

AGENDA

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

Wednesday, July 15, 2020
6:30 P.M. – High School Cafeteria

Pursuant Executive Order 2020-44, issued on June 26th, signed by Gov. Pritzker, Pearl City School District may conduct all or portions of this meeting by use of telephonic or electronic means without a physical quorum present in the boardroom. Regular meeting time: 6:30pm

Public access to this meeting may be either in-person or through Google Meet and is available as follows: Phone number- Dial phone number and then follow directions to enter the PIN number.

Phone Numbers

[\(US\)+1 314-666-1411](tel:(US)+13146661411)

PIN: 428 637 181#

Individuals wishing to speak during public forum may make their public comment during the public comment section in-person, at the regular scheduled meeting or they must submit a request to address the School Board no later than 4:00 p.m. on the day of the meeting to jsheffey@pcwolves.net. Please provide first and last name and topic you would like to address along with the information you would like to address.

A. Call to Order

B. Roll Call of Members

C. Approve the Agenda

D. Recognition of Guests & Public Comment

E. Consent Agenda

1. Approval of June 17, 2020 Public Hearing & Regular Board Meeting Minutes
2. Approval of Closed Session Minutes from March 18, 2020
3. Approval of Facility Use for the Pearl City Lions Club Saturday, August 22nd
4. Approval of Facility Use as Polling Place in High School Gym on Nov. 3rd
5. Approval of Bills and Payroll through July 10, 2020 for \$444,341.81

F. Communications

1. FOIA Report
2. Property Tax Communication from Stephenson County Treasurer
3. Amending the 2020-2021 School District Calendar

G. New Business

1. Approval to Amend the 20-21 Student/Parent Handbook – Potential Action Item
2. Approval of NIA Director of Special Education & Member at-large – Potential Action Item
3. Approval of 20-21 Health Insurance Premium Rates – Potential Action Item
4. Approval of Liability and Workers Comp Insurance for 20-21 – Potential Action Item
5. Approval to change the contacts for policies 2:260- Uniform Grievance Procedure 5:10- Equal Employment Opportunity and Minority Recruitment; 5:20- Workplace Harassment; 7:20- Sexual Harassment of Students Prohibited.- Potential Action Item
6. Approval of 2020-2021 Re-entry plan for the Pearl City School District – Potential Action Item

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, and
2. Enter into closed session for the purpose of Student disciplinary cases 5 ILCS 120/(c) (9).

I. Potential Action Items from Closed Session

1. Student 2020A
2. Approval of JH Volleyball Coach
3. Approval of JV Volleyball Coach
4. Approval of August Booster Program Teachers and Bus Drivers
5. Approval of Full-Time Daycare Lead Teacher
6. Approval of District Administrative Asst.

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
PUBLIC HEARING

June 17, 2020

Mr. Bremmer, President, called the virtual public hearing to order at 6:22 p.m. Roll call found the following members present: Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey. Also present were Superintendent Schiffman, Secondary Principal Kelly Mandrell, Elementary Principal Brent Chrisman, Sandy Scott, and three phone attendees.

The 2019-2020 tentative amended budget was presented by Dr. Schiffman. No comments were made.

Mr. Pauley motioned to adjourn the public hearing at 6:26 p.m. Mr. Johnson seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

BOARD OF EDUCATION DISTRICT #200
REGULAR BOARD MEETING

Mr. Bremmer, President, called the virtual board meeting to order at 6:30 p.m. Roll call found the following members present: Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey. Also present were Superintendent Schiffman, Secondary Principal Kelly Mandrell, Elementary Principal Brent Chrisman, Sandy Scott, and three phone attendees.

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

The board recognized guests and public comments were allowed. One public comment was submitted by email regarding the food distribution within the district, how the public can be included in the video meeting, the rollover of unused sick days by the Superintendent, and what paternity leave was being approved. The public comments were reviewed by the board.

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

The FOIA request from Ms. Deb Weiss was reviewed. The 20-21 school board meeting dates are posted on the website. The next board meeting will be held on July 15th, 2020.

Mr. Johnson motioned to approve the Milk Bid from Werhane Enterprises. Mrs. Sheffey seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Pauley motioned to approve the Bread Bid from the Pan-O-Gold Company. Mr. Crackenberger seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Johnson motioned to approve the Food Bids from Gordon Foods and Sysco Foods. Mrs. Sheffey seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Pauley motioned to approve the Custodial Supplies Bid from Harder Corporation and The Home Depot Pro. Mrs. Keltner seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Johnson motioned to approve the In-person instruction Summer Booster Program from August 3rd –August 14th. Mrs. Sheffey seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Keltner motioned to approve the Amended/New Board Policies: 2:125- Board Member Compensation, Expenses; 2:125-E1- Board Member Expense Reimbursement Form; 2:125-E2- Board Member Estimated Expense Approval Form; 2:160- Board Attorney; 2:160-E- Checklist for Selecting Brd. Attorney; 4:50 Payment Procedures; 5:35- Compliance with Fair Labor Act; 5:50- Drug and Alcohol- Free Workplace, E-Cigarettes, tobacco, cannabis prohibition; 5:60- Expenses; 5:60 Employee Expense Reimbursement form; 5:60-E2- Employee Estimated Expense approval form;; 5:150- Personnel Records; 5:210- Resignations; 5:280- Duties and Qualifications; 6:135- Accelerated Placement Program; 6:235- Access to Electronic Networks; 6:280- Grading and promotion; 7:70- Attendance and Truancy; 7:90- Release during school hours; 7:130 Student rights and responsibilities; 7:190-E2- Student Handbook Checklist; 7:325- Student Fundraising Activities; 7:325-E- Application and procedures to involve students in Fundraising Activities; 8:10- Connection with the Community; 8:30- Visitors to and conduct on school property; 8:30-E1- Letter to Parent regarding visits to school by child sex offenders; 8:30-E2- Child Sex offenders request for permission to visit school property; 8:80- Gifts to the District; 8:110- Public suggestions and concerns. Mr. Pauley seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Sheffey motioned to approve the three year Energy contract with Dynegy for lower electricity rates. Mr. Crackenberger seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Pauley motioned to approve the Tentative Amended Budget for the 2019-2020 school year. Mr. Johnson seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Sheffey motioned to approve the resolution to transfer interest from the Bond & Interest Fund and Working Cash Fund to the Education Fund. Mrs. Keltner seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Johnson motioned to approve the resolution for the Interfund transfer from the Debt Service Fund of the 2000 construction bond to the Operation and Maintenance Fund in the amount of \$72,022.17. Mrs. Sheffey seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Johnson motioned to approve the Treasurer's Bond for the 2020-2021 school year. Mrs. Keltner seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Sheffey motioned to approve the resolution to abate funds from the Working Cash fund to the Education Fund in the amount of \$150,000. Mr. Crackenberger seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Pauley motioned to approve the hiring of Lexi Collins as the JH Girls Basketball coach for the 20-21 school year. Mr. Johnson seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Sheffey motioned to approve the hiring of the Spring Coaches for the 20-21 school year as follows: Boys Track – Zack Downs; Baseball – Ryne Plager, Volunteers-Darrell Pauley, Tim Pauley, and John Schroeder; Softball – Jacey Ensor and Kayleigh Jones, Volunteers-Hector Pena and Joe Shippy; Bass Fishing – Todd Brinkmeier, Volunteers-Wayne Crackenberger and Gerald Erbsen. Mr. Johnson seconded the motion. Voting aye was: Mr. Bremmer, Mr. Johnson, Mrs. Keltner, and Mrs. Sheffey. Mr. Crackenberger and Mr. Pauley abstained from voting.

Mr. Pauley motioned to approve Craig Kreiser for paternity leave in accordance with FMLA. Mrs. Sheffey seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Sheffey motioned to approve the following resignations: Karissa Blasing-JH Volleyball, Josee Pickard – JV Volleyball, Jamie Graf – EPC Speech, Beth Schneider – Admin Asst. Mr. Johnson seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Keltner motioned to approve Nick Krogull as EPC Speech Coach for the 20-21 school year. Mrs. Sheffey seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Pauley motioned to approve Josee Pickard as JH Volleyball Coach. Mr. Crackenberger seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Johnson motioned to approve Jeff Reed and Sean Downey as bus drivers for the 2020-2021 school year. Mrs. Sheffey seconded the motion. Voting aye was: Mr.

Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Pauley motioned to approve Kyle Simons and Michael Briscoe as HS Football Coaches for the 2020-2021 school year. Mr. Johnson seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mrs. Keltner motioned to approve Superintendent Schiffman to review, accept, and sign-off on the financial statements for the district which include the audit report, the annual financial report to the state, and the Data Collection Form (for single audits only) on behalf of the school district. Mrs. Sheffey seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Mr. Pauley motioned to adjourn the meeting at 7:20 pm. Mr. Crackenberger seconded the motion. Voting aye was: Mr. Bremmer, Mr. Crackenberger, Mr. Johnson, Mrs. Keltner, Mr. Pauley, and Mrs. Sheffey.

Respectfully submitted,

Janis Sheffey, Recording Secretary

Chad Bremmer, Board President



Mike Schiffman <mschiffman@pcwolves.net>

FREEDOM OF INFORMATION ACT REQUEST

1 message

Deborah Weiss <dweiss@whittedtakiffaw.com>
To: Mike Schiffman <mschiffman@pcwolves.net>

Fri, Jun 19, 2020 at 9:08 AM

Dear Dr. Schiffman:

Please consider this correspondence as a formal request for public records pursuant to the Illinois Freedom of Information Act ("FOIA") as delineated at 5 ILCS 140/1 *et seq.* If any part of this request is denied, please reference both the specific document and the legal basis for the denial. Pursuant to the FOIA, please provide the following public records of Pearl City School District:

1. *Copies of all emails and/or other correspondence by and/or between Mike Schiffman, members of the Pearl City School District School Board and/or Dynegy Energy Services, LLC regarding or relating in any way to the Electric Service Agreement signed by Mike Schiffman on June 9, 2020 on behalf of Pearl City Schools. This would include, but not be limited to, a discussion of its terms and whether to sign it.*
2. *Copies of all emails and/or other correspondence by and/or between Mike Schiffman, Pearl City School District staff and/or members of the Pearl City School District School Board regarding public access to the May and June 2020 school board meetings. This would include, but not be limited to, both deciding how access to these meetings would be provided, whom would receive video access as well as the provision of video access to school board members and others.*

The principal purpose of this information request is to safeguard the educational interests of students in this district and to protect the health, safety, welfare and legal rights of the general public. These requests for information are not for the purpose of personal or commercial gain. Accordingly, pursuant to 5 ILCS 104/6(b), we request a waiver of any copying fees. Please be aware that FOIA requests require a response within five (5) business days of your receipt. We look forward to your timely compliance.

If you have any questions regarding this letter, please contact me.

Thank you in advance for your consideration.

Best,

Debby

Confidentiality Notice: E-mail is covered by the Electronic Communications Privacy Act, Title 18, Sections 2510-2521 of the United States Code. The information in this e-mail may be confidential and/or privileged and is intended for review by only the individual or organization named above. If you are not the intended recipient or an authorized representative of the intended recipient, you are hereby notified that any review, dissemination or copying of this e-mail and its attachments, if any, or of the information contained therein, is prohibited. If you have received this e-mail in error, please immediately notify the sender by return e-mail and delete this e-mail and attachments, if any, from your system. Thank you.



*Vici R. Otte ~ Stephenson County Clerk and Recorder
50 W Douglas Street, Suite #500 ~ Freeport, Illinois 61032
Telephone # 815-235-8289 Fax # 815-235-8378
Email votte@co.stephenson.il.us*

July 1, 2020

Pearl City School District #200
Attention: Mike Schiffman, Superintendent
100 S. Summit
Pearl City, IL 61062

RE: November 3, 2020 General Election Day

I am contacting you regarding recent legislation which has drastically affected the way our 2020 General Election will be conducted.

Public Acts 191-641 and 101-642 were signed into law on June 16, 2020, to protect the health and safety of Illinois voters during the 2020 General Election. The provisions in this legislation only apply to the 2020 General Election and will be repealed automatically on January 1, 2021.

Part of this legislation establishes November 3rd, 2020 as a holiday for schools, state universities, and all government offices with the exception of election authorities. All of these offices shall be closed on Election Day, except in the event that they are utilized as a polling place.

Schools must be made available to election authorities to serve as polling places. The election authority and the school must comply with all safety and health practices established by the Illinois Department of Public Health. The election authority is eligible for reimbursement of reasonable cleaning expenses, subject to the availability of funds.

We are anticipating that most voters will use the vote by mail method to vote this November, but we still need to set up polling locations for those that chose to vote in person on Election Day.

We are interested in discussing the possibility of using your High School Gymnasium.

Thank you for your cooperation. Please let me know your thoughts.

Respectfully,

Vici R. Otte

Vici Otte
Stephenson County Clerk and Recorder
Stephenson County Election Authority

STEPHENSON COUNTY TREASURER

Stephanie Helms
 50 W. Douglas St., Suite 503
 Freeport, IL 61032

Phone: 815.235.8264

Fax: 815.235.8378

Email: shelms@co.stephenson.il.us

2020 REAL ESTATE TAX DISTRIBUTION SCHEDULE

Distribution #1	July 10 th
Distribution #2	July 29 th
FIRST TAX INSTALLMENT DUE	JULY 31st
Distribution #3	August 14 th
Distribution #4	September 11 th
SECOND TAX INSTALLMENT DUE	OCTOBER 2nd
Distribution #5	October 9 th
Distribution #6	November 6 th
DELINQUENT TAX SALE	NOVEMBER 19th
Distribution #7 - FINAL w//interest	December 6 th

The dates above indicate when distributed funds will be deposited into tax district accounts via ACH.

*** Please note that these dates are subject to change. ***

TARDINESS

Being late to school is disruptive to the classroom and is detrimental to the learning of the student. Whenever a student is tardy, he/she must first report to the office. Excessive tardiness will be reported to the parents and then to the truancy department. **Tardies will start over every month.**

The tardy policy will be broken down as follows:

3 tardies- 30 minute detention

6 tardies- (2) 30 minute detentions

9 tardies- ½ day of In School Suspension

12 tardies- 1 day of In School Suspension

15 tardies – 2 days of In School Suspension

DRESS GUIDELINES

There are many different fashions and clothing styles for our students at the store. However, not all fashion or clothing is acceptable to wear at school.

- Hats are not allowed to be worn inside the school buildings at any time. Must be in the student's locker during the day.
Hoods and scarves are considered hats.
- Clothing worn is not to be suggestive or indecent.
- Students can not wear anything that could be part of a costume, i.e. headbands with ears on them, tails.
- Short shorts, dresses, skirts or shirts that expose a student's navel or stomach while raising their hand, will not be allowed. The guideline to be used is two finger widths for straps on shoulders and with hands down to the side, shorts, dresses, and skirts reaching at least the level of the tip of the student's thumbs.
- The length of shorts for Physical Education class must also reach the tip of the student's thumbs when hands are at their sides.
- All pants must be worn above the hips.
- Pants may have holes in them if they are at the knee. If the holes become a distraction to the educational environment, the student will be asked to change his or her clothes.
- Clothing and general appearance is to be such as not to constitute a health or safety hazard.
- T-Shirts cannot be worn that have the sleeves cut off them.
- Clothing and general appearance is not to be the type that would cause a disturbance or interfere with the instructional program.
- Clothing displaying inappropriate slogans, pictures, or language will not be allowed.
- **All decisions to whether a student's dress is appropriate will be determined by the Principal.**
- If a change in dress is required a detention may be assigned by the Principal.
- Personal headphones are not allowed to be worn in the hallways. They may be brought to class if the teacher asks the students to do so.
- Students are not allowed to wear slippers to school.
- Chains to connect wallets are not allowed at school.

- Leggings or compression yoga pants cannot be worn as pants unless the shirt that the student is wearing meets the requirement of reaching a student's thumbs when arms at the student's side. These shirts must also be the same length in front as it is in the back.
- Use of Internet enabled watches is prohibited during class time.
- Hotspots can not be used within the walls of the school.
- Face Masks, Face Coverings, or Face shields must be worn throughout the day

** New*

HOMECOMING DANCE AND PROM

- Dresses can be strapless for the dances.
- The length of the dresses must come to the student's thumbs when hands are placed at their sides.
- Dresses cannot be midriffs.
- Baseball hats cannot be worn.
- T-Shirts, jeans, and shorts are not acceptable to wear
- All decisions on whether the student's attire is appropriate will be determined by the Principal.

PROHIBITED STUDENT CONDUCT

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco materials.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, or selling:
 - a. Any illegal drug, controlled substance, or cannabis (including marijuana and hashish).
 - b. Any anabolic steroid unless being administered in accordance with a physician's or licensed practitioner prescription.
 - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner prescription.
 - d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician's or licensed practitioner's instructions.
 - e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance:
 - i. that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or
 - ii. about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.

PEARL CITY SCHOOL DISTRICT COMMUNICABLE DISEASE POLICY

The guidelines used by the Pearl City School District follow the recommendations of the Illinois Department of Public Health. These are the conditions the district will follow for excluding students with the following illnesses from school. Your cooperation in following these guidelines will be greatly appreciated.

Chicken Pox

Cases must be isolated and excluded from school or daycare for not less than five days after the eruption of the last vesicles (chicken pox) or until the vesicles become dry. Students need to have a normal body temperature (98.6 degrees F) for 24 hours before returning to school.

Common Cold

Incubation period is usually 1 to 3 days, showing symptoms of runny nose, watery eyes, and generalized tired feeling. Student will be excluded if they have an oral temperature of 100 degrees F or greater. They will be excluded until they have a normal body temperature (98.6 degrees F or below) for 24 hours.

E. Coli

Diarrhea and severe abdominal pain are typical symptoms. Students will be excluded until diarrhea has stopped for 24 hours.

Gastroenteritis, Viral

Early signs are stomachache, nausea, vomiting, and diarrhea. Students will be excluded from school until 24 hours after the last occurrence of vomiting and/or diarrhea. Student must also be fever free for 24 hours prior to returning to school.

Measles

The incubation period for measles is about 10 days, but may be 7 to 18 days from exposure to onset of fever; rash usually appears about 14 days after exposure, but may be as long as 21 days. Measles is one of the most highly communicable infectious diseases and is primarily spread from person to person by droplets or direct contact with throat and nasal secretions of infected persons or by indirect contact with articles soiled by infected person's nasal and throat secretions. **Cases must be isolated and excluded from school until four days after the appearance of the rash.**

Head Lice

A student with head lice will be recommended to receive immediate treatment provided by parent/guardian for the child and the home environment. Student will need to be checked by school nurse, or other designee before being allowed back into their classroom.

Impetigo

Student will be excluded from school until 24 hours after treatment begins. Lesions need to be covered while in school.

Infectious Mononucleosis

Student does not need to be excluded unless he/ she has a fever of 100 degrees F or greater or is not well enough to participate in usual activities. Due to the risk of rupture of the spleen, contact sports should be avoided until physician gives permission to participate.

Influenza

Symptoms may include rapid onset of fever, headache, muscle aches, sore throat, and dry cough. Student will be excluded from school until fully recovered, i.e., absence of fever for at least 24 hours.

Mumps

Students must be excluded from school until 9 days after the onset of swelling.

Pertussis (Whooping Cough)

Early signs/symptoms include an irritating cough that develops into a violent, spasmodic cough within 1 to 2 weeks. Person may develop the characteristic "whoop" during the coughing spasms. If the symptoms are untreated, they may last 1 to 2 months. Cases must be isolated and excluded from school until at least 5 days after the start of antibiotic therapy or 21 days after the onset of the cough if no treatment is received.

Pink Eye (Conjunctivitis)

Student will be excluded until 24 hours after treatment begins or child is examined by a physician and approved for readmission to school.

Ringworm

Students with ringworm will not be excluded if lesions can be covered with a band-aid while at school.

Salmonella

Students will be excluded from school until they have a normal body temperature (98.6 degrees F) and have had no diarrhea for 24 hours.

Shigella

Students will be excluded from school until they have a normal body temperature (98.6 degrees F) and have had no diarrhea for 24 hours.

Strep throat or Scarlet Fever

Students will be excluded from school until 24 hours after treatment begins. Student will be readmitted to school if a student has had a normal body temperature for 24 hours.

New **Pandemic and other health Emergencies**

A pandemic is a global outbreak of disease. Pandemics happen when a new virus emerges to infect individuals and, because there is little to no pre-existing immunity against the new virus, it spreads sustainably. Your child's school and district play an essential role, along with the local health department and emergency management agencies, in protecting the public's health and safety during a pandemic or other health emergency.

During a pandemic or other health emergency, you will be notified in a timely manner of all changes to the school environment and schedule that impact your child. Please be assured that even if school is not physically in session, it is the goal of the school and district to provide your child with the best educational opportunities possible.

Additionally, please note the following:

1. All decisions regarding changes to the school environment and schedule, including a possible interruption of in-person learning, will be made by the superintendent in consultation with and, if necessary, at the direction of the Governor, Illinois Department of Public Health, local health department, emergency management agencies, and/or Regional Office of Education.
2. Available learning opportunities may include remote and/or blended learning. Blended learning may require your child to attend school on a modified schedule.
3. Students will be expected to participate in blended and remote instruction as required by the school and district. Parents are responsible for assuring the participation of their child. Students who do not participate in blended or remote learning will be considered truant.
4. All school disciplinary rules remain in effect during the interruption of in-person learning. Students are subject to discipline for disrupting the remote learning environment to the same extent that discipline would be imposed for disruption of the traditional classroom.
5. Students and parents will be required to observe all public health and safety measures implemented by the school and district in conjunction with state and local requirements.
6. During a pandemic or other health emergency, the school and district will ensure that educational opportunities are available to all students.
7. School personnel will work closely with students with disabilities and other vulnerable student populations to minimize the impact of any educational disruption.
8. Students who have a compromised immune system, live with an individual with a compromised immune system, or have a medical condition that may impact their ability to attend school during a pandemic or other public health emergency should contact school officials.
9. During a pandemic or other health emergency, teachers and school staff will receive additional training on health and safety measures.
10. In accordance with school district or state mandates, the school may need to conduct a daily health assessment of your child. Parents and students will be notified of the exact assessment procedures if this becomes necessary.
11. As a practice during the period of blended remote learning, whole group classroom instruction will be recorded by teachers and made available for students utilizing remote learning.
12. Live streaming will be available for students that are learning remotely

13. The recorded lessons should not be shared nor should the live streams be recorded without the permission of the teacher or school district
14. Parents should not send their child to school if their child exhibits any symptoms consistent with the pandemic or other health emergency.
15. Please do not hesitate to contact school or district officials if you have any concerns regarding your child's education, health or safety.

GUIDANCE & COUNSELING

The school provides a guidance and counseling program for students. The school's counselor is available to those students who require additional assistance.

The guidance program is available to assist students in identifying career options consistent with their abilities, interests, and personal values. Students are encouraged to seek the help of the counselor to develop class schedules that meet the student's career objectives. High school juniors and seniors have the opportunity to receive college and career-oriented information. Representatives from colleges and universities, occupational training institutions and career-oriented recruiters, including the military, may be given access to the school campus in order to provide students and parents/guardians with information.

Schedule Changes for Junior High and High School Students

Students and parents need to take care in selecting courses. For the process of schedule changes, there will be a three (3) day period allowed at the beginning of the first semester, and two (2) days at the end of the first semester. Only necessary changes will be made for second semester. After each processing period, students who drop a class will do so with a failing grade for the semester, unless there are extenuating circumstances. **YEAR LONG CLASSES CANNOT BE DROPPED AT SEMESTER.**

NORTHWESTERN ILLINOIS ASSOCIATION

SUBREGION II BALLOT

EXECUTIVE BOARD

BALLOT INSTRUCTIONS

According to the Articles of Agreement for the Northwestern Illinois Association, the Directors of Special Education and the At-large Members shall be elected within each subregion by the Boards of Education of the member districts in even numbered years.

Each Board of Education shall cast one (1) vote for Director of Special Education and one (1) vote for a Member-at-Large.

VOTE FOR ONE DIRECTOR OF SPECIAL EDUCATION:

Theresa Montalbano-Owen, Belyidere #100
Director of Special Education

WRITE IN – Director of Special Education

VOTE FOR ONE MEMBER-AT-LARGE:

Melissa Geyman, North Boone #200
Member-at-Large

WRITE IN – Member-at-Large

NOTE: Ballots will be counted in the NIA Human Resources Office

RETURN THIS BALLOT BY
AUGUST 7, 2020

NORTHWESTERN ILLINOIS ASSOCIATION

BIOGRAPHICAL SKETCH – EXECUTIVE BOARD CANDIDATE – SUBREGION II

DIRECTOR OF SPECIAL EDUCATION

Theresa Montalbano-Owen is the Director of Special Education in Belvidere D100. Prior to Belvidere, Theresa served Rockford Public Schools in multiple Key administrative roles for 13 years. Theresa has committed her professional life to advocating for students with disabilities to be meaningfully involved in school and society regardless of their difference. She supports professionals in the development of individualized plans and supports students to ensure they may meet their goals. She has a B.S. Ed, from Illinois State University, and an M.S.Ed., from Northern Illinois University.

MEMBER-AT-LARGE

Melissa Geyman is currently serving as the Director of Business Services and Transportation for North Boone School District #200. Prior to her current position, Ms. Geyman worked in the field of special education for 14 years working as a teacher of the visually impaired and Director of Special Education. Ms. Geyman earned a degree in special education, instructional technology, administration and an MBA. Ms. Geyman serves as the Vice-Chair of the Special Education; Administration & Finance Professional Development Committee for IASBO.



PEARL CITY CUSD #200

Medical Rates & Benefits Comparison

EFFECTIVE DATE: SEPTEMBER 1, 2020

	CURRENT	RENEWAL
PLANS	Blue Cross Blue Shield PTO HSA 100% / 80% / 80% / 80% (Non-Em) BluePrint PPO (NPP73429)	Blue Cross Blue Shield PTO HSA 100% / 80% / 80% / 80% (Non-Em) BluePrint PPO (NPP73429)
NETWORKS	BluePrint PPO (NPP73429)	BluePrint PPO (NPP73429)
COINSURANCE LEVEL	80%	80%
INDIVIDUAL DEDUCTIBLE	\$1,500	\$1,500
FAMILY DEDUCTIBLE	\$3,000	\$3,000
INDIVIDUAL OUT-OF-POCKET	\$2,500	\$2,500
FAMILY OUT-OF-POCKET	\$5,000	\$5,000
Does Medical OOP Include RX Copays (Y/N)?	No	No
Does OOP Include Ded. Coins & Copays (Y/N)?	Yes	Yes
PRESCRIPTIONS	80%	80%
Office Visit PCP/SPC	\$20 / \$40 then 100%	40% (after ded)
Preventive Care	100% (no copay)	100% (after ded)
Diagnostic Test (X-Ray, Blood Work)	40% (after ded)	40% (after ded)
Imaging (CT/MRI scans, MRIs)	20% (after ded)	20% (after ded)
Outpatient Surgery	20% (after ded)	20% (after ded)
Emergency Care (inpatient if admitted)	\$150 then 100%	100% (after ded)
Inpatient Hospital (per occurrence)	100% (after ded)	100% (after ded)
PRESCRIPTIONS (Individual / Family)	\$300 plus 40%	\$300 plus 40%
Out-of-Pocket Maximum (Individual / Family)	\$1,000 Individual / \$3,000 Family	\$1,000 Individual / \$3,000 Family
Tier 1	\$15	25% after copay
Tier 2	\$30	25% after copay
Tier 3	\$50	25% after copay
Tier 4	Covered	Covered
Tier 5	N/A	100% (after ded)
Real Order Prescriptions (90 Days)	100% (after ded)	100% (after ded)
MONTHLY RATES	2x Copay	2x Copay
Employee	\$709.22	\$609.92
Employee & Spouse	\$1,451.41	\$1,282.52
Employee & Child(ren)	\$1,302.98	\$1,120.53
Family	\$2,035.57	\$1,735.54
ESTIMATED EMPLOYMENTS		
Employee	81	81
Employee & Spouse	0	0
Employee & Child(ren)	8	8
Family	1	1
PER MONTHLY PREMIUMS		
Monthly Premium by Plan	\$2,455.25	\$7,955.02
Annual Premium	\$42,451.05	\$95,430.24
Percentage Premium Difference	N/A	N/A
Annual Premium Difference	\$52,979.19	\$52,979.19
Rate Guarantee	1 Year	1 Year
COMMISSION & COMPENSATION		
Commission Level	Graded 8%	Graded 8%
Supplemental Compensation	\$0 - \$24,675	\$0 - \$24,675

Pearl City CUSD #200			
Line of Business	Renewal WSI 2019		Renewal Selective 2020
Property, Crime, Inland Marine	\$19,991		\$21,079
General Liability, Sexual Abuse	\$10,325		\$7,917
Educators Legal	\$11,386		\$3,681
Automobile	\$12,949		\$9,475
Umbrella	\$4,657		\$8,452
Package Total	\$59,308		\$50,604
Treasurer's Bond (Brokers Ris	\$1,472		\$1,272
Worker's Comp (State Nat'l))	\$17,049		\$13,590
Cat Student Acc	\$600		\$600
Cyber Liability	\$2,229		\$2,260
Account Total	\$80,658		\$68,326



PEARL CITY C.U.S.D. #200

100 S. Summit

Pearl City, Illinois 61062

815-443-2715

Fax - 815-443-2237

www.pcwolves.net

DR MICHAEL SCHIFFMAN
Superintendent

MR BEN ASCHE
JH/HS Principal

MR BRENT CHRISMAN
Elementary Principal

Pearl City CUSD

2:260

December 2019

School Board

Uniform Grievance Procedure

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

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d *et seq.*
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e *et seq.*
6. Sexual harassment (State Officials and Employees Ethics Act, Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972)
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 (Illinois Genetic Information Privacy Act (GIPA), 410 ILCS 513/ and Titles I and II of the Genetic Information Nondiscrimination Act (GINA), 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 parents/guardians); 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 shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy 2:260, *Uniform Grievance Procedure*.

Investigation

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. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

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

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days of the date the complaint

was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

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

Decision and Appeal

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

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

Within 30 school business days, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days of 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 mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

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

Appointing a Nondiscrimination 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 Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

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

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

Nondiscrimination Coordinator:

Superintendent- Mike Schiffman

Name

100 S. Summit

Address

mschiffman@pcwolves.net

Email

815-443-2715

Telephone

Complaint Managers:

Elementary Principal- Brent Chrisman

Name

100 S. Summit

Address

bchrisman@pcwolves.net

Email

815-443-2715

Telephone

JH/HS Principal- Kelly Mandrell

Name

100 S. Summit

Address

kmandrell@pcwolves.net

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815-443-2715

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LEGAL REF.:

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

Americans With Disabilities Act, 42 U.S.C. §12101 et seq.

Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.

Equal Pay Act, 29 U.S.C. §206(d).

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

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

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

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

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

Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.

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

105 ILCS 5/2-3.8, 5/3-10, 5/10-20.7a, 5/10-20.60, 5/10-22.5, 5/22-19, 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.

Illinois Genetic Information Privacy Act, 410 ILCS 513/.

Illinois Whistleblower Act, 740 ILCS 174/.

Illinois Human Rights Act, 775 ILCS 5/.

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

Equal Pay Act of 2003, 820 ILCS 112/.

Employee Credit Privacy Act, 820 ILCS 70/.

23 Ill.Admin.Code §§1.240 and 200.40.

CROSS REF.: 2:105 (Ethics and Gift Ban), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 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), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

Pearl City CUSD
December 2019

5:10

General Personnel

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic violence, sexual violence, or gender violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The

Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Superintendent Mike Schiffman

Name

100 S. Summit St. Pearl City IL 61062

Address

Email

815-443-2715

Telephone

Complaint Managers:

JH/HS Principal Kelly Mandrell

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Elementary Principal- Brent Chrisman

Name

100 S. Summit St.

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Telephone

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972, implemented by 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. §701 et seq., Rehabilitation Act of 1973.
38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).
42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964, implemented by 29 C.F.R. Part 1601.

42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.
42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.
Ill. Constitution, Art. I, §§17, 18, and 19.
105 ILCS 5/10-20.7, 5/20.7a, 5/21.1, 5/22.4, 5/23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.
410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 513/25, Genetic Information Privacy Act.
740 ILCS 174/, Ill. Whistleblower Act.
775 ILCS 5/1-103, 5/2-102, 103, and 5/6-101, Ill. Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
820 ILCS 55/10, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
820 ILCS 75/, Job Opportunities for Qualified Applicants Act.
820 ILCS 112/, Ill. Equal Pay Act of 2003.
820 ILCS 180/30, Victims' Economic Security and Safety Act.
820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment, At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

General Personnel

Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin,

ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policy 7:20, *Harassment of Students Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The School District shall provide a workplace 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. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Superintendent Mike Schiffman

Name

100 S. Summit St.

Address

mschiffman@pcwolves.net

Email

815-443-2715

Telephone

Complaint Managers:

JH/HS Principal Kelly Mandrell

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815-443-2715

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Elementary Principal Brent Chrisman

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Address

Email

815-443-2715

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Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly forward a report or complaint 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 a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. The District shall investigate alleged workplace harassment when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e., vendor, parent, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*), and whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U.S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*, implemented by 29 C.F.R. §1604.11.
Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*, implemented by 34 C.F.R. Part 106.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
Ill. Human Rights Act, 775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2.
56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.
Burlington Industries v. Ellerth, 524 U.S. 742 (1998).
Crawford v. Metro. Gov't of Nashville & Davidson County, 555 U.S. 271 (2009).
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).
Harris v. Forklift Systems, 510 U.S. 17 (1993).
Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).
Oncale v. Sundowner Offshore Services, 523 U.S. 75 (1998).
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).
Vance v. Ball State University, 133 S. Ct. 2434 (2013).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 7:20 (Harassment of Students Prohibited)

Students

Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or 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; 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

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Complaint

Students are encouraged to report claims or incidences of bullying, 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 staff member with whom the student is comfortable speaking. A student may choose to report to a person of the student's same sex.

An allegation that a student was a victim of any prohibited conduct perpetrated by school personnel, including a school vendor or volunteer, shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Mike Schiffman-Superintendent

Name

100 S. Summit St

Address

mschlffman@pcwolves.net

Email

815-443-2715

Telephone

Complaint Managers:

JH/HS Principal- Kelly Mandrell

Name

100 S. Summit

Address

kmandrell@pcwolves.net

Email

815-443-2715

Telephone

Elementary Principal- Brent Chrisman

Name

100 S. Summit

Address

bchrisman@pcwolves.net

Email

815-443-2715

Telephone

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

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator 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.

The District shall investigate alleged harassment of students when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Alleged Incidents of Sexual Abuse

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 policy 5:90, *Abused and Neglected Child Reporting*, in addition to any response required by this policy.

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 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 up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).
West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited),
5:90 (Abused and Neglected Child Reporting), 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)

Executive Summary for Return to School

We have created this plan to aid in navigating the reestablishment of our school where employees, students, and families feel safe and to reduce the impact of COVID-19 conditions upon returning to the district. The guidelines referenced in this plan are based on guidance from the Centers for Disease Control and Prevention (CDC), Illinois Department of Public Health (IDPH), Illinois State Board of Education (ISBE), Illinois Governor, Pearl City reentry Planning Committee.

Regular updates have the potential of being made to this plan based on information provided by the CDC, IDPH, ISBE, and Governor.

GUIDING PRINCIPLES

In order to ensure the continued well being of our employees and students the following guiding principles have been put in place:

1. EMPLOYEE AND STUDENT SAFETY MEASURES
2. HEALTH GUIDELINES
3. SUPPORT FOR FAMILIES

DISTRICT WIDE SOLUTIONS FOR RE-ENTRY

Solution A:

K-12- in person instruction Monday - Thursday (Remote Learning on Friday)

Opt in remote learning with firm commitment by student by July 31st (commitment for quarter)

In solution A a parent has two options for their child to receive instruction in the Fall. A parent may choose to have their child receive in-person instruction Monday-Thursday with Remote Learning on Friday; Or a parent may also decide to opt for their individual child to receive his/her instruction through remote learning Monday-Friday. Parents will need to decide which option by July 31st. Below are the descriptions and the expectations for both options.

Within this solution In-Person Instruction would look like:

- Socially distanced classrooms, as possible
- Preventative measures taken to attempt to keep supplies with only one student
- All students **MUST** wear masks for in-person schooling except for instances where:
 - Students are outside and can social distance
 - Students are eating or drinking and are social distanced
- Typical instructional practices to take place

- Social distancing, as possible, will be adhered to in all classrooms. It is to be noted that in some classrooms students will have less than six feet between themselves. Also, social distancing will not be able to be accomplished on a school bus.
- Parents will be self-certifying their child(s) health before getting on the bus or coming to school
- As a practice during the period of blended remote learning, whole group classroom instruction will be recorded by teachers and made available for students utilizing remote learning.
- Live streaming will be available for students that are learning remotely
- The recorded lessons should not be shared nor should the live streams be recorded without the permission of the teacher or school district
- Students will not share supplies, as possible.
- Locker Rooms may not be available for students during the traditional school day
- Signage will be posted throughout all buildings to help remind students of appropriate social distancing and hygienic behavior.
- The district will be in continuous contact with the Stephenson County Health Department for guidance and reporting purposes.

Within this solution Opt-In Remote Learning Instruction would look like:

Learning/Communication Platforms

- In an effort to provide consistency and clarity, Google Classroom will be used as the learning and communication management platform for all students K-12.
- Faculty and staff will also be available through their Pearl City email address.

Delivery of Content

- Students will be provided with structured schedules
- Structured and scheduled engagement in academics
- Scheduled Google Meets and Zoom/web conferencing with classes with firm expectations
- Live streaming will be available for students that are learning remotely
- New curriculum will continue to be covered
- Streamed or recorded lessons from teachers to facilitate new learning
- Attendance based on being visually present or completing assignments/assessments

Grading/Academic Expectations:

- Students will be required to be present and attendance will be recorded through Google classroom
- Students will be expected to complete assignments and assessments by assigned due dates
- Grading and feedback on assignments and assessments will be the same/similar to general school expectations

Student Supports:

- General "office hours" of availability for faculty and staff
- Social-emotional supports from school counselors, social workers, staff members, and administrators will be available to support students

Student Device and Access

- All students who are in Remote Learning will be required to utilize district provided devices.

- Students will be monitored for safety

It is important to reiterate that any student opting for Remote Learning SHALL remain in Remote Learning until the conclusion of the first quarter. A student's progress will be evaluated at mid-term to see if a change may be recommended by the school district. A deadline for notification to move from Remote to In-Person at the conclusion of the first quarter will be announced at a later date.

Within this solution Friday Remote Learning would look like:

- Teacher available 8:30-1:30
- No new learning- Review, ask questions, preview
- Students will be required to log in and log out at specific times to record attendance
- Teacher time on Friday to create lessons for next week
- Monitoring of student work for those that are absent due to illness
- Limited access to the building will be allowed on Friday Cleaning Days

Other Logistics to be mindful of:

- With limited student capacity, some remote learning students participation, busing would be possible with current route situations and adjusting some routes
- Adhering to 50 persons in one space at a given time will provide some lunch complications.
- Creating quarantine areas near the nurse's office
- Teachers would need time to do remote learning and in-person learning
- Remote Learning would be either recorded or live for 7-12
- Possibly look at an in-person and remote learning teacher per grade level K-6
- Students opting in to remote learning because of resistance or fear not medical condition

Major barriers for us to continue to consider:

- If students with IEPs choose to OPT IN, preliminary guidance has been to reconvene an IEP meeting and rewrite the IEP to align with the current instructional practices, minutes, and services.
 - Current guidance for related services continues to encourage "telehealth" for both students in the traditional setting and Remote.
- Cost of video equipment
- Ensuring all students have appropriate support and all adults are able to create appropriate barriers
- Equity concerns

Other things to consider

- If a student opts in - would they be able to participate in extracurricular activities, including athletics
- Once a student OPTS into Remote Learning, they cannot come back to in-person until the end of 1st quarter (unless through a parent/teacher review due to lack of progress)

- A student can OPT into Remote Learning through a parent/teacher review or through a physician's note
- If the demand for Remote Learning Intensifies, but is not state-mandated, this plan allows for us to easily meet the growing demand via staff flexibility

Next steps and timelines:

- July 15th- share with board
- July 16th - Share with parents/community
- July 31st- Parents need to let us know if they will do in-person or remote
- Committee will begin to prepare as though this is the option, but mindful it could potentially change if the sample size does not indicate it is feasible for us OR guidance from ISBE, IDPH, OCDPH changes and/or we move back to Phase 3 in Illinois and/or our region
 - This includes determining who would be in-person / Remote Instructors if needed
 - Re-writing / constructing schedules
- Begin process to purchase streaming materials immediately
- Begin process to purchase additional materials necessary to have individual supplies, as appropriate

Alignment to Priorities:

Priorities	How they are addressed / considered
Student & Staff Safety	We follow IDPH guidelines with the exception of strict social distancing for in-person instruction and more importantly allow for parent/student choice.
Social-Emotional Health of Students & Staff	This provides students and staff with the greatest potential for social-emotional connection and health. Though it is noted that there may be an increase in anxiety due to potential exposure, this is mitigated by providing the option to OPT IN.
Academic Achievement	The curriculum will be able to be covered in full and there would be full alignment between in-person and Remote Learning expectations.
Community Support/ Function of Society	This diminishes the load on parents the most, as students would be at school as close to the normal schedule.
Ability to be agile	In this modality, we can easily flip to Remote Learning if necessary and to in-person if we move into Phase 5. This also allows students who are quarantined by ISBE/IDPH to easily transition into Remote Learning

Solution B:

Remote Learning- Live and/or recorded for daily schedule for all students

Reasons we would need to move to Remote Learning:

- Guidance from ISBE, IDPH, SCPH indicates that in person instruction is no longer safe
- High number of students test positive for COVID
- Illinois and/or our region move back to Phase 3 of Re-Opening