

AGENDA

Pearl City Community Unit School District #200
Pearl City, IL 61062

Wednesday, April 17, 2024
6:30 P.M. – High School Library

Public access to this meeting will be in-person at the Pearl City JH/HS Library. Individuals wishing to speak during public forum may make their public comment during the public comment section in-person at the regular scheduled meeting.

- A. Call to Order
- B. Roll Call of Members
- C. Approval of the Agenda
- D. Recognition of Guests & Public Comment
- E. Consent Agenda
 - 1. Approval of the Open & Closed Meeting Minutes from the March 20, 2024, Regular School Board Meeting
 - 2. Approval of Bills and Payroll through April 12, 2024
- F. Communications
- G. New Business
 - 1. Approval of the 2024-2025 Coach's Handbook – Potential Action Item
 - 2. Approval of the 2024-2025 Non-Cert Employee Handbook and Teacher Handbook – Potential Action Item
 - 3. Approval of the Final 2023-2024 School Calendar – Potential Action Item
 - 4. Approval of Summer Office Hours - Potential Action Item
 - 5. Approval of Bid for Milk – Potential Action Item
 - 6. Approval of Bids for Janitorial Supplies – Potential Action Item
 - 7. First Reading of the following new and amended policies: 2:40-Brd. Member Qual.; 2:60-Brd Member Removal; 2:140- Comm. To and from the Brd.; 2:260- Uniform Grievance Procedure; 2:265- Title IX; 2:270- Discrimination and Harassment; 4:20- Fund Baances; 4:60- Purchases and Contracts raise bid to \$50,000; 4:165-Awareness and Prevention of Child Abuse; 4:190- Targeted School Violence; 5:10-Equal Employment Opportunity; 5:20- Workplace Harassment Prohibited; 5:100- Staff Devel. Program; 5:120- Employee Ethics; 5:3000- Sched. And Employment Year; 6:60- Curriculum Content; 6:185- Remote Ed. Program; 7:10- Equal Ed. Opportunities; 7:20- Harassment of Students Prohibited; 7:180- Prevention of and Response to Bullying; 7:185- Teen Violence Prohibited- Informational Items
- H. Closed Session
 - 1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity 5 ILCS 120/2(c)(1), amended by P.A. 99-646.
- I. Possible Items for Approval after Closed Session
 - 1. Approval of Winter 2024-2025 Varsity Coaches – Potential Action Item
 - 2. Approval of Resignation of JH/HS Principal – Potential Action Item
 - 3. Approval to hire an additional Asst. HS Basketball Coach – Potential Action Item
 - 4. Approval to hire a JH/HS Principal – Potential Action Item
 - 5. Approval of Resignation of Paraprofessional – Potential Action Item
 - 6. Approval of Resignation of Social Science Teacher – Potential Action Item
 - 7. Approval of Summer School Teachers – Potential Action Item
 - 8. Approval of JH/HS Social Science Teacher- Potential Action Item
- J. Adjourn

***Copies of the agenda and public documents can be picked up at the District Administrative Office at 100 S. Summit St, Pearl City, IL 61062 during its regular business hours.

BOARD OF EDUCATION DISTRICT #200
REGULAR BOARD MEETING

March 20, 2024

Mr. Bremmer, President, called the regular board meeting to order at 6:30 p.m. Roll call found the following members present: Mr. Crackenberger, Mrs. Keltner, Mr. Kempel, Mr. Pauley, and Mrs. Tessendorf. Also present were Superintendent Schiffman, Secondary Principal Ben Asche, Elementary Principal Brent Chrisman, and Milena Teske. Ms. Downs arrived at 6:55 p.m.

Mrs. Tessendorf motioned to approve the agenda. Mr. Crackenberger seconded the motion, which passed unanimously.

The board recognized guests and public comments were allowed. No comments were made.

Mr. Pauley motioned to approve the consent agenda. Mr. Kempel seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mrs. Keltner, Mr. Kempel, Mr. Pauley, and Mrs. Tessendorf.

In communications, the board received a thank you from the Mike Strohecker family.

Mrs. Keltner motioned to approve the 2024-2025 School Calendar. Mrs. Tessendorf seconded the motion, which passed unanimously.

Mrs. Tessendorf motioned to approve the 2024-2025 Student/Parent Handbook and the School Safety Plan. Mr. Kempel seconded the motion, which passed unanimously.

Mrs. Keltner motioned to seek bids for Milk & Custodial Supplies. Mr. Pauley seconded the motion, which passed unanimously.

Mr. Crackenberger motioned to approve the Summer School Plan for 2024. Mrs. Tessendorf seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mrs. Keltner, Mr. Kempel, Mr. Pauley, and Mrs. Tessendorf.

Mrs. Keltner motioned to approve the School Fees for 2024-2025. Mr. Kempel seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mrs. Keltner, Mr. Kempel, Mr. Pauley, and Mrs. Tessendorf.

Mr. Pauley motioned to approve the IHSA Membership for 2024-2025. Mr. Kempel seconded the motion, which passed unanimously.

The Board discussed the resurfacing of the JH/HS gym floor.

Mrs. Tessendorf motioned to enter closed session at 6:53 p.m. Mr. Crackenberger seconded the motion, which passed unanimously.

Mrs. Tessendorf motioned to enter open session at 8:18 p.m. Mr. Pauley seconded the motion, which passed unanimously.

Mr. Kempel motioned to approve the following volunteers: Gerald Erbsen - Bass Fishing, and Phil Krolow – JH Track. Mr. Pauley seconded the motion, which passed unanimously.

Ms. Downs motioned to hire Brianne Freedlund as a PreK Teacher starting in 2024-2025. Mrs. Tessendorf seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Ms. Downs, Mrs. Keltner, Mr. Kempel, Mr. Pauley, and Mrs. Tessendorf.

Mr. Crackenberger motioned to adjourn the meeting at 8:19 p.m. Mr. Kempel seconded the motion, which passed unanimously.

Respectfully submitted,

Janis Sheffey, Recording Secretary

Chad Bremmer, Board President

24-25 Coaches Handbook Changes

- Page 13: Add “no practices or events can be held if school is not in session due to inclement weather unless approved by administration.”
- Page 19: Add “students not in attendance on Friday may participate on that weekend”.
- Page 16: Update Summative Evaluation Report to the following.

Summative Evaluation Report

1. In what ways has the coach exceeded the performance standards, performance goals and coaching responsibilities?
2. In what areas has the coach shown development and growth in the coaching profession?
3. In what specific areas does the coach need to demonstrate additional development and growth?
4. Head coach's Evaluation:
 Excellent
 Satisfactory
 Needs Improvement
 Unsatisfactory (recommended to not be rehired)
5. Employee's response, if desired.
6. Declaration of intent to coach next year. Yes _____ No _____

This is to certify that we have read and discussed the above report.

Coach's Signature Date

Athletic Director's Signature Date

Administrator's Signature Date

2023-2024 Pearl City School Calendar

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

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

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

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

189 Days (Includes 9 Emergency Days)

- 1st quarter (44 days) - ends October 20
- 2nd quarter (41 days) - ends December 21
- 3rd quarter (45 days) - ends March 8
- 4th quarter (46 days) - ends May 21

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

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

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

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

- 176 Student attendance days
- 9 Emergency Days
- 4 Institute days
- 189 Total Days

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

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

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

June						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
June Attendance: 176						

- March 8th - 11:15 Dismissal
- March 22nd - 1:00 Dismissal
- March 25th - 29th - No school
- District Institute
- School Begins
- Holiday/Special Holiday
- End of Nine Weeks
- September 4 Labor Day
- October 9 Columbus Day
- November 10 Veterans Day - Waived
- Nov. 23 & 24 Thanksgiving Day/Break
- December 25 Christmas Day
- December 31 New Year's Eve

- April 1st No School
- Parent Teacher Conference
- Winter Break/Spring Break
- School Imp. Day (11:15 Early Release)
- Emergency Days
- January 1 New Year's Day
- January 15 Martin Luther King Day
- February 19 President's Day
- April 5 Good Friday
- April 8 Easter Monday
- May 27 Memorial Day

- May 21st- 1:00 Dismissal
- May 22nd Teacher Institute
- END OF QUARTER
- 1st quarter (44 Days) - ends October 20
- 2nd qtr (41 days) - ends December 21
- 3rd quarter (45 days) - ends March 8
- 4th quarter (46 days) - ends May 21
- INSTITUTE DAYS
- August 16
- August 17
- January 12
- May 22
- Graduation - May 19th

- SCHOOL IMPROVEMENT DAYS - Dismiss @ 11:00
- September 15
- November 10
- February 17
- March 8
- PARENT TEACHER CONFERENCES
- October 25 (2:30 - 7:30)
- October 26 (2:30 - 7:30)



Milk Escalator / De-Escalator Pricing Clause

The pricing quoted is based on the current month's (APRIL 2024) Federal Milk Marketing Order for Class I Skim and Class I Butterfat. This pricing is subject to change as the cost of raw milk changes each month according to the USDA Federal Milk Market Price Announcements and changes in over order premium charges.

The cost of milk fluctuates up and down each month based on the cost changes in raw milk. Changes are based on CMPC announced class 1 Skim and Class 1 announced butterfat. Calculations to four decimal places.

- $\frac{1}{2}$ pint whole = $\left(\left[\frac{\text{Skim change} \times 8.3205}{100}\right] + \left[\frac{\text{Butterfat change} \times 0.2795}{16}\right]\right)$
- $\frac{1}{2}$ pint 2% = $\left(\left[\frac{\text{Skim change} \times 8.4476}{100}\right] + \left[\frac{\text{Butterfat change} \times 0.1724}{16}\right]\right)$
- $\frac{1}{2}$ pint 1% = $\left(\left[\frac{\text{Skim change} \times 8.5338}{100}\right] + \left[\frac{\text{Butterfat change} \times 0.0862}{16}\right]\right)$
- $\frac{1}{2}$ pint Skim = $\left(\left[\frac{\text{Skim change} \times 8.61274}{100}\right] + \left[\frac{\text{Butterfat change} \times 0.01726}{16}\right]\right)$

Prices will also be adjusted up or down based on cost changes in packaging, ingredients, labor, fuel, juice concentrate, re-sale products, and any other manufacturing and distribution related expenses. Supporting documentation will be supplied upon request.

FORCE MAJEURE

If either party's failure to comply with any obligation arising under this Agreement results from acts of God, governmental Laws, rules, regulations or order, strikes or other labor trouble, shortage of or inability to obtain raw materials, fuels power or transportation, or any other case beyond the reasonable control of the affected party (any of the foregoing, collectively "Force Majeure", such failure shall not be a breach of this Agreement or create any liability for damages.

All price changes will become effective on the 1st day of the month following the price announcement.

Thank you for the opportunity to bid on your business.

Sincerely,

Stacy R. Wand
General Manager
Prairie Farms Dairy Dubuque

Pearl City School Janitorial Bids 2024-2025

Product		Description	Quantity	Unit Price	Rocket Industrial	Home Depo
1	25% Floor Finish	5 gallon pails	70 gal.	\$79.25	\$994.00	\$1,190.00
2					\$0.00	\$0.00
3					\$0.00	\$0.00
4					\$0.00	\$0.00
5	Vacumn Sweeper Bags	Backpac Vac.	12 packages	\$9.13	\$131.00	\$120.00
6	Vomet Absorbent	1 pound bags	1 CASE	\$47.64	\$44.00	\$109.00
7	Purell Hand Sanitizer	67 ounce container	4 cases	\$107.92	\$921.00	\$518.00
8	Go Jo Hand soap	42 oz. foam classic		\$41.07	\$922.00	\$830.00
9			0		\$0.00	\$0.00
10	Damp Mop	5 gal	25 gal.	\$39.14	\$216.00	\$206.00
11	9% bowl Cleaner	12 quarts/case	2	\$24.72	\$61.00	\$55.00
12	25% bowl Cleaner	12 quarts/case	8 cases	\$30.24	\$189.00	\$172.00
13					\$0.00	\$0.00
14					\$0.00	\$0.00
15					\$0.00	\$0.00
16	2 Ply Toilet Paper	750 Foot Rolls	60 cases	\$51.90	\$3,200.00	\$3,240.00
17	Paper Towels	800ft. Rolls 6/case	100 cases		\$2,600.00	\$2,010.00
18	Urinal Blocks	Price per block	10 boxes	\$15.42	\$116.00	\$110.00
19	Urinal Screens	Price per Screen	12 boxes	\$27.02	\$318.00	\$285.00
20	PSQ Cleaner	5 gallon pail	1 pail	\$59.35	\$48.00	\$48.00
21	Scrubber Pads	13" white 5/box	0		\$0.00	\$0.00
22	Scrubber Pads	13" red 5/ box	0		\$0.00	\$0.00
23	Carpet Extractor	1 gallon containers	2 gal.	\$41.80	\$96.00	\$94.00
24	Square Scrubber pads	20 inch pads	3 boxes	\$93.15	\$266.00	\$236.00
25					\$0.00	\$0.00
26	Trash can Liners	33x40 1.5 mil.	20 cases	\$15.60	\$0.00	\$0.00
27	Trash can Liners	40x48 1.5 mil.	60 cases	\$27.22	\$2,710.00	\$2,605.00
28	Stainless Steel Cleaner	Spray Cans	1 cases	\$89.64	\$68.00	\$54.00
29	De-Limer	1 Gallon Containers	4 gal.	\$53.16	\$211.00	\$194.00
30	Laundry Detergent	50 Pound Powder	4	\$46.04	\$221.00	\$215.00
	Total			\$0.00	\$13,332.00	\$12,291.00

Product	Description	Quantity	Unit Price	Rocket Industrial	Home Depo
31 Bleach	1 gallon containers	16	\$2.09	\$33.00	\$33.00
32 Dishwasher Drying Agent	5 gallon pail	6	\$111.16	\$810.00	\$758.00
33 3-Sink Sanitizer		4	\$45.52	\$185.00	\$190.00
34 3-Sink Detergent		3	\$43.60	\$141.00	\$140.00
35 Oven&Grill Cleaner		1 case	\$36.84	\$35.00	\$42.00
36 Dishwasher Detergent	solid blocks	8 cases	\$93.88	\$753.00	\$765.00
37 Glass Cleaner #3	1/2 containers	2	\$47.32	\$96.00	\$90.00
38 NABC	1/2 gal. cont.			\$118.00	\$120.00
39 HDQC2 disinfectant	4 -- 1/2 gal. containers			\$0.00	\$0.00
		Total		\$2,171.00	\$2,138.00
		Total		\$15,503.00	14,429.00

Certain **PRM** materials in a **PRESS** Issue may be labeled in the **PRESS** Bundles, Revision Table and Committee Worksheets with one or more of the following categories:

NEW. This material is brand new to the **PRM**.

RENUMBERED. This material has been assigned a new number within the **PRM**, usually due to the addition of **NEW** material.

RENAMED. The title of the material has been amended.

REWRITTEN. The material has undergone significant revisions. To preserve the readability of the Committee Worksheets, suggested changes are not shown as tracked changes.

REFORMATTED. Non-substantive changes in formatting, e.g., list renumbering, have been applied for consistency throughout the **PRM**. To preserve the readability of the Committee Worksheets, such formatting changes are not reflected as tracked changes.

Revisions to Policies, Administrative Procedures, and Exhibits

Number and Title	Revision Descriptions
2:40, Board Member Qualifications	The policy is updated for continuous improvement. The Cross References and footnotes are updated in response to a five-year review. <input type="checkbox"/>
2:60, Board Member Removal from Office	The policy is unchanged. The footnotes are updated in response to a five-year review. <input type="checkbox"/>
2:140, Communications To and From the Board	The policy is unchanged. The footnotes are updated in response to a five-year review. <input type="checkbox"/>
2:140-E, Guidance for Board Member Communications, Including Email Use	The exhibit is updated in response to a five-year review. <input type="checkbox"/>
2:150-AP, Superintendent Committees	The procedure is solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking. <input type="checkbox"/>
2:170-AP, Qualification Based Selection	The procedure is updated in response to a five-year review. <input type="checkbox"/>
2:250-E1, Written Request for District Public Records	The exhibit is updated in response to a five-year review. <input type="checkbox"/>
2:250-E2, Immediately Available District Public Records and Web-Posted Reports and Records	<p>The exhibit is updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to web-post its policy (or policies) that prohibit discrimination and harassment based on race, color, and national origin, as well as retaliation; 2. 105 ILCS 5/2-3.163(c), amended by P.A. 103-504, requiring a district to web-post the name(s) of designated Prioritization of Urgency of Need for Services (PUNS)-trained employee(s) in each school; 3. Title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking; and 4. Continuous improvement. <input type="checkbox"/>

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

2:260, Uniform Grievance Procedure	The policy, Legal References, Cross References, and footnotes are updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have an internal process for the filing of complaints regarding discrimination and harassment based on race, color, and national origin. The policy and footnotes are also updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking, and for continuous improvement. Continuous improvement changes are also made to the Legal References and footnotes. The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> .	<input type="checkbox"/>
2:260-AP1, Guidelines for Investigating Complaints Filed Under Policy 2:260, Uniform Grievance Procedure, and Allegations of Misconduct	The procedure is updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have procedures for responding to complaints of discrimination and harassment based on race, color, and national origin, and retaliation, and for continuous improvement.	<input type="checkbox"/>
2:260-AP2, Nondiscrimination Coordinator and Complaint Manager	The procedure is updated in response to: <ol style="list-style-type: none"> 1. 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation; 2. Titles changes to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, 2:265-AP1, <i>Title IX Sexual Harassment-Response</i>, and 2:265-AP1, <i>Title IX Sexual Harassment-Response</i>, in anticipation of Title IX rulemaking; and 3. Continuous improvement. 	<input type="checkbox"/>
2:265, Title IX Sexual Harassment-Grievance Procedure	RENAMED. The policy title only is changed to delete the term <i>sexual harassment</i> in anticipation of Title IX rulemaking.	<input type="checkbox"/>
2:265-AP1, Title IX Sexual Harassment-Response	RENAMED. The procedure title only is changed for the reason stated in 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , above.	<input type="checkbox"/>
2:265-AP2, Formal Title IX Sexual Harassment-Complaint Grievance Process	RENAMED. The procedure title only is changed for the reason stated in 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , above.	<input type="checkbox"/>
2:265-E, Title IX Sexual Harassment-Glossary of Terms	RENAMED. The exhibit title only is changed for the reason stated in 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , above.	<input type="checkbox"/>
2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited	NEW. The policy is created in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a board to adopt a policy (or policies) that prohibits discrimination and harassment based on race, color, and national origin, as well as retaliation.	<input type="checkbox"/>
2:270-AP, Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin	NEW. The procedure is created in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have procedures for responding to complaints of discrimination and harassment based on race, color, and national origin, and retaliation.	<input type="checkbox"/>
4:20, Fund Balances	The policy is unchanged. The footnotes are updated in response to a five-year review.	<input type="checkbox"/>
4:45-AP1, Insufficient Fund Checks	The procedure is updated in response to a five-year review.	<input type="checkbox"/>

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

4:45-E1, Cover Page Documenting the Process to Seek Offset from the Illinois Office of the Comptroller (IOC)	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:45-E2, Notice of Claim and Intent to Seek Debt Recovery; Challenge; and Response to Challenge	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:55-AP, Controls for the Use of District Credit and Procurement Cards	The procedure is updated in response to a five-year review.	<input type="checkbox"/>
4:110-AP1, School Bus Post-Accident Checklist	The procedure is updated in response to a five-year review.	<input type="checkbox"/>
4:110-AP3, School Bus Safety Rules	The procedure is updated in response to a five-year review.	<input type="checkbox"/>
4:110-E, Emergency Medical Information for Students Having Special Needs or Medical Conditions Who Ride School Buses	The exhibit is unchanged in response to a five-year review.	<input type="checkbox"/>
4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors	The policy and Cross References are solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	<input type="checkbox"/>
4:170-AP2, E1, Letter to Parents/Guardians Regarding Student Safety	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:170-AP2, E2, Letter to Parents/Guardians Regarding the Dangers of Underage Drinking	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:170-AP2, E3, Letter to Parents/Guardians About Disruptive Social Media Apps; Dangers	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:170-AP2, E4, Letter to Parents/Guardians About Preventing and Reducing Incidences of Sexting	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:170-AP2, E6, Letter to Parents/Guardians About Safe Firearm Storage	NEW. The optional exhibit is created based on a template recently developed by the U.S. Dept. of Education's Readiness and Emergency Management for Schools Technical Assistance Center.	<input type="checkbox"/>

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

4:170-AP6, Plan for Responding to a Medical Emergency at a Physical Fitness Facility with an AED	The procedure is updated in response to a five-year review.	<input type="checkbox"/>
4:170-AP6, E2, Notification to Staff and Parents/Guardians of CPR and AED Video	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:170-AP8, Movable Soccer Goal Safety	The procedure is updated in response to a five-year review.	<input type="checkbox"/>
4:175-AP1, E1, Informing Parents/Guardians About Offender Community Notification Laws	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
4:190, Targeted School Violence Prevention Program	The policy and footnotes are updated in response to <i>Threat Assessment in Virginia Public Schools: Model Policies, Procedures, and Guidelines, Fifth Edition (July 2023)</i> , Virginia Center for School and Campus Safety, Virginia Dept. of Criminal Justice Services, at: www.dcjs.virginia.gov/sites/dcjs.virginia.gov/files/k-12_threat_assessment_management_mppg_mpd.pdf .	<input type="checkbox"/>
4:190-AP1, Targeted School Violence Prevention Program	The procedure is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP1, E1, Targeted School Violence Prevention Program Resources	REWRITTEN. The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP2, Threat Assessment Team (TAT)	REWRITTEN. The procedure is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP2, E1, Principles of Threat Assessment	REWRITTEN. The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP2, E2, Threat Assessment Documentation	The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP2, E3, Threat Assessment Key Areas and Questions; Examples	REWRITTEN. The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP2, E4, Responding to Types of Threats	The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP2, E5, Threat Assessment Case Management Strategies	REWRITTEN. The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>
4:190-AP2, E6, Targeted School Violence Prevention and Threat Assessment Education	The exhibit is updated for the reason stated in 4:190, <i>Targeted School Violence Prevention Program</i> , above.	<input type="checkbox"/>

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

<p>5:10, Equal Employment Opportunity and Minority Recruitment</p>	<p>REFORMATTED. The policy, Legal References, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, above. The Legal References and footnotes are also updated in response to:</p> <ol style="list-style-type: none"> 1. Pregnant Worker Fairness Act, 42 U.S.C. §2000gg <i>et seq.</i>, added by Pub.L. 117-328, the Fair Labor Standards Act; 2. Fair Labor Standards Act (FLSA), 29 U.S.C. §218d, added by Pub.L. 117-328, requiring employers to provide reasonable break time for nursing employees to express breast milk; and 3. Continuous improvement. <p>The footnotes are further updated in response to the Gender Violence Act, 740 ILCS 82/11, added by P.A. 103-202, imposing liability on employers for gender-related violence in the workplace under limited circumstances, and <i>Groff v. DeJoy</i>, 600 U.S. 447 (2023), a U.S. Supreme Court case addressing an employer's obligation to reasonably accommodate an employee's religious practices.</p>	<input type="checkbox"/>
	<p>The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking.</p>	
<p>5:10-AP, Workplace Accommodations for Nursing Mothers</p>	<p>The procedure is updated in response to FLSA, 29 U.S.C. §218d, added by Pub. L. 117-328, requiring employers to provide reasonable break time for nursing employees to express breast milk.</p>	<input type="checkbox"/>
<p>5:20, Workplace Harassment Prohibited</p>	<p>The policy, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, above, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking. The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking. The footnotes are updated for continuous improvement.</p>	<input type="checkbox"/>
<p>5:90-AP1, Coordination with Children's Advocacy Center</p>	<p>The procedure is solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking.</p>	<input type="checkbox"/>

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

5:100, Staff Development Program	<p>REWRITTEN. The policy, Legal References, Cross References, Administrative Procedure references, and footnotes are updated. The policy and footnotes are updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/10-22.39, amended by P.A. 103-542, eff. 7-1-24, streamlining school staff training requirements into eight distinct categories; 2. 775 ILCS 5/5A-103, added by P.A. 103-472, eff. 8-1-24, requiring all employees be trained on the prevention of discrimination and harassment based on race, color, and national origin; and 3. Subscriber feedback, to include a new default subheading, Additional Training Requirements, listing training required by State and/or federal law that is not required to be specified in policy. Boards that choose not to list these additional trainings may delete this subheading. <p>The Legal References are updated to include 105 ILCS/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, for the reason stated above.</p> <p>The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>.</p> <p>The Administrative Procedure references are updated to include new administrative procedure 2:270-AP, <i>Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin</i>, and to incorporate title changes to 2:265-AP1, <i>Title IX Sexual Harassment Response</i>, and 2:265-AP2, <i>Formal Title IX Sexual Harassment Complaint Grievance Process</i>, in anticipation of Title IX rulemaking.</p>	<input type="checkbox"/>
5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest	The policy, footnotes, and Cross References are solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	<input type="checkbox"/>
5:300, Schedules and Employment Year	The Legal References, Cross References, and footnotes are updated. The Legal References and footnotes are updated for the reason stated in 5:10-AP, <i>Workplace Accommodations for Nursing Mothers</i> , above. Other continuous improvement updates are made to the footnotes. 5:10, <i>Equal Employment Opportunity and Minority Recruitment</i> , is added to the Cross References.	<input type="checkbox"/>
6:60, Curriculum Content	The policy is unchanged. The footnotes are updated in response to 105 ILCS 5/27-21 and 105 ILCS 5/27-20.3, amended by P.A. 103-564, requiring ISBE to make certain instructional materials available on its website regarding Native American history and experience by 7-1-24, and for continuous improvement.	<input type="checkbox"/>
6:60-AP1, Comprehensive Health Education Program	The procedure is updated in response to 105 ILCS 5/27-17, amended by P.A. 103-457, mandating water safety instruction for students in pre-K through grade 6 as part of safety education, and for continuous improvement.	<input type="checkbox"/>
6:120-AP1, Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities	This procedure is updated to solely consist of the location of the district's special education procedures and to move the description of available resources to footnote 1.	<input type="checkbox"/>
6:185, Remote Educational Program	The policy is unchanged. The footnotes are updated in response to a five-year review.	<input type="checkbox"/>

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

7:10, Equal Educational Opportunities	The policy, Legal References, Cross References, and footnotes are updated. The policy and footnotes are updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> . The Legal References and footnotes are also updated for continuous improvement, and the footnotes are further updated to incorporate the title change to 2:265, <i>Title IX Sexual-Harassment Grievance Procedure</i> . The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual-Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	<input type="checkbox"/>
7:10-AP1, Accommodating Transgender, Nonbinary, or Gender Nonconforming Students	The procedure is updated in response to: 1. <i>A.C. v. Metropolitan Sch. Dist. of Martinsville</i> , 45 F.4th 760 (7th Cir. 2023), holding that a school's refusal to allow a transgender student access to the bathroom that aligns with his gender identity violates Title IX; 2. Title change to 2:265, <i>Title IX Sexual-Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking; and 3. Continuous improvement.	<input type="checkbox"/>
7:10-E, Equal Educational Opportunities Within the School Community	The exhibit is updated in response to a five-year review.	<input type="checkbox"/>
7:20, Harassment of Students Prohibited	The policy, Legal References, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , above, and in response to: 1. 105 ILCS 5/27-23.7, amended by P.A. 103-47, adding protected categories to the prohibition on bullying; and 2. Title change to 2:265, <i>Title IX Sexual-Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking. The Legal References are updated for continuous improvement. The footnotes are updated for the same reasons as the policy, to incorporate the title changes to 2:265-E, <i>Title IX Sexual-Harassment Glossary of Terms</i> , 2:265-AP1, <i>Title IX Sexual-Harassment Response</i> , and 2:265-AP2, <i>Formal Title IX Sexual-Harassment-Complaint Grievance Process</i> , in anticipation of Title IX rulemaking, and for continuous improvement. New policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , is added to the Cross References.	<input type="checkbox"/>
7:20-AP, Harassment of Students Prohibited	The procedure is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , above, and to incorporate the title change to 2:265, <i>Title IX Sexual-Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	<input type="checkbox"/>
7:180, Prevention of and Response to Bullying, Intimidation, and Harassment	The policy and footnotes are updated in response to: 1. 105 ILCS 5/27-23.7, amended by P.A. 103-47, to include additional bases for bullying, require data collection by districts, and require notification within 24 hours to the parents/guardians of students involved in bullying incidents; and 2. New policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> . The Cross References are updated to incorporate the title change to 2:265, <i>Title IX Sexual-Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking, and new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> .	<input type="checkbox"/>
7:180-AP1, Prevention, Identification, Investigation, and Response to Bullying	The procedure is updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, to require notification within 24 hours to the parents/guardians of students involved in bullying incidents, and for continuous improvement.	<input type="checkbox"/>

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

7:180-AP1, E1, Resource Guide for Bullying Prevention	The exhibit is updated to include a link to ISBE's model policy for bullying prevention and for continuous improvement.	<input type="checkbox"/>
7:180-AP1, E5, Report Form for Bullying	The exhibit is updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, to include additional bases for bullying.	<input type="checkbox"/>
7:180-AP1, E7, Response to Bullying	The exhibit is updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, to require notification within 24 hours to the parents/guardians of students involved in bullying incidents.	<input type="checkbox"/>
7:185, Teen Dating Violence Prohibited	The policy and Cross References are solely updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	<input type="checkbox"/>
7:190-E2, Student Handbook Checklist	<p>The exhibit is updated in response to:</p> <ol style="list-style-type: none"> 1. 105 ILCS 5/2-3.163(c), amended by P.A. 103-504, requiring districts to list in student handbook(s) the names of employees trained on the Prioritization of Urgency of Need for Services (PUNS) database in each school; 2. 105 ILCS 5/22-95(b)(3) (final citation pending), requiring a board's policy prohibiting discrimination and harassment based on race, color, and national origin, and retaliation be included in student handbook(s), along with an accessible and age-appropriate summary of the policy; 3. 105 ILCS 5/2-3.188, added by P.A. 102-676, requiring districts to notify parents/guardians at the beginning of the school year of the availability of ISBE's resource guide on sexual abuse response and prevention; and 4. Continuous improvement. 	<input type="checkbox"/>

Operational Services

Purchases and Contracts

The Superintendent shall manage the District's purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable School Board policies.

Standards for Purchasing and Contracting

All purchases and contracts shall be entered into in accordance with applicable federal and State law. The Board Attorney shall be consulted as needed regarding the legal requirements for purchases or contracts. All contracts shall be approved or authorized by the Board.

All purchases and contracts should support a recognized District function or purpose as well as provide for good quality products and services at the lowest cost, with consideration for service, reliability, and delivery promptness, and in compliance with State law. No purchase or contract shall be made or entered into as a result of favoritism, extravagance, fraud, or corruption.

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items outside budget parameters require prior Board approval, except in an emergency.

When presenting a contract or purchase for Board approval, the Superintendent or designee shall ensure that it complies with applicable federal and State law, including but not limited to, those specified below:

1. Supplies, materials, or work involving an expenditure in excess of \$25,000 must comply with the State law bidding procedure, 105 ILCS 5/10-20.21, unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with 105 ILCS 5/19b-1 *et seq.*
4. Third party non-instructional services must comply with 105 ILCS 5/10-22.34c.
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with 105 ILCS 5/10-20.21(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with 105 ILCS 5/10-20.21(b-10).
7. The purchase of paper and paper products must comply with 105 ILCS 5/10-20.19c and Board policy 4:70, *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:
 - a. In accordance with 105 ILCS 5/10-21.9(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in 105 ILCS 5/10-21.9(c) and 5/21B-80(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibit any of the contractor's employees from having direct, daily contact with one or more students if the employee was found guilty of any offense in 5/21B-80(b) (certain drug offenses) until seven years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily

contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.

- b. In accordance with 105 ILCS 5/22-94: (1) prohibit any of its employees from having *direct contact with children or students* if the contractor has not performed a sexual misconduct related employment history review (EHR) of the employee or if the District objects to the employee's assignment based on the employee's involvement in an instance of sexual misconduct as provided in 105 ILCS 5/22-94(j)(3), which the contractor is required to disclose; (2) discipline, up to and including termination or denial of employment, any employee who provides false information or willfully fails to disclose information required by the EHR; (3) maintain all records of EHRs and provide the District access to such records upon request; and (4) refrain from entering into any agreements prohibited by 105 ILCS 5/22-94(g).
- c. In accordance with 105 ILCS 5/24-5: (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease; and (2) require any new or existing employee who provides services to students or in schools to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Ill. Dept. of Public Health rules or order of a local health official.
9. Any pavement engineering project using a coal tar-based sealant product or high polycyclic aromatic hydrocarbon sealant product for pavement engineering-related use must comply with the Coal Tar Sealant Disclosure Act.
10. Purchases made with federal or State awards must comply with 2 C.F.R. Part 200 and 30 ILCS 708/, as applicable, and any terms of the award.

The Superintendent or designee shall: (1) execute the reporting and website posting mandates in State law concerning District contracts, and (2) monitor the discharge of contracts, contractors' performances, and the quality and value of services or products being provided.

LEGAL REF.: 2 C.F.R. Part 200.
105 ILCS 5/10-20.19c, 5/10-20.21, 5/10-21.9, 5/10-22.34c, 5/19b-1 et seq., 5/22-94, and 5/24-5.
30 ILCS 708/, Grant Accountability and Transparency Act.
410 ILCS 170/, Coal Tar Sealant Disclosure Act.
820 ILCS 130/, Prevailing Wage Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:70 (Resource Conservation), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting)