Board President may terminate any discussion which does not apply to the motion last made. He/she may also terminate the discussion of a matter if the Board has previously agreed to confine discussion to a definite period of time and that time has been used. Aside from such limitations, the President shall not interfere with debate so long as a member wishes to speak

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote ^{Q2} shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

Minutes

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

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

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

Every six months, or as soon after as is practicable, in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) determines which, if any, no longer require confidential treatment and are available for public inspection. This is also referred to as a *semi-annual review*. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release, but it reports its determination in open session.

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

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

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

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

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this

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

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

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

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

Quorum and Participation by Audio or Video Means

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

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, (3) a family or other emergency, ~~or~~ (4) unexpected childcare obligations, or (5) performance of active military duty as a service member. PRESSPlus1 If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

No Physical Presence of Quorum and Participation by Audio or Video: Disaster Declaration

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster declaration related to a public health emergency. The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President determines that an in-person meeting or a meeting conducted under the **Quorum and Participation by Audio or Video Means** subhead above, is not practical or prudent because of the disaster declaration; if neither the President nor Vice President are present or able to perform this determination, the Superintendent shall serve as the duly authorized designee for purposes of making this determination. The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes, and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum.

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use the most recent edition of *Robert's Rules of Order Newly Revised*, as a guide when a question arises concerning procedure.

Broadcasting and Recording Board Meetings

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

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

LEGAL REF.:

5 ILCS 120/2a, 120/2.02, 120/2.05, 120/2.06, and 120/7, Open Meetings Act.

105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

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

Questions and Answers:

***Required Question 1. The Board may restrict addition of discussion items suggested by District residents to the agenda to the beginning of a regular meeting and/or upon unanimous approval of those board members present.

Does the Board want to add restrictions regarding addition of discussion items suggested by District residents to the agenda?

- No (Default)
- Yes, restrict to the beginning of a regular meeting. (IASB will add the following sentence: Discussion items suggested by District residents may be added to the agenda at the beginning of a regular meeting.)
- Yes, restrict to upon unanimous approval of those board members present. (IASB will add the following sentence: Discussion items suggested by District residents may be added to the agenda upon unanimous approval of those Board members present.)
- Yes, restrict to the beginning of a regular meeting upon unanimous approval of those board members present. (IASB will add the following sentence: Discussion items suggested by District residents may be added to the agenda at the beginning of a regular meeting upon unanimous approval of those Board members present.)

***Required Question 2. Does the Board take a roll call vote on *all* action items?

- No (Default)

Yes (IASB will replace this paragraph with the following sentence: The Board shall take a roll call vote on all matters requiring its action, including but not limited to, all questions involving the expenditure of money and all questions involving the closing of a meeting to the public.)

PRESSPlus Comments

PRESSPlus 1. Updated in response to the Open Meetings Act (OMA), 5 ILCS 120/7(a), amended by P.A. 104-438. OMA borrows the definition for *active military duty* from the Service Member Employment and Reemployment Act, 330 ILCS 61/1-10. 5 ILCS 120/7(a), amended by P.A. 104-438. It means any full-time military service regardless of length or voluntariness, including, but not limited to, annual training, full-time National Guard Duty, and State active duty. 330 ILCS 61/1-10. *Service member* means a resident of Illinois who is a member of any component of the U.S. Armed Forces or the National Guard of any state, D.C., a commonwealth, or territory of the U.S. **Issue 121, March 2026**

Document Status: Draft Update

2:250 Access to District Public Records

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

Freedom of Information Officer

The Executive Assistant to the Superintendent/Board of Education shall serve as the District's Freedom of Information Officer and assume all the duties and powers of that office as provided in FOIA and this policy.

Definition

The District's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the School District. The District's public records do not include junk mail. [PRESSPlus1](#)

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the District's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. Email requests must include the entirety of the request within the body of the email and not as an attachment or hyperlink. [PRESSPlus2](#) The Superintendent or designee shall instruct District employees to immediately forward any request for inspection and copying of a public record to the District's Freedom of Information Officer or designee.

Responding to Requests

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

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; [of](#)
3. Complying with the request would be unduly burdensome; [;](#)
4. The request would require the District to open electronically attached files or hyperlinks to view or access details of a request. In that case, the requester shall be notified within five business days that the entirety of the electronic request must appear within the body of the electronic submission; or

5. The District has a reasonable belief that the request was not submitted by a person, and the requester fails to verify orally or in writing that they are a person within 30 days of the District's request for such verification. [PRESSPlus3](#)

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

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

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

Fees

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

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

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

Provision of Copies and Access to Records

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

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

her inability to reasonably access the record online, and the District shall make the requested record available for inspection and copying as otherwise provided in this policy.

Preserving Public Records

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

LEGAL REF.:

5 ILCS 140/, Illinois Freedom of Information Act.

50 ILCS 205/, Local Records Act.

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

820 ILCS 40/11, Personnel Record Review Act.

820 ILCS 130/5, Prevailing Wage Act.

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

PRESSPlus Comments

PRESSPlus 1. Updated in response to the Freedom of Information Act (FOIA), 5 ILCS 140/2, amended by P.A. 104-438. *Junk mail* means any unsolicited commercial mail or commercial electronic communication sent to a district and not responded to by a district. **Issue 121, March 2026**

PRESSPlus 2. Updated in response to FOIA, 5 ILCS 140/3(c), amended by P.A. 104-438. **Issue 121, March 2026**

PRESSPlus 3. Updated in response to FOIA, 5 ILCS 140/3(j), added by P.A. 104-438. **Issue 121, March 2026**

Document Status: Draft Update

2:260 Uniform Grievance Procedure

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

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 et seq.
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, 775 ILCS 5/; Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d et seq.; and/or Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)
5. Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (Title IX sexual harassment complaints are addressed under Board policy 2:265, *Title IX Grievance Procedure*)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/
12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, 410 ILCS 513/; and Titles I and II of the Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq.
16. Employee Credit Privacy Act, 820 ILCS 70/

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

the accused's parent(s)/guardian(s); this includes mediation.

Right to Pursue Other Remedies Not Impaired

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

Deadlines

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

Filing a Complaint

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

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager or designee shall process and review the complaint under Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

For any complaint alleging sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681 et seq.](#)), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, in addition to any response required by this policy.

For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

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

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

The Superintendent will keep the Board informed of all complaints.

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

Decision and Appeal

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

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

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

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

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

Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

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

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

Nondiscrimination Coordinator

Lauren Gladu
1605 Wentworth Avenue Calumet City, IL 60409
lgladu@tfd215.org
708 585-2393

Title IX Coordinator

Lauren Gladu
1605 Wentworth Avenue Calumet City, IL 60409
lgladu@tfd215.org
708 585-2393

Complaint Manager

Lisa Bouler
18500 Burnham Ave. Lansing, IL 60438
lbouler@tfd215.org
708 585-2000

Complaint Manager

Mychael Webb
755 Pulaski Road Calumet City, IL 60409
mwebb@tfd215.org
708 585-1002

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

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

20 U.S.C. §1400, The Individuals with Disabilities Education Act.

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

29 U.S.C. §206(d), Equal Pay Act.

29 U.S.C. §621 *et seq.*, Age Discrimination in Employment Act.

29 U.S.C. §791 *et seq.*, Rehabilitation Act of 1973.

29 U.S.C. §2612, Family and Medical Leave Act.

42 U.S.C. §2000d *et seq.*, Title VI of the Civil Rights Act of 1964.

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964.

42 U.S.C. §2000ff *et seq.*, Genetic Information Nondiscrimination Act.

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

42 U.S.C. §12101 *et seq.*, Americans With Disabilities Act; 28 C.F.R. Part 35.

105 ILCS 5/2-3.8, 5/3-10, 5/10-20, 5/10-20.5, 5/10-20.7a, 5/10-20.60, 5/10-20.69, 5/10-20.75, 5/10-22.5, 5/22-19, 5/22-95 (final citation pending), 5/22-110, 5/24-4, and 5/27-1, 5/27-23.7, and 45/1-15. PRESSPlus1

105 ILCS 45/. Education for Homeless Children Act.

5 ILCS 415/10(a)(2), Government Severance Pay Act.

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

410 ILCS 513/, Ill. Genetic Information Privacy Act.

740 ILCS 174/, Whistleblower Act.

740 ILCS 175/, Ill. False Claims Act.

775 ILCS 5/, Ill. Human Rights Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 112/, Equal Pay Act of 2003.

820 ILCS 180/, Victims' Economic Security and Safety Act; 56 Ill.Admin.Code Part 280.

23 Ill.Admin.Code §§1.240, 200.40, 226.50, and 226.570.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-110, renumbered by P.A. 104-391, and for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

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

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

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

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

- b. Methods for how to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations to authorities; and
- c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.

LEGAL REF.:

105 ILCS 5/10-23.13, 5/22-85.5, and 5/27-1015~~9.1a, and 5/27-13.2~~. [PRESSPlus1](#)

105 ILCS ~~110/3~~[5/27-215](#), Critical Health Problems and Comprehensive Health Education Act.

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

[720 ILCS 5/11-25](#), Criminal Code of 2012.

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

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-1015 and 5/27-215, both renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

5:30 Hiring Process and Criteria

The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with Board of Education policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. All personnel decisions are made by the Board, but only on the recommendation of the Superintendent. If the Superintendent's recommendation is rejected, the Superintendent must submit another. The Superintendent may select personnel on a short-term basis for a specific project or emergency condition before the Board's approval. No individual will be employed who has been convicted of a criminal offense listed in [105 ILCS 5/21B-80\(c\)](#).

All applicants must complete a District application in order to be considered for employment.

Job Descriptions

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, appropriate Intermediate Service Center Executive Director, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, the Ill. State Police and/or Statewide Sex Offender Database for purposes of clarifying the information, and/or the Teachers' Retirement System of the State of Illinois when required by law. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in [105 ILCS 5/21B-80](#) or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant

for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation unless the applicant's wage or salary history is a matter of public record, or is contained in a document completed by the applicant's current or former employer and then made available to the public by the employer, or then submitted or posted by the employer to comply with State or federal law; or the applicant is a current employee applying for a position with the same current employer.
6. The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

Sexual Misconduct Related Employment History Review (EHR)

Prior to hiring an applicant for a position involving *direct contact with children or students*, the Superintendent shall ensure that an EHR is performed as required by State law. When the applicant is a superintendent candidate, the Board President shall ensure that the EHR is initiated before a successful superintendent candidate is offered employment by the Board.

Physical Examinations

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of any such examination. [PRESSPlus1](#)

Orientation Program

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.:

[8 U.S.C. §1324a](#) *et seq.*, Immigration Reform and Control Act.

[15 U.S.C. §1681](#) *et seq.*, Fair Credit Reporting Act.

[42 U.S.C. §12112](#), Americans with Disabilities Act; [29 C.F.R. Part 1630](#).

[105 ILCS 5/10-16.7](#), [5/10-20.7](#), [5/10-21.4](#), [5/10-21.9](#), [5/10-22.34](#), [5/10-22.34b](#), [5/21B-10](#), [5/21B-80](#), [5/21B-85](#), [5/22-6.5](#), [5/22-94](#), and [5/24-5](#).

[20 ILCS 2630/3.3](#), Criminal Identification Act.

[820 ILCS 55/](#), Right to Privacy in the Workplace Act.

[820 ILCS 70/](#), Employee Credit Privacy Act.

[820 ILCS 112/](#), Equal Pay Act of 2003.

Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985), *aff'd in part and remanded* 115 Ill.2d 482 (Ill. 1987).

Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).

Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:220 (Substitute Teachers), 5:280 (Duties and Qualifications)

PRESSPlus Comments

PRESSPlus 1. Consult the board attorney if a staff member requests more than one physical examination to obtain a second opinion. **Issue 121, March 2026**

Document Status: Draft Update

5:50 Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition

All District workplaces are drug- and alcohol-free workplaces.

An employee is on call when the District schedules the employee with at least 24 hours' notice to be on standby or otherwise responsible for performing employment-related tasks either at the District or another location previously designated by the District. [PRESSPlus1](#) All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being on call for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectable, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, [105 ILCS 5/22-33](#). The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests specific articulable symptoms while working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position.

Upon the Superintendent or designee's reasonable suspicion of an employee's violation of any of the prohibited activities stated above, the Superintendent or designee may direct the employee to undergo a drug and/or alcohol test to corroborate or refute the alleged violation. State law protects the District from liability when it takes actions pursuant to a reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test.

For purposes of this policy a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premises* means workplace as defined in the Cannabis Regulation and Tax Act (CRTA) in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a Board of Education meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to

school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of this Board policy respecting a drug- and alcohol-free workplace; and
2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:
 - a. The dangers of drug abuse in the workplace,
 - b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
 - c. The penalties that the District may impose upon employees for violations of this policy.
6. Remind employees that policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

Tobacco has the meaning provided in [105 ILCS 5/10-20.5b](#).

Cannabis has the meaning provided in the CRTA, [410 ILCS 705/1-10](#).

E-Cigarette is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or device.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in policy 2:240, *Board Policy Development*.

LEGAL REF.:

[20 U.S.C. §7101 et seq.](#), Safe and Drug-Free School and Communities Act of 1994.

[21 U.S.C. §812](#), Controlled Substances Act; [21 C.F.R. §1308.11-1308.15](#).

[41 U.S.C. §8101 et seq.](#), Drug-Free Workplace Act of 1988.

[42 U.S.C. §12114](#), Americans With Disabilities Act.

[21 C.F.R. Parts 1100, 1140, and 1143](#).

[30 ILCS 580/](#), Drug-Free Workplace Act.

[105 ILCS 5/10-20.5b](#).

[410 ILCS 82/](#), Smoke Free Illinois Act.

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

[410 ILCS 705/1-1 et seq.](#), Cannabis Regulation and Tax Act.

[720 ILCS 675](#), Prevention of Tobacco Use by Persons under 21 Years of Age and Sale and Distribution of Tobacco Products Act.

[820 ILCS 55/](#), Right to Privacy in the Workplace Act.

[23 Ill.Admin.Code §22.20](#).

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 8:30 (Visitors to and Conduct on School Property)

PRESSPlus Comments

PRESSPlus 1. Consult the board attorney regarding how the board wants to treat employees who may be considered on call, e.g., superintendents, principals, coaches, and/or maintenance workers, etc. **Issue 121, March 2026**

Document Status: Draft Update

5:250 Leaves of Absence

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

Sick and Bereavement Leave, Sabbatical Leave, Personal Leave, Parent/Child-Rearing Leave, Leaves for Service in the Military, Emergency Leave, Extended Illness, Other, Union Leave

Please refer to the applicable collective bargaining agreement(s).

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

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

Family Bereavement Leave

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, [20 U.S.C. §2601 et seq.](#)) to take family bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Family Bereavement Leave Act. Eligible employees may use family bereavement leave, without any adverse employment action, for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of a covered family member, which includes an employee's child, stepchild, spouse, PRESSPlus1 domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent (2) making arrangements necessitated by the death of the covered family member, (3) grieving the death of the covered family member, or (4) absence from work due to a Significant Event, which includes: (i) miscarriage, (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure, (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party, (iv) a failed surrogacy agreement, (v) a diagnosis that negatively impacts pregnancy or fertility, or (vi) a still birth. An employee qualifying for leave due to a Significant Event will not be required to identify which specific reason applies to the employee's request.

The leave must be completed within 60 days after the date on which the employee received notice of the death of the covered family member or the date on which an event under item (4) above occurs.

However, in the event of the death of more than one covered family member in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Family Bereavement Leave Act. This policy does not create any right for an employee to take family bereavement leave that is inconsistent with the Family Bereavement Leave Act.

Child Extended Bereavement Leave

Unpaid leave from work is available to employees who experience the loss of a child by suicide or homicide. The Child Extended Bereavement Leave Act governs the duration, scheduling, continuity of benefits, and all other terms of the leave. Accordingly, if the District employs 250 or more employees on a full-time basis, an employee is entitled to a total of 12 weeks of unpaid leave within one year after the employee notifies the District of the loss. An employee may elect to substitute other forms of leave to which the employee is entitled for the leave provided under the Child Extended Bereavement Leave Act.

Personal Leave

Professional staff members are granted three personal leave days per year. A personal leave day is defined as a day to allow professional personnel time to conduct personal business (but not vacation, travel, or work stoppage), which is impossible to schedule at a time other than during a school day. Any unused personal leave day in a school year will be credited to the cumulative sick leave.

The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, personal leave requests should be submitted to the Building Principal three days in advance of the requested date.
2. No personal leave days may be used immediately before or immediately after a holiday unless the Superintendent grants prior approval.
3. Personal leave may not be used in increments of less than one-half day.
4. Personal leave days are subject to a substitute's availability.
5. Personal leave days may not be used during the first and/or last five days of the school year.
6. Personal leave days may not be used on in-service and/or institute training days, and
7. Personal leave may not be used by more than 10% of the teaching staff in each building at the same time.

Leave of Absence Without Pay

The Board may grant a leave of absence without pay to tenured professional staff members who have rendered satisfactory service and desire to return to employment in a similar capacity at a time determined by the Board.

Each leave of absence shall be of the shortest possible duration required to meet the leave's purpose consistent with a reasonable continuity of instruction for students.

Leave to Serve as an Election Judge

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

same Election Day.

General Assembly Leave

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

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

School Visitation Leave

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

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

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

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

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

Leaves to Serve as an Officer, Trustee, or Representative of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) up to twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with [105 ILCS 5/24-6.3](#), (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District, or his or her designee, to attend meetings, workshops, or seminars as described in [105 ILCS 5/24-6.2](#), and (4) up to 10 days of paid leave per school term for teachers elected to represent a statewide teacher association in federal advocacy work in accordance with [105 ILCS 5/24-3.5](#).

COVID-19 Paid Administrative Leave

When applicable, paid administrative leave related to COVID-19 will be granted to eligible employees in accordance with State law.

Family Neonatal Intensive Care Leave [PRESSPlus2](#)

An unpaid leave from work is available to any staff member whose child [PRESSPlus3](#) is a patient in a neonatal intensive care unit (NICU) in accordance with the requirements of the Family Neonatal Intensive Care Leave Act. If the District employs at least 51 employees, an employee is entitled to a total of 20 days of unpaid leave while a child of the employee is a patient in a NICU. [Q1](#) The District may require reasonable verification of the employee's child's length of stay in a NICU. [PRESSPlus4](#)

LEGAL REF.:

[105 ILCS 5/10-20.83, 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.](#)

[10 ILCS 5/13-2.5](#), Election Code.

[330 ILCS 61/](#), Service Member Employment and Reemployment Rights Act.

[820 ILCS 147/](#), School Visitation Rights Act.

[820 ILCS 154/](#), Family Bereavement Leave Act.

[820 ILCS 156/](#), Child Extended Bereavement Leave Act.

[820 ILCS 157/](#), Family Neonatal Intensive Care Leave Act.

[820 ILCS 180/](#), Victims' Economic Security and Safety Act.

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

Questions and Answers:

***Required Question 1. A district that employs 50 or fewer employees may substitute the following sentence: "If the District employs at least 16 but not more than 50 employees, an employee is entitled to a total 10 days of unpaid leave while a child of the employee is a patient in a NICU." 820 ILCS 157/10, added by P.A. 104-259, eff. 6-1-26. A district that employs 15 or fewer employees is not subject to the requirements of 820 ILCS 157/. If the district employs 15 or fewer employees, it may choose to delete this subhead.

How many employees are employed by the district, including part-time workers?

- 51 or more full- or part-time employees. (Default)
 - 50 or fewer full- or part-time employees. (IASB will substitute the following sentence: "If the District employs at least 16 but not more than 50 employees, an employee is entitled to a total 10 days of unpaid leave while a child of the employee is a patient in a NICU.")
-

PRESSPlus Comments

PRESSPlus 1. Updated for continuous improvement. A covered family member includes a spouse under 105 ILCS 154/5. **Issue 121, March 2026**

PRESSPlus 2. Updated in response to 820 ILCS 157/, added by P.A. 104-259, eff. 6-1-26. This leave is separate from FMLA leave, and an employer must allow the employee to take the leave in addition to FMLA leave. The term *employee* includes part-time workers. **Issue 121, March 2026**

PRESSPlus 3. *Child* means an employee's son or daughter who is a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis. **Issue 121, March 2026**

PRESSPlus 4. An employer may not request confidential information protected by the Health Insurance Portability and Accountability Act or other law when asking for reasonable verification. Consult the board attorney for guidance on acceptable forms of verification. **Issue 121, March 2026**

Document Status: Draft Update

5:290 Employment Termination and Suspensions

Resignation and Retirement

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

An employee is requested to provide two weeks' notice of a resignation. A resignation notice cannot be revoked once given. An employee planning to retire should notify his or her supervisor at least two months before the retirement date.

Non-RIF Dismissal

The District may terminate an at-will employee at any time for any or no reason, but not for a reason prohibited by State or federal law.

Employees who are employed annually or have a contract, or who otherwise have a legitimate expectation of continued employment, may be dismissed: (1) at the end of the school year or at the end of their respective contract after being provided appropriate notice and after compliance with any applicable contractual provisions, or (2) mid-year or mid-contract provided appropriate due process procedures are provided.

The Superintendent is responsible for making dismissal recommendations to the Board of Education consistent with the Board's goal of having a highly qualified, high performing staff. This includes recommending a non-licensed employee for immediate dismissal for willful or negligent failure to report an instance of suspected child abuse or neglect as required by [325 ILCS 5/](#).

Reduction in Force and Recall

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

The Board may, as necessary or prudent, decide to decrease the number of educational support personnel or to discontinue some particular type of educational support service and, as a result of that action, dismiss or reduce the hours of one or more educational support employees. When making decisions concerning reduction in force and recall, the Board will follow [Sections 10-22.34c](#) (outsourcing non-instructional services) and [10-23.5](#) (procedures) of the School Code, to the extent they are applicable and not superseded by legislation or an applicable collective bargaining agreement.

Final Paycheck

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

A terminating employee's final paycheck will be adjusted for any unused, earned vacation credit. Employees are paid for all earned vacation. Terminating employees will receive their final pay on the next regular payday following the date of termination, except that an employee dismissed due to a reduction in force shall receive his or her final paycheck on or before the next regular pay date following the last day of employment.

Suspension

Except as provided below, the Superintendent is authorized to suspend an employee without pay as a disciplinary measure, during an investigation into allegations of misconduct or pending a dismissal hearing whenever, in the Superintendent's judgment, the employee's presence is detrimental to the District. A disciplinary suspension shall be with pay: (1) when the employee is exempt from the overtime provisions, or (2) until an employee with an employment contract for a definite term is provided a notice and hearing according to the suspension policy for professional employees. Upon receipt of a recommendation from the Ill. Dept. Children and Family Services (DCFS) that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended, proceeding with:
 - a. A suspension with pay; or
 - b. A suspension without pay.

Any criminal conviction resulting from the investigation or allegations shall require the employee to repay to the District all compensation and the value of all benefits received by the employee during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.:

105 ILCS 5/10-22.34c and 5/10-23.5

5 ILCS 430 et seq., State Officials and Employees Ethics Act.

325 ILCS 5/7.4(c-10), Abused and Neglected Child Reporting Act.

820 ILCS 105/4a, Minimum Wage Law.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:240 (Suspension), 5:270 (Employment At-Will, Compensation, and Assignment)

ADOPTED: February 23, 2024

Document Status: Draft Update

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

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

Sick and Bereavement Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Full-time educational support personnel who work at least 30 hours per week receive 12 paid sick leave days per year. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to a maximum of 180 days, including the leave of the current year.

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

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

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

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need to foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement,

and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Vacation

Please refer to the applicable collective bargaining agreement(s) and work rules.

Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

Holidays

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

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

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
President's Day	Veterans Day (if weekday)
Casimir Pulaski's Birthday	2024 General Election Day , when required by law PRESSPlus1
Memorial Day	Thanksgiving Day
Juneteenth National Freedom Day	Christmas Day
Independence Day	

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

Personal Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

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

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

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

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

Other Leaves

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

1. Leave for Service in the Military.
2. Leave for Service in the General Assembly.
3. School Visitation Leave.
4. Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence.
5. Family Bereavement Leave.
6. Child Extended Bereavement Leave.
7. Leave to serve as an election judge.
8. COVID-19 Paid Administrative Leave.
9. Family Neonatal Intensive Care Leave. [PRESSPlus2](#)

LEGAL REF.:

[105 ILCS 5/10-20.7b](#), [5/10-20.83](#), [5/24-2](#), [5/24-6](#), and [5/24-6.3](#).

[10 ILCS 5/13-2.5](#), Election Code.

[330 ILCS 61/](#), Service Member Employment and Reemployment Rights Act.

[820 ILCS 147](#), School Visitation Rights Act.

[820 ILCS 154/](#), Family Bereavement Leave Act.

[820 ILCS 156/](#), Child Extended Bereavement Leave Act.

[820 ILCS 157/](#), Family Neonatal Intensive Care Leave Act.

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

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

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

PRESSPlus Comments

PRESSPlus 1. The General Assembly passed legislation adding General Election Day as a school holiday for 2020, 2022, and 2024. Language referring to a General Election holiday when required by law is maintained in this policy should this practice continue. **Issue 121, March 2026**

PRESSPlus 2. Updated in response to 820 ILCS 157/, added by P.A. 104-259, eff. 6-1-26. See policy 5:250, *Leaves of Absence*, for important information about this leave. **Issue 121, March 2026**

Document Status: Draft Update

6:65 Student Social and Emotional Development

Social and Emotional Learning PRESSPlus1 (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

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

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

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

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

implementation of a process to assess and report baseline information and ongoing progress about school climate, students' social and emotional development, and academic performance.

LEGAL REF.:

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

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

PRESSPlus Comments

PRESSPlus 1. Updated throughout for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

6:100 Using Animals in the Educational Program

Animals may be brought into school facilities for educational purposes according to procedures developed by the Superintendent assuring: (a) the animal is appropriately housed, humanely cared for, and properly handled, and (b) students will not be exposed to a dangerous animal or an unhealthy environment.

Animal Experiments

Experiments on living animals are prohibited; however, behavior studies that do not impair an animal's health or safety are permissible.

Animal Dissection

The dissection of dead animals or parts of dead animals shall be allowed in the classroom only when the dissection exercise contributes to or is a part of an illustration of pertinent study materials. All dissection of animals shall be confined to the classroom and must comply with the School Code.

Students who object to performing, participating in, or observing the dissection of animals are excused from classroom attendance without penalty during times when such activities are taking place. No student will be penalized or disciplined for refusing to perform, participate in, or observe a dissection. The Superintendent or designee shall inform students of: (1) their right to refrain from performing, participating in, or observing dissection, and (2) which courses contain a dissection unit and which of those courses offers an alternative project.

LEGAL REF.:

105 ILCS 5/2-3.122 and 5/27-265 14, and 112/. [PRESSPlus1](#)

[105 ILCS 5/112, Dissection Alternatives Act.](#)

CROSS REF.: 6:40 (Curriculum Development)

[ADOPTED: February 23, 2024](#)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-265, renumbered by P.A. 104-391, and for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

6:145 Migrant Students

The Superintendent will develop and implement a program to address the needs of migrant children in the District in accordance with federal law.

This program will:

1. Identify migrant students and assess their educational and related health and social needs.
2. Provide a full range of services to migrant students through appropriate local, State and federal educational programs, including applicable Title I programs, special education, gifted education, vocational education, language programs, counseling programs, and elective classes.
3. Provide migrant ~~children~~ students PRESSPlus1 with full and appropriate opportunities to meet the same challenging State academic standards that all children are expected to meet.
4. Provide, to the extent feasible:
 - a. Advocacy and outreach programs to migrant children and their families, including helping such children and families gain access to other education, health, nutrition, and social services,
 - b. Professional development programs, including mentoring, for District staff,
 - c. Family literacy programs,
 - d. The integration of information technology into educational and related programs, and
 - e. Programs to facilitate the transition of secondary school students to postsecondary education or employment.
 - f. Provide programs, activities, and procedures for the engagement of parents/guardians and family members of migrant students in an understandable format and language.

Migrant Education Program for Parent/Guardian and Family Member Engagement

Parents/guardians and family members of migrant students will be involved in and regularly consulted about the development, implementation, operation, and evaluation of the migrant program.

Parents/guardians and family members of migrant students will receive instruction regarding their role in improving the academic achievement of their children.

LEGAL REF.:

20 U.S.C. §6318.

20 U.S.C. §6391 et seq., Education of Migratory Children.

34 C.F.R. §200.81 et seq.

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

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 121, March 2026**

Document Status: Draft Update

6:170 Title I Programs

The Superintendent or designee shall pursue funding under Title I, Improving the Academic Achievement of the Disadvantaged, of the Elementary and Secondary Education Act, to supplement instructional services and activities in order to improve the educational opportunities of educationally disadvantaged or deprived children.

All District schools, regardless of whether they receive Title I funds, shall provide services that, taken as a whole, are substantially comparable. Teachers, administrators, and other staff shall be assigned to schools in a manner that ensures equivalency among the District's schools. Curriculum materials and instructional supplies shall be provided in a manner that ensures equivalency among the District's schools.

Title I Parent and Family Engagement

The District maintains programs, activities, and procedures for the engagement of parents/guardians and families of students receiving services, or enrolled in programs, under Title I. These programs, activities, and procedures are described in District-level and School-level compact plans. [PRESSPlus1](#)

District-Level Parent and Family Engagement Plan Compact

The Superintendent or designee shall develop a District-Level Parent and Family Engagement Plan Compact (District Plan) according to Title I requirements. This District Plan Level Parent and Family Engagement Compact shall contain: (1) the District's expectations for parent and family engagement, (2) specific strategies for effective parent and family engagement activities to improve student academic achievement and school performance, and (3) other provisions as required by federal law. The Superintendent or designee shall ensure that the District Plan Compact is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

School-Level Parent and Family Engagement Plan Compact

Each Building Principal or designee shall develop a School-Level Parent and Family Engagement Plan Compact (School Plan) according to Title I requirements. This School Plan Level Parent and Family Engagement Compact shall contain: (1) a process for continually involving parents/guardians in its development and implementation, (2) how parents/guardians, the entire school staff, and students share the responsibility for improved student academic achievement, (3) the means by which the school and parents/guardians build and develop a partnership to help children achieve the State's high standards, and (4) other provisions as required by federal law. Each Building Principal or designee shall ensure that the School Plan Compact is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

Incorporated

by Reference: 6:170-AP1, E1 (District-Level Parent and Family Engagement Plan Compact) and 6:170-AP1, E2 (School-Level Parent and Family Engagement Plan Compact)

LEGAL REF.:

Title I of the Elementary and Secondary Education Act, 20 U.S.C. §§6301-6514, Title I of the Elementary and Secondary Education Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 5:190 (Teacher Qualifications), 5:280 (Duties and Qualifications), 6:15 (School Accountability), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment and Intra-District Transfer), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 8:95 (Parental Involvement)

ADOPTED: February 23, 2024

PRESSPlus Comments

PRESSPlus 1. To comply with the Elementary and Secondary Education Act (ESEA), a board must incorporate by reference the district's exhibits 6:170-AP1, E1, *District-Level Parent and Family Engagement Plan*, and 6:170-AP1, E2, *School-Level Parent and Family Engagement Plan*. These exhibits, which

have both been renamed to more closely align with federal statutes and guidance and terminology used by ISBE, contain all legally required components and are compatible with sample templates contained in the U.S. Dept. of Education's non-regulatory guidance titled Parent and Family Engagement (2025), at: www.ed.gov/media/document/parent-and-family-engagement-guidance-2025-109202.pdf.

Districts receiving a Title I, Part A allocation that are required to submit proof of parent and family engagement (PFE) compliance to the Ill. State Board of Education (ISBE) as part of their FY 2027 Consolidated District Plan (CDP) will need to submit this adopted policy and both exhibits 6:170-AP1, E1 and 6:170-AP1, E2. **Please note that the plans must be customized to reflect the district's actual Title I parent and family engagement activities.** At the end of March, ISBE will offer a recorded webinar on CDPs that will include additional information on Title I requirements. **Issue 121, March 2026**

Document Status: Draft Update

6:180 Extended Instructional Programs

The District may offer the following programs in accordance with State law and the District's educational philosophy:

1. Nursery schools for children between the ages of 2 and 6 years.
2. Tutorial program.
3. Adult education program.
4. Summer school, whether for credit or not.
5. Independent study, whether for credit or not.
6. Anti-bias education and activities to address intergroup conflict resolution.
7. Vocational academy.
8. Advanced vocational training and/or career education program.

LEGAL REF.:

105 ILCS 5/10-22.18a, 5/10-22.18b, 5/10-22.18c, 5/10-22.20, 5/10-22.20a, 5/10-22.20b, 5/10-22.20c, 5/10-22.29, 5/10-22.33A, 5/10-22.33B, 5/10-23.2, 5/27-255, 5/27-905~~22.1~~, 5/27-1035~~22.3~~, and 5/27-1050~~23.6~~. PRESSPlus1

~~105 ILCS 110/3, Comprehensive Health Education Program.~~

105 ILCS 433/, Vocational Academies Act.

CROSS REF.: 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-255, added by P.A. 104-391, replacing, in part, 105 ILCS 110/3, and in response to P.A. 104-391, renumbering and reorganizing various provisions throughout 105 ILCS 5/27. **Issue 121, March 2026**

Document Status: Draft Update

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.

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, Title IX 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, Title IX Coordinator, and Complaint Managers.

Nondiscrimination Coordinator

Lauren Gladu
1605 Wentworth Avenue Calumet City, IL 60409
lgladu@tfd215.org
708 585-2393

Title IX Coordinator

Lauren Gladu
1605 Wentworth Avenue Calumet City, IL 60409
lgladu@tfd215.org
708 585-2393

Complaint Manager

Complaint Manager

Lisa Boulter
18500 Burnham Ave. Lansing, IL 60438
lboulter@tfd215.org
708 585-2000

Mychael Webb
755 Pulaski Road Calumet City, IL 60409
mwebb@tfd215.org
708 585-1002

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, Title IX 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 sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681 et seq.](#)), the Title IX 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, 5/22-110, 5/26A, and 5/27-1, and 5/27-23.7. PRESSPlus1

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), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual

Violence)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-110, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

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

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

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

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

Homeless Children

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

Foster Care Students

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

the legal custody of DCFS as required by State law.

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District.

Foreign Students

The District accepts foreign exchange students with a J-1 visa and who reside within the District as participants in an exchange program sponsored by organizations screened by administration. Exchange students on a J-1 visa are not required to pay tuition.

Privately sponsored exchange students on an F-1 visa may be enrolled if an adult resident of the District has temporary guardianship, and the student lives in the home of that guardian. Exchange students on an F-1 visa are required to pay tuition at the established District rate. F-1 visa student admission is limited to high schools, and attendance may not exceed 12 months.

The Board may limit the number of exchange students admitted in any given year. Exchange students must comply with District immunization requirements. Once admitted, exchange students become subject to all District policies and regulations governing students.

Re-enrollment

Re-enrollment shall be denied to any individual 19 years of age or above who has dropped out of school and who could not earn sufficient credits during the normal school year(s) to graduate before his or her 21st birthday. However, at the Superintendent's or designee's discretion and depending on program availability, the individual may be enrolled in a graduation incentives program established under [105 ILCS 5/26-16](#) or an alternative learning opportunities program established under [105 ILCS 5/13B-1](#) (see 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*). Before being denied re-enrollment, the District will offer the individual due process as required in cases of expulsion under policy 7:210, *Expulsion Procedures*. A person denied re-enrollment will be offered counseling and be directed to alternative educational programs, including adult education programs that lead to graduation or receipt of a GED diploma. This section does not apply to students eligible for special education under the Individuals with Disabilities Education Improvement Act or accommodation plans under the Rehabilitation Act, Section 504.

LEGAL REF.:

[8 U.S.C. §1101](#) *et seq.*, Illegal Immigrant and Immigrant Responsibility Act of 1996.

[20 U.S.C. §1232g](#), Family Educational Rights and Privacy Act.

[20 U.S.C. §1400](#) *et seq.*, Individuals With Disabilities Education Improvement Act.

[29 U.S.C. §794](#), Rehabilitation Act of 1973, Section 504.

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[105 ILCS 5/2-3.13a](#), [5/10-20.12](#), [5/10-20.59](#), [5/10-22.5a](#), [5/14-1.02](#), [5/14-1.03a](#), [5/22-105](#), [5/26-1](#), [and 5/26-2](#), and [5/27-8.1](#). [PRESSPlus1](#)

[105 ILCS 10/8.1](#), Ill. School Student Records Act.

[105 ILCS 45/](#), Education for Homeless Children Act.

[105 ILCS 70/](#), Educational Opportunity for Military Children Act.

[325 ILCS 50/](#), Missing Children Records Act.

[325 ILCS 55/](#), Missing Children Registration Law.

[410 ILCS 315/2](#), Communicable Disease Prevention Act.

[20 Ill.Admin.Code Part 1290](#), Missing Person Birth Records and School Registration.

[23 Ill.Admin.Code Part 226](#), Special Education.

[23 Ill.Admin.Code Part 375](#), Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-105, titled *Health examinations and immunizations* (formerly 105 ILCS 5/27-8.1), renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

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

Required Health Examinations and Immunizations

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

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

Proof of immunization against meningococcal disease is required for students in grade 12.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. The District will provide informational materials regarding influenza and influenza vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.

To establish a date before October 15 state non-compliant exclusion date, school districts are required to provide parents/guardian notification 60 days prior to the start of the school year. Thornton Fractional THSD 215 will give parents/guardians a 60-day notice that the required health examinations and immunizations must be submitted in order for the student to be registered within the school district.

If a medical reason prevents a student from receiving a required immunization prior to the beginning of the school year, the student must present, by September 1, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice registered nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the

required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

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

Parents/guardians of students entering an Illinois school for the first time shall present proof of registration prior to the start of the school year. A physician licensed to practice medicine in all of its branches, or a licensed optometrist, must perform the required eye examination.

Dental Examination

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

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

Exemptions

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

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

Homeless Child

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

LEGAL REF.:

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

105 ILCS 5/~~27-8.1~~22-105, and [PRESSPlus1](#)

[105 ILCS 45/1-20, Education for Homeless Children Act.](#)

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

[410 ILCS 315/2e, Communicable Disease Prevention Act.](#)

[23 Ill.Admin.Code §1.530.](#)

[77 Ill. Admin.Code Part 664, Socio-Emotional and Developmental Screening.](#)

[77 Ill.Admin.Code Part 665, Child and Student Health Examination and Immunization.](#)

[77 Ill.Admin.Code Part 690, Control of Notifiable Diseases and Conditions Code.](#)

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

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-105, titled *Health examinations and immunizations* (formerly 105 ILCS 5/27-8.1), renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

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 Board of Education, 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 a District employee, agent, or student from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
 - 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 9 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 5/27-240 ~~110/3.10~~. [PRESSPlus1](#)

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)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-240, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

7:240 Conduct Code for Participants in Extracurricular Activities

The Superintendent or designee, using input from coaches and sponsors of extracurricular activities, shall develop a conduct code for all participants in extracurricular activities consistent with Board of Education policy. The conduct code shall: (1) require participants in extracurricular activities to conduct themselves as good citizens and exemplars of their school at all times, including after school, on days when school is not in session, and whether on or off school property; (2) emphasize that hazing and bullying activities are strictly prohibited; and (3) notify participants that failure to abide by it could result in discipline, up to and including removal from the activity. Participants who violate the conduct code will be allowed to give an explanation before being progressively disciplined. The conduct code shall be reviewed by the Building Principal periodically at his or her discretion and presented to the Board.

Participants in extracurricular activities must abide by the conduct code for the activity and Board policy 7:190, *Student Behavior*. All coaches and sponsors of extracurricular activities shall annually review the conduct code with participants and provide participants with a copy. In addition, coaches and sponsors of interscholastic athletic programs shall provide instruction on steroid abuse prevention to students in grades 9 through 12 participating in these programs.

Students must acknowledge receipt of athletic/activity code.

Performance Enhancing Drug Testing of High School Student Athletes

The Illinois High School Association (IHSA) prohibits participants in an athletic activity sponsored or sanctioned by IHSA from ingesting or otherwise using any performance enhancing substance on its banned substance list, without a written prescription and medical documentation provided by a licensed physician who evaluated the student-athlete for a legitimate medical condition. IHSA administers a performance-enhancing substance testing program. Under this program, student athletes are subject to random drug testing for the presence in their bodies of performance-enhancing substances on the IHSA's banned substance list. In addition to being penalized by IHSA, a student may be disciplined according to Board policy 7:190, *Student Behavior*.

LEGAL REF.:

Mahanoy Area Sch. Dist. v. B.L., 141 S.Ct. 2038 594 U.S. 180 (2021). [PRESSPlus1](#)

Bd. of Educ. of Independent Sch. Dist. No. 92 v. Earls, 536 U.S. 822 (2002).

Vernonia Sch. Dist. 475 v. Acton, 515 U.S. 646 (1995).

Clements v. Bd. of Educ. of Decatur, 133 Ill.App.3d 531 (4th Dist. 1985).

Kevin Jordan v. O'Fallon THSD 203, 302 Ill.App.3d 1070 (5th Dist. 1999).

Todd v. Rush County Schs., 133 F.3d 984 (7th Cir. 1998).

105 ILCS 5/24-24; and 5/27-255(d) 23.3, and 25/2.

CROSS REF.: 5:280 (Duties and Qualifications), 6:190 (Extracurricular and Co-Curricular Activities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:300 (Extracurricular Athletics)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-255(d), renumbered by P.A. 104-391, and for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

7:260 Exemption from Physical Education

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request. Upon written notice from a student's parent/guardian, a student will be excused from engaging in the physical activity components of physical education during a period of religious fasting.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the School District.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 9-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Superintendent or designee.

A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated in 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The time of year when the student's participation ceases;
2. The student's class schedule; and
3. The student's future or planned additional participation in activities qualifying for substitutions for physical education as outlined in policy 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

LEGAL REF.:

105 ILCS 5/27-710 [PRESSPlus1](#)

[225 ILCS 60/](#), Medical Practice Act.

[23 Ill.Admin.Code §1.420\(p\)](#) and [§1.425\(d\)](#), (e).

CROSS REF.: 6:60 (Curriculum Content), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-710, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

7:300 Extracurricular Athletics

Student participation in school-sponsored extracurricular athletic activities is contingent upon the following:

1. The student must meet the academic criteria set forth in Board policy 6:190, *Extracurricular and Co-Curricular Activities*.
2. A parent/guardian of the student must provide written permission for the student's participation, giving the District full waiver of responsibility of the risks involved.
3. The student must present a current certificate of physical fitness issued by a licensed physician, an advanced practice registered nurse, or a physician assistant. The **Pre-Participation Physical Examination Form**, offered by the Illinois High School Association and the Illinois Elementary School Association, is the preferred certificate of physical fitness.
4. The student must show proof of accident insurance coverage either by an insurance [PRESSPlus1](#) policy purchased through the District-approved insurance plan or a parents/guardians written statement that the student is covered under a family insurance [plan](#) policy.
5. The student must acknowledge receipt of athletic/activity code.
6. The student must agree to follow all conduct rules and the coaches' instructions.
7. The student and his or her parents/guardians must: (a) comply with the eligibility rules of, and complete any forms required by, any sponsoring association (such as, the Illinois Elementary School Association, the Illinois High School Association, or the Southern Illinois Junior High School Athletic Association), and (b) complete all forms required by the District including, without limitation, signing an acknowledgment of receiving information about [the Board's concussion](#) policy 7:305, *Student Athlete Concussions and Head Injuries*.

The Superintendent or designee (1) is authorized to impose additional requirements for a student to participate in extracurricular athletics, provided the requirements comply with Board policy 7:10, *Equal Educational Opportunities*, and (2) shall maintain the necessary records to ensure student compliance with this policy.

LEGAL REF.:

105 ILCS 5/10-20.30, [and](#) 5/22-80, [and](#) 25/2, [PRESSPlus2](#)

[23 Ill.Admin.Code §1.530\(b\)](#).

CROSS REF.: 4:100 (Insurance Management), 4:170 (Safety), 6:190 (Extracurricular and Co-Curricular Activities), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:305 (Student Athlete Concussions and Head Injuries), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. Updated throughout for continuous improvement. **Issue 121, March 2026**

PRESSPlus 2. The Legal References are updated. **Issue 121, March 2026**

Document Status: Draft Update

8:90 Parent Organizations and Booster Clubs

Parent organizations and booster clubs are invaluable resources to the District's schools. While parent organizations and booster clubs have no administrative authority and cannot determine District Board PRESSPlus1 policy, the Board of Education welcomes their suggestions and assistance.

Parent organizations and booster clubs may be recognized by the Board and permitted to use the District's name, a District school's name, or a District school's team name, or any logo attributable to the District provided they first receive the Superintendent or designee's express written consent. Consent to use one of the above-mentioned names or logos will generally be granted if the organization or club is a 501(c)(3) that has submitted proof of its status and has by laws containing the following:

1. The organization's or club's name and purpose, such as, to enhance students' educational experiences, to help meet educational needs of students, to provide extra athletic benefits to students, to assist specific sports teams or academic clubs through financial support, or to enrich extracurricular activities.
2. The rules and procedures under which it operates.
3. An agreement to adhere to all Board policies and administrative procedures.
4. A statement that membership is open and unrestricted, meaning that membership is open to all parents/guardians of students enrolled in the school, District staff, and community members.
5. A statement that the District is not, and will not be, responsible for the organization's or club's business or the conduct of its members, including on any organization or club websites or social media accounts.
6. An agreement to maintain and protect its own finances.
7. A recognition that money given to a school cannot be earmarked for any particular expense. Booster clubs may make recommendations, but cash or other valuable consideration must be given to the District to use at its discretion. The Board's legal obligation to comply with Title IX by providing equal athletic opportunity for members of both genders will supersede an organization or club's recommendation.

Permission to use one of the above-mentioned names or logos may be rescinded at any time and does not constitute permission to act as the District's representative. At no time does the District accept responsibility for the actions of any parent organization or booster club regardless of whether it was recognized and/or permitted to use any of the above-mentioned names or logos. The Superintendent shall designate an administrative staff member to serve as the recognized liaison to parent organizations or booster clubs. The liaison will serve as a resource person and provide information about school programs, resources, policies, problems, concerns, and emerging issues. Building staff will be encouraged to participate in the organizations.

CROSS REF.: 8:80 (Gifts to the District)

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 121, March 2026**

Document Status: Review and Monitoring

7:220 Bus Conduct

All students must follow the District's *School Bus Safety Rules*. [PRESSPlus1](#)

School Bus Suspensions

The Superintendent, or any designee as permitted in the School Code, is authorized to suspend a student from riding the school bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Prohibited student conduct as defined in Board of Education policy 7:190, *Student Behavior*.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Superintendent or designee deems to threaten the safe operation of the bus and/or its occupants.

If a student is suspended from riding the bus for gross disobedience or misconduct on a bus, the Board of Education may suspend the student from riding the school bus for a period in excess of 10 days for safety reasons. The District's regular suspension procedures shall be used to suspend a student's privilege to ride a school bus.

Academic Credit for Missed Classes During School Bus Suspension

A student suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the student's parent or guardian to notify the school that the student does not have alternate transportation.

Electronic Recordings on School Buses

Electronic visual and audio recordings may be used on school buses to monitor conduct and to promote and maintain a safe environment for students and employees when transportation is provided for any school related activity. Notice of electronic recordings shall be displayed on the exterior of the vehicle's entrance door and front interior bulkhead in compliance with State law and the rules of the Illinois Department of Transportation, Division of Traffic Safety.

Students are prohibited from tampering with electronic recording devices. Students who violate this policy shall be disciplined in accordance with the Board's discipline policy and shall reimburse the School District for any necessary repairs or replacement.

LEGAL REF.:

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

105 ILCS 5/10-20.14, 5/10-22.6, and 10/.

720 ILCS 5/14-3(m).

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

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 7:130 (Student Rights and Responsibilities), 7:170 (Vandalism), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities), 7:340 (Student Records)

ADOPTED: February 23, 2024

PRESSPlus Comments

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

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

Issue 121, March 2026

Document Status: Draft Update

2:125-E3 Resolution to Regulate Expense Reimbursements

WHEREAS, Section 10-20 of the School Code ([105 ILCS 5/10-20](#)) grants school boards other powers that are not inconsistent with their duties;

WHEREAS, Section 10 of the Local Government Travel Expense Control Act ([50 ILCS 150/](#)) provides that the School Board shall by resolution regulate the reimbursement of all travel, meal, and lodging expenses of officers and employees, including, but not limited to: (1) the types of official business for which travel, meal, and lodging expenses are allowed; (2) maximum allowable reimbursement for travel, meal, and lodging expenses; and (3) a standardized form for submission of travel, meal, and lodging expenses supported with minimum documentation;

WHEREAS, the Board regulates the types of expenses that are allowed in Board Policies 2:125, *Board Member Compensation; Expenses* and 5:60, *Expenses*;

WHEREAS, based upon the School District's budget and other financial considerations, the Superintendent has recommended to the Board a maximum allowable reimbursement amount of ~~[\$amount]~~ PRESSPlus1 for Board members and District staff;

WHEREAS, the Board requires submission of appropriate standardized expense forms supported with required written minimum documentation ([50 ILCS 150/10](#) and [20](#));

WHEREAS, submitted expenses that exceed the Board's maximum allowable reimbursement amount may be approved by a roll call vote at an open meeting of the Board when an emergency or other extraordinary circumstance exists ([50 ILCS 150/10](#) and [15](#));

WHEREAS, all Board member expenses must be approved by a roll call vote at an open meeting of the Board ([50 ILCS 150/15](#));

THEREFORE, BE IT RESOLVED, that the Board hereby:

1. Defines and sets the types of allowable expenses through Board policies 2:125, *Board Member Compensation; Expenses* and 5:60, *Expenses*.
2. Sets the maximum allowable reimbursement for travel, meal, and lodging expenses to an amount not to exceed ~~[\$amount]~~, effective on ~~[date]~~ until the Resolution is rescinded or replaced by the Board.
3. Supersedes its previously adopted *Resolution to Regulate Expense Reimbursements* as of the effective date in paragraph two above.
4. Requires use of Board exhibits 2:125-E1, *Board Member Expense Reimbursement Form*; 2:125-E2, *Board Member Estimated Expense Approval Form*; 5:60-E1, *Employee Expense Reimbursement Form*; and 5:60-E2, *Employee Estimated Expense Approval Form*.
5. May approve expenses that exceed the Board's maximum allowable reimbursement amount by a roll call vote at an open meeting when an emergency or other extraordinary circumstance exists.
6. Must approve its members' expenses by a roll call vote at an open meeting.

Attested by: _____, Board President

Attested by: _____, Board Secretary

PRESSPlus Comments

PRESSPlus 1. The maximum allowable reimbursement for travel, meal, and lodging expenses should be filled in, based upon a district's financial resources and other considerations important to the local district. Enter the amount adopted by the Board, and use the Save Status "Adopted with Additional District Edits." The amount entered will also be added to list item number 2, below.

For more information, see policy 2:125, *Board Member Compensation; Expenses*, and its footnotes, available at PRESS Online by logging in at www.iasb.com. Consult the board attorney about how often the board should adopt or revisit its resolution. **Issue 119, June 2025**

Document Status: Draft Update - Rewritten

2:140-E Exhibit - Guidance for Board Member Communications, Including Email Use

The Open Meetings Act (OMA) requires the Board of Education to discuss District business only at a properly noticed Board meeting. PRESSPlus1 5 ILCS 120/. Other than during a Board meeting, a majority or more of a Board quorum may not engage in contemporaneous interactive communication, whether in person or electronically, to discuss District business. This guidance assumes a Board has seven members and covers issues arising from Board policy 2:140, *Communications To and From the Board*.

Note: *Public records* stored by board members on personal devices (i.e., texts) or personal email accounts pose significant logistical and administrative challenges for public record preservation and certain FOIA requests. It is therefore a best practice for board members to utilize District-issued devices or District-issued email addresses for electronic communications that qualify as public records under the Freedom of Information Act (FOIA) or the Local Records Act (LRA). For that reason, the examples in this guidance focus primarily on board member email use and District-issued devices.

Communications Between or Among Board Members and/or the Superintendent Outside of a Properly Noticed Board Meeting

1. The Superintendent or designee is permitted to email information to Board members. For example, the Superintendent may email Board meeting agendas and supporting information to Board members. When responding to a single Board member's request, the Superintendent should copy all other Board members and include a do not reply all/forward alert to the group, such as: **"BOARD MEMBER ALERT: This email is in response to a request. Do not reply or forward to the group but only to the sender."** Alternatively, the Superintendent may blind carbon copy (bcc) all other board members (preventing them from replying to all) and include a similar alert to the group, such as: **"BOARD MEMBER ALERT: This email is in response to a request. To prevent replies or forwards to the group, all board members are blind carbon copied on this email. Only reply to the sender."**
2. Board members are permitted to discuss any topic other than District business with each other, whether in person or by telephone, email, text, or other electronic means, regardless of the number of members participating in the discussion. For example, they may discuss sports, work, or current events.
3. Board members are permitted to provide information to each other, whether in person or by telephone, email, text, or other electronic means, that relates to District business but is non-deliberative and non-substantive. Examples of this type of communication include scheduling meetings and confirming receipt of information.
4. A Board member is not permitted to discuss District business with more than one other Board member at a time, whether in person or by telephone, email, text, or other electronic means. Stated another way, a Board member may discuss District business in person or by telephone, email, text, or other electronic means with only one other Board member at a time.
5. A Board member should not facilitate interactive communication by discussing District business in a series of visits with, or telephone calls, emails, texts, or other electronic communications to,

Board members individually.

6. A Board member should include a do not reply all/forward alert when emailing a message concerning District business to more than one other Board member. The following is an example of such an alert: **"BOARD MEMBER ALERT: This email is not for interactive discussion purposes. The recipient should not reply to it or forward it to any other individual."** Alternatively, the board member may bcc the other board members and include a similar alert to the other board members, such as **"BOARD MEMBER ALERT: This email is not for interactive discussion purposes. To prevent replies or forwards to the group, all board members are blind carbon copied on this email. The recipient should not reply to it or forward it to another individual."**
7. Board members should not forward email received from another Board member.

When Must the Electronic Communications Sent or Received by Individual Board Members Be Disclosed Pursuant to a Freedom of Information Act (FOIA) Request?

An electronic communication must be disclosed if it is a public record as defined by FOIA, unless a specific exemption applies. A *public record* is any recorded information "pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of any public body." 5 ILCS 140/2, amended by P.A. 104-438. Public records do not include *junk mail*. Junk mail includes unsolicited commercial electronic communications sent to the District that it does not respond to. Id. Email or other electronic communications sent or received by an individual Board member may be, depending on the content and circumstances, subject to disclosure as a public record (unless a FOIA exemption is applicable).

If a Board member uses a District-provided device or email address to discuss public business, the electronic communication is subject to disclosure under FOIA, barring an applicable exemption. If a Board member uses a private device and email address, the communication is subject to FOIA if it satisfies this test:

First, the communication pertains to the transaction of public business, and

Second, the communication was: (1) prepared by a public body, (2) prepared for a public body, (3) used by a public body, (4) received by a public body, (5) possessed by a public body, and/or (6) controlled by a public body.

This test is from the appellate court decision in City of Champaign v. Madigan, 992 N.E.2d 629 (Ill. App. Ct. 2013).

The following examples describe FOIA's treatment of electronic communications:

1. If an electronic communication does not pertain to public business, it is not a public record and is not subject to a FOIA request.
2. An electronic communication pertaining to public business that is:
 - a. Sent and/or received by an individual Board member using a personal electronic device and personal email address while he or she is at home or work would not be a public record. Individual Board members, alone, cannot conduct school District business. As stated earlier, emails among a majority or more of a Board-quorum violate OMA and, thus, are subject to disclosure during proceedings to enforce OMA.
 - b. Sent and/or received by an individual Board member on a District-issued device or District-issued email address **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.

- c. Received by an individual Board member on a personal electronic device and then forwarded by the Board member to a District-owned device or server **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.
- d. Received by an individual Board member using a personal electronic device and personal email address, and then forwarded by the Board member to enough members to constitute a majority or more of a Board-quorum **will be a public record** and subject to FOIA. The electronic communication is in the District's possession.
- e. Either sent to or from a Board member's personal electronic device during a Board meeting **will be a public record** and subject to FOIA. The electronic communication is in the District's possession because Board members were functioning collectively as a public body.

The District's Freedom of Information Officer and/or Board Attorney will help determine whether a specific communication must be disclosed pursuant to a FOIA request.

When Must Electronic Communications Be Retained?

Electronic communications that qualify under FOIA as *public records* will need to be stored pursuant to the Local Records Act (LRA), only if it is evidence of the District's organization, function, policies, procedures, or activities or contains informational data appropriate for preservation. 50 ILCS 205/. An example is any email from a Board officer concerning a decision made in his or her capacity as an officer. If a Board member uses his or her personal email, he or she must copy this type of email to the appropriate District office where it will be stored. If made available, Board members should use their email accounts provided by the District, and the District will automatically store the official record messages. The District will delete these official record messages as provided in an applicable, approved **retention schedule**. Of course, email pertaining to public business that is sent or received by a Board Member using a District-issued device or email address will be subject to FOIA, even if the email does not need to be retained under the LRA.

Important: Do not destroy any electronic communication concerning a topic that is being litigated without obtaining the Board Attorney's direction. In federal lawsuits, there is an automatic discovery of virtually all types of electronically created or stored data that might be relevant. Attorneys will generally advise their clients at the beginning of a legal proceeding that they must not destroy any electronic records that might be relevant. This is referred to as a *litigation hold*. For more discussion of a litigation hold, see administrative procedure 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*. In addition, any person who knowingly with the intent to defraud any party destroys, removes, or conceals any public record commits a Class 4 felony. 50 ILCS 205/4.

PRESSPlus Comments

PRESSPlus 1. Rewritten for PRESS Plus in response to the Freedom of Information Act (FOIA), 5 ILCS 140/2, amended by P.A. 104-438, excluding *junk mail* from the definition of *public record*, and for continuous improvement. This exhibit is not a substitute for legal advice. Use it after having a discussion with the board attorney. A redlined version showing the changes made is available at PRESS Online by logging in at www.iasb.com. **Issue 121, March 2026**

Document Status: Review and Monitoring

7:230 Misconduct by Students with Disabilities

Behavioral Interventions [PRESSPlus1](#)

Behavioral interventions shall be used with students with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The Board of Education will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

Discipline of Special Education Students

The District shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's *Special Education* rules when disciplining special education students. No special education student shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

LEGAL REF.:

Individuals With Disabilities Education Improvement Act of 2004, [20 U.S.C. §§1412, 1413, and 1415](#).

Gun-Free Schools Act, [20 U.S.C. §7151 et seq.](#)

[34 C.F.R. §§300.101, 300.530 - 300.536](#).

[105 ILCS 5/10-22.6 and 5/14-8.05](#).

[23 Ill.Admin.Code §226.400](#).

Honig v. Doe, 108 S.Ct. 592 (1988).

CROSS REF.: 2:150 (Committees), 6:120 (Education of Children with Disabilities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct)

ADOPTED: February 23, 2024

PRESSPlus Comments

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

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to

determine whether local changes are necessary

- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 121, March 2026

Document Status: Review and Monitoring

7:280 Communicable and Chronic Infectious Disease

A student with or carrying a communicable and/or chronic infectious disease has all rights, privileges, and services provided by law and the Board of Education's policies. The Superintendent will develop procedures to safeguard these rights while managing health and safety concerns. [PRESSPlus1](#)

LEGAL REF.:

[105 ILCS 5/10-21.11.](#)

[23 Ill.Admin.Code §§ 1.610 and 226.300.](#)

[77 Ill.Admin.Code Part 690.](#)

[20 U.S.C. §1400 et seq.](#), Individuals With Disabilities Education Improvement Act of 2004.

[29 U.S.C. §794\(a\)](#), Rehabilitation Act of 1973, Section 504.

PRESSPlus Comments

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

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- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 121, March 2026