



BOARD OF EDUCATION AGENDA AND BOARD PACKET

**REGULAR BOARD MEETING
MONDAY, NOVEMBER 16, 2020 at 6:00 p.m.
PEOTONE HIGH SCHOOL - MEDIA CENTER**



AGENDA

BOARD OF EDUCATION - REGULAR BOARD MEETING

MONDAY, NOVEMBER 16, 2020 AT 6:00 P.M. - PEOTONE HIGH SCHOOL - MEDIA CENTER

- I. **CALL TO ORDER:**
- II. **PLEDGE TO THE FLAG:**
- III. **ROLL CALL:**
- IV. **CONSENT AGENDA:**
 - A. Minutes of Regular Board Meeting of October 19, 2020
(No Closed Executive Session).....1
 - B. Treasurers' Report (October 2020).....17
 - C. Imprest Fund (October 2020).....28
 - D. General Fund Bills (November 2020)..... 31
 - E. Activity Fund (October 2020).....46
- ROLL CALL:**
- V. **OPPORTUNITY FOR VISITORS TO SPEAK (via teleconference):**

Presentation of the 2020 Tax Levy - Mr. Trevor Moore, Chief School Business Official...
- VI. **GOOD NEWS** (All will be recognized but will not be in attendance for board meeting):
 - PHS - **SEPTEMBER 2020 PBC EXCELLENCE IN TEACHING AWARD**
Mr. Mike Heywood, Social Studies Teacher at Peotone High School.....50
 - PHS - **OCTOBER 2020 PBC EXCELLENCE IN TEACHING AWARD**
The Special Education Department at Peotone High School.....50
 - PHS - **NOVEMBER 2020 STUDENT OF THE MONTH**
Emma Coffey, a junior at Peotone High School.....50
 - PJHS - **OCTOBER 2020 STUDENTS OF THE MONTH**
*6th Grade - Olivia O'Neill, 7th Grade - Madison Bostjancic,
8th Grade - Caelan Farmer.....50*
- VII. **FOR ACTION:**
 - Report No. 28:** Approval of the **Tentative 2020 Tax Levy** and Certificate of Tax Levy
Adoption Date of December 21, 2020.....51
 - Report No. 29:** Approval and Adoption of **PRESS 105** Board Policies.....51
 - Report No. 30:** Approval of Personnel - **Certified Staff** - Employment - Virtual Book Club
Sponsor, Change in Status - Long-Term Substitute Teacher to English
Teacher, Resignation - English Teacher, Long-Term Substitutes
(COVID19 Absences).....51

VIII. **ADMINISTRATION REPORTS:**

IX. **EXECUTIVE SESSION:**

For the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel; collective negotiating matters; student disciplinary cases and other matters relating to individual students; pending, probable, or imminent litigation; security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonable potential danger to the safety of employees, students, staff, the public or public property.

THERE MAY BE OR MAY NOT BE ACTION FOLLOWING THE EXECUTIVE SESSION.

X. **OTHER:**

- Update/Discussion Remote Learning
- Update IHSA Sports
- Possible extension of remote learning beyond November 30th

XI. **ADJOURNMENT:**

*The next scheduled regular board meeting will be on Monday, December 21, 2020 at 6:00 p.m.
Peotone High School - Media Center*



BOARD OF EDUCATION-REGULAR BOARD MEETING MINUTES OF MONDAY, OCTOBER 19, 2020 PEOTONE HIGH SCHOOL - MEDIA CENTER

This Regular Board Meeting was conducted via a teleconference call and also an open meeting for 50 people or less. Present in the Media Center at Peotone High School were President Tara Robinson, Vice President, Richard Uthe, Secretary Jennifer Moe, Trustee Roger Bettenhausen and Trustee Paul Douglas. Mr. Steve Stein, Dr. Charles Vitton, Administrators, Mr. Don Swanson and Mrs. Cathy Cuculich. Trustee Jodi Becker and Trustee Jody Thatcher were absent for the regular board meeting of October 19, 2020.

CALL TO ORDER:

At 6:00 p.m., President Tara Robinson called the regular board meeting to order and requested all who are present to please stand and recite the Pledge of Allegiance. A roll call was taken and the following members answered aye (5): Mr. Richard Uthe, Mr. Roger Bettenhausen, Mrs. Jennifer Moe, Mrs. Tara Robinson and Mr. Paul Douglas. Mrs. Jody Thatcher and Mrs. Jodi Becker were absent for the regular meeting of October 19, 2020.

CONSENT AGENDA:

President Robinson asked for a motion to approve the Consent Agenda for the October 19, 2020 regular board meeting. Mr. Bettenhausen made a motion and Mrs. Moe seconded the motion, and a roll call vote was taken and the following members answered aye (5): Mrs. Robinson, Mr. Uthe, Mrs. Moe, Mr. Bettenhausen, Mr. Douglas and no nays. Mrs. Thatcher and Mrs. Becker were absent for the regular meeting of October 19, 2020.

OPPORTUNITY FOR VISITORS TO SPEAK:

Mrs. Dana Sippel, of Peotone, IL, addressed the Board to inquire if the Board has a plan or is working towards a plan for students to return to school full-time. Mr. Steve Stein responded "We are working towards a plan, to go five days a week at the high school and come off the hybrid A/B schedule. But a plan to come back to a full day of school for everyone is not on the table at this time, and I do not have a definite answer when it will be on the table, I just don't have an answer at this time."



Mrs. Paul Cadieux and Mrs. Jennifer Price, Girl Scout Leaders for Troop 70489, along with Girl Scouts (Cadets), Sarah Seibert, Gianna Sloan, Samantha Asbrand, Adalyn Zubaty and Megan Cadieux, addressed the Board for their permission of a project idea for the girl scouts to achieve a Bronze award. The Bronze award is the highest honor a junior girl scout can achieve! These girl scouts started the process last year as juniors and were scheduled to address the Board in March, but COVID-19 hit and everything was put on hold. The girl scouts have selected as their project to implement reduced speed zones at Peotone Intermediate Center at the corner of Manhattan-Monee Road and Center Road. The Troop will work closely with government officials who will help them facilitate implementing the reduced school speed zones at PIC. The Board was very impressed with the girl scouts and their presentation and gave the Troop the green light to proceed with their project for their Bronze award!

President Robinson asked the Troop to please come back and share with the Board the progress of their project, and thanked the girls and their leaders for coming out tonight to the board meeting to speak with the Board.

GOOD NEWS:

PEOTONE HIGH SCHOOL RECOGNITION OF THE RECIPIENT OF THE MARCH 2020 PBC EXCELLENCE IN TEACHING AWARD

Mr. Jason Spang, Principal of Peotone High School, introduced Ms. Chelsea McKay, General Music Teacher and Choir at Peotone High School, to the Board as the recipient of the **March 2020 PBC Excellence in Teaching Award!**

Mrs. Sheri Schubbe nominated Ms. Chelsea McKay for this award and wrote:

It is an appropriate month to honor Chelsea McKay as the Educator of the Month. March is Music in our Schools month, and Ms. McKay has built amazing choral music programs at both PJHS and PHS. She leads the Powerhouse Show Choir and directs plays and musicals at PHS each year, and has even occasionally helped out with non-musical extracurricular positions throughout her years in Peotone. Ms. McKay's passion and talent for music and theater is evident, and student participation is very high in the groups she leads. During show choir and play seasons, I'm quite certain that Ms. McKay spends more time here at school than at her home. She genuinely cares about her students as she works with them to encourage their appreciation for music and theater, and she teaches in a way that helps each student develop their skills and talent to their highest ability. In addition, she has creative ways to foster meaningful and respectful relationships within her groups. Students smile when they hear her name and often have a funny memory to share from working with her, and former students have told her that she has inspired them to pursue careers in music and be better people in general. Thanks for all you do for our students, our school, and our community, Ms. McKay.



Congratulations Chelsea McKay!

PEOTONE HIGH SCHOOL OCTOBER 2020 ACADEMIC STUDENT OF THE MONTH

Mr. Steve Stein, Superintendent presented **Gabriel Barta** with a certificate honoring him as the October 2020 Board of Education Academic Student of the Month at Peotone High School! Gabe is a senior at Peotone High School with a grade point of 3.833 on a 4.0 grading scale.



Congratulations Gabriel Barta!

PEOTONE JUNIOR HIGH SCHOOL

SEPTEMBER 2020 STUDENTS OF THE MONTH

Mr. Steve Stein, Superintendent, presented a certificate to Lily Kreske honoring her as the September 2020 6th Grade student of the month at Peotone Junior High School. **7th Grade student, Kameron Abrams and 8th Grade student Liam Fogarty** were not present at the board meeting to receive their certificates.



Congratulations Lily Kreske!

FOR ACTION:

REPORT NO. 24:

FOR ACTION: APPROVAL OF THE RESOLUTION AUTHORIZING THE SALE OF PERSONAL PROPERTY.

President Robinson asked for a motion to approve the **Resolution Authorizing the Sale of Personal Property:**

2002 Chevrolet Silverado 2500 HD

Odometer: 145,293 miles VIN

#1GBHK24U72Z193160

Fuel: Gasoline

Color: White

Accessories: 7'6" Boss Super Duty Snow Plow, Snow-Ex Mini Pro 575 hitch mount salt spreader, Strobe Light

2007 Ford Freestar

Odometer: 148,673 miles

VIN # 2FMZA51627BA13437

Fuel: Gasoline

Color: Blue

2007 Ford Freestar

Odometer: 183,602 miles

VIN # 2FMZA51607BA13436

Fuel: Gasoline

Color: Blue

2007 Ford Freestar

Odometer: 161,532 miles

VIN # 2FMZA51697BA13435

Fuel: Gasoline

Color: Blue

2007 Ford Freestar

Odometer: 161,060 miles

VIN # 2FMZA51657BA13433

Fuel: Gasoline

Color: Blue

Notes: This vehicle has been used as a parts donor for other similar models.

Not currently in working order

1954 Clark Clipper Forklift

Model #2024

Serial #CEC-107-RE-20

Fuel: Propane

Color: Red (Not Original)

Lifting Capacity: 2,000#

Have original shipping document for the unit

Mrs. Moe made a motion and Mr. Uthe seconded the motion, and a roll call vote was taken and the following members answered aye (5): Mr. Uthe, Mrs. Moe, Mr. Bettenhausen, Mrs. Robinson, Mr. Douglas and no nays. Mrs. Thatcher and Mrs. Becker were absent for the regular board meeting of October 19, 2020.

REPORT NO. 25:

FOR ACTION: APPROVAL OF THE HAZARDOUS STOP RESOLUTION.

President Robinson asked for a motion to approve the **Hazardous Stop Resolution**. President Robinson stated that this resolution is annual approval by the Board. Mr. Uthe made a motion and Mrs. Moe seconded the motion, and a roll call vote was taken and the following members answered aye (5): Mr. Uthe, Mrs. Moe, Mr. Bettenhausen, Mrs. Robinson, Mr. Douglas and no nays. Mrs. Thatcher and Mrs. Becker were absent for the regular board meeting of October 19, 2020.

REPORT NO. 26:

FOR ACTION: APPROVAL OF PEOTONE INTERMEDIATE CENTER'S VIRTUAL BOOK CLUB PROPOSAL FOR 2020-2021.

President Robinson asked for a motion to approve **Peotone Intermediate Center's Virtual Book Club Proposal for 2020-2021 with a sponsor stipend amount of \$977.99**. Mr. Uthe made a motion and Mrs. Moe seconded the motion, and a roll call vote was taken and the following members answered aye (5): Mr. Uthe, Mrs. Moe, Mr. Bettenhausen, Mrs. Robinson, Mr. Douglas and no nays. Mrs. Thatcher and Mrs. Becker were absent for the regular board meeting of October 19, 2020.

REPORT NO. 27:

FOR ACTION: APPROVAL OF PERSONNEL (*Contingent upon receipt and evaluation and employment documentation required by the District and the Illinois State Board of Education*)

CERTIFIED STAFF EMPLOYMENT:

- Keith Cucio - PHS - Special Education Teacher (effective date of 10/05/2020).
- Mikinsey Prium - PHS - Special Education Teacher (effective date of 12/01/2020).
- Tracy Mrozek - PJHS - Long Term Substitute (Covid-19 Absences) (effective date of 10/13/2020).
- Corissa Campbell - PES -SI Maternity Leave Substitute (effective date of 10/02/2020).
- Terri Kauchak - PIC -Yearbook Sponsor (effective date of 09/25/2020).

CERTIFIED STAFF

EMPLOYMENT (continued):

- Kristine Septoski - PIC - Yearbook Sponsor (effective date of 09/25/2020).
- Brandon Owens - PHS - Boys' Basketball Asst. Coach/Freshman (effective date of 11/16/2020).

CLASSIFIED STAFF

EMPLOYMENT:

- Robert Hindelewicz - Transportation- Bus Driver - (effective date of 09/29/2020).
- Tyler Bolin - PJHS - 8th Boys' Basketball Coach - (effective date of 10/01/2020).

CHANGE IN STAUS:

- David M. Bunte - PHS Custodian (Sanitizer) to District Technical Support Specialist (effective date of 10/13/2020).

RESIGNATION:

- Jennifer Heneghan - PJHS - Cheerleading Coach (effective date of 10/01/2020).
- Brianne Wilson-Ruhbeck - PJHS - Cheerleading Coach (effective date of 10/01/2020).
- April Workman - PES - SI Maternity Leave Substitute (effective date of 10/06/2020).
- Timothy Jayson Workman - PJHS - 8th Grade Boys' Basketball Coach - (effective date of 09/25/2020).

President Robinson asked for a motion to approve the **Certified and Classified Personnel** tonight. Mr. Uthe made a motion and Mrs. Moe seconded the motion, and a roll call vote was taken and the following members answered aye (5): Mrs. Robinson, Mr. Uthe, Mrs. Moe, Mr. Bettenhausen, Mr. Douglas and no nays. Mrs. Thatcher and Mrs. Becker were absent for the regular board meeting of October 19, 2020.

FOR DISCUSSION:

First Reading of PRESS 105 Board Policies

President Robinson reported that this the first reading of **PRESS 105** board policies, and instructed the Board to review the policies and if anyone had any questions to please contact Mr. Stein or Mrs. Robinson.

ADMINISTRATION REPORTS:

Mr. Steve Stein, Superintendent, reported to the Board that he has no FOIAs to report for this month. Tomorrow, Peotone High School will be back in session, since being closed. Also, we did have a positive case of COVID-19 at Peotone Intermediate Center, and we immediately implemented procedures. As a District, going forward, we will be contacting parents first and will be asking parents for permission from them to identify that student only to that student's teacher so we may contact trace with staff more efficiently. Those staff members will also have to sign a confidentiality agreement prior to receiving the information of the student, and this cannot be done with that positive student's peers.

Dr. Charles Vitton, Assistant Superintendent, reported to the Board that I would like to thank the entire technology department for their efforts in unpacking, configuring, inventorying, labeling, and distributing 1150 Chromebooks in two weeks' time. (In particular, the extra efforts of Mr. Don Swanson!)

We were notified on September 25th that the Will County ROE has randomly selected Peotone CUSD 207U for an FY2020 Illinois school district audit of the professional development activities provided from July 2019 - June 2020. The audit process occurs over a fifteen month period - and I will be complying with the parameters set forth by ISBE and the ROE during this process.

Mrs. Wendy Bean, Assistant Principal of Peotone Junior High School, reported to the Board that:

- **Cross Country** - PJHS Cross Country had 10 runners compete in Sectionals last weekend. Our girls' team placed 2nd and three girls and one boy earned medals! It was a wonderful finish to the season as there is no State this year.
- **Red Ribbon Week** - This week is Red Ribbon Week to promote drug and alcohol prevention. We have dress up days and a poster contest to bring awareness.
- **PAWS** - Ms. Schlickman has arranged with PAWS for our staff to have some furry friends visit on Thursday for some stress management and relaxation time with a few of the dogs from the shelter.

Scott Wenzel, Principal of Peotone Junior High School, reported to the Board that my staff has been reaching out in a variety of ways to parents and students. Many emails have been sent, phone calls, remote office hours, and some individual times have been requested by teachers for Google Meet. Teachers are continually reaching out to students who seem to be struggling. The SST Team (Mr. Wenzel, Mrs. Bean, and Ms. Schlickman) meet each month with grade level teams to receive feedback from teachers on students. We will continue to reach out and make contact from the school to each student. We are keeping track of this through PowerSchool Log Entries. I have also been reaching out to each grade level remote learner group through Google Meet.

- The PJHS Speech team will be competing November 2nd. Of course, it will look a lot different this year. Mrs. DeGraaf has created a plan for our students to practice and compete. We are lucky to have Mrs. Schubbe who will be able to judge for us.
- The PJHS Student Council has met this year and they are making plans for activities for Red Ribbon Week to be held October 19th through October 23rd.
- Currently, we are getting prepared for Parent Teacher Conferences. Our teachers request to see parents of students which we will schedule the meeting. Any parent(s) who would like to see a teacher may make an appointment through the school office by calling and requesting.
- End of the 1st quarter is Wednesday, October 28th. Report cards will be distributed to the students on Friday, November 6th.
- Student picture retake will be Thursday, November 12th by Image Group Photography.

Mrs. Carole Zurales, Principal of Peotone Elementary, reported to the Board that it has been another busy month at PES. Like last month, a huge shout out to our District Nurses for all their work to keep students and staff safe by following the IDPH guidelines and protocol and their communication and decision making. I need to also recognize all the hard work of our teachers and staff to keep students engaged, teach the core curriculum, and making PES a school community that students love to be a part of, feel safe and loved, and have fun in both the in person and remote setting.

- Our October Monthly Focus is “Banish the Boo’s” where we have focused on identifying positive and negative thoughts and strategies to change negative thoughts. All in person and remote classrooms got to go on a Ghost scavenger hunt around the building where they decided if the ghost they spotted had a positive or negative thought, last week myself and Ms. Huizenga read books to all classrooms a book that went along with the monthly focus, and tomorrow students will be making ghost grams with positive affirmations that will be hung on every students’ lockers and cubbies tomorrow afternoon.

- We invited our full time remote learners to a special Remote Learner Recess last Thursday. We played different games as a group and students also got to interact and play with their peers during free play.
- We participated in Fire Safety Week last week. The fire department came to do fire safety talks to our in person learners on Friday and I went to the fire station to record a fire safety talk and record a special tour of the fire station for our remote learners.
- This week is Bullying Prevention Week. Each day we will be doing different activities to educate our students on recognizing bullying behaviors, speaking up for yourself and others, conflict resolution, and assertiveness.
- Today, we started our ALICE roll out with students. We did our evacuate- walk the grounds with kindergarten and third grade where I took them around the building and we discussed where we would go if we had to evacuate the building in an intruder event. Peotone Police was also present during the discussion, and we will do the same thing with first and second graders on Thursday.
- We modified the goal to get POPstar Status based on our school day, and the students have blown us away with their determination and positive behavior. We currently have 565 POPstars which was more than any quarter last year and we still have two more "Call Downs" In First Quarter. We are excited for our first quarter POPstar reward on November 2 for in person learners and my super top secret surprise for my remote learners next week!

Upcoming Events.

- Monday 10/26- Book or Treat with PHS.
- Wednesday 10/28- Halloween Festivities at PES, Halloween Parade for parents to come watch is at 10:30am outside of PES in the main drive and on PHS soccer field (weather pending).
- Thursday 10/29- Virtual Parent Teacher Conferences from 10-
- Wednesday 11/11- Virtual Veterans Day Assembly

Mrs. Joanne Obszanski, Principal of Peotone Intermediate Center, reported to the Board that it is SPIRIT WEEK at PIC - Each day of the week we have a theme for students to display their school spirit. PIC students are invited to wear their Halloween costume to school on Wednesday, October 28th. Teachers are planning for fun activities for students on that date in lieu of Halloween parties.

Parent-Teacher Conferences is on Thursday, October 29th from 10:00 a.m. to 6:00 p.m. Visit PIC's website for teacher links to sign up for a Parent-Teacher Conferences. It has also been provided in the Weekly Updates.

PIC's Character Trait focus for the month of September was Respect and Responsibility.

Our Students of the Month are chosen with these two character traits in mind and they were:

4th grade: Thomas Zdzinski and Alexandra Baumann

5th grade: Michael Slaby and Macy Hennke

Remote:

4th grade: Payton Pape

5th grade: Faith Craft

October's Character Trait is Motivation. Colleen McIntyre, PIC's Social Worker and I are visiting all in-person classrooms with lessons/activities focused on Motivation throughout the month of October and we also meet two times per month with our Remote Learners in a Google Meet for a focused discussion on Motivation. All PIC staff are looking for students in both 4th & 5th grade and Remote Learners who exemplify MOTIVATION in their attention to their school work.

Thank you to Mrs. Schubbe for providing the opportunity for PIC's remote students to check a book out from our school libraries. Also, for providing recordings on the book, "The One & Only Bob". Links for both are provided on PIC's Weekly Update as well.

PIC's Virtual Yearbook Club is in full swing. PIC's Yearbook Club is asking our Remote Learning Students to keep a look out for picture requests for our Yearbook Club. We want to be sure that our Remote Students are represented in PIC's yearbook.

PTO is joining Mrs. Schubbe and hosting a Virtual Book fair beginning October 11 thru October 24. Flyers were sent home early October and there are links available on the Weekly Update.

On November 6th between 4:00 p.m. and 8:00 p.m., the PTO has partnered with McDonalds for a "drive-thru" fundraiser. 20% of the money spent between 4:00 and 8:00 p.m. will be donated to Peotone PTO.

Mrs. Amy Loy, Director of Special Services, reported to the Board that that each building in the district will provide a Learning Lab. Learning labs in each building will be targeted for students that could benefit from extra assistance/supervision to work on classwork or interventions, or to use the district wifi, or assistance submitting assignments.

Mrs. Loy also complimented the hard work of the district's special education staff who serve as remote learning teachers, and in person teachers for all subjects/areas each day. The team is working hard to engage with students that notice they may be struggling with grades or to get assignments turned and Mrs Loy thanked them for their diligence and efforts.

Mr. Ruben Suarez, Director of Technology, reported to the Board that AT&T is ready to activate our increased bandwidth. We are working on setting up a cut over day and time that minimizes interruption. Entre Solutions will return on November 3rd to work on the microwave connection between PIC and PHS.

Mr. Jason Spang, Principal of Peotone High School, reported to the Board that I would like to give a HUGE THANK YOU to our District Nurses and the Technology Department on keeping us safe and also helping with our Chromebook Rollout. These are no easy tasks and without them our job would be nearly impossible!

- PHS is eager to return from our temporary school closure. All parameters set in place during the closure will now revert back to our A/B Day Schedule until further notice.
- PHS will host the ISBE SAT School Day for seniors on October 27. Pre-administration session begin this week for A-Day learners, B-Day learners, and full remote learners.
- Parent/Teacher Conference Signups have begun for PHS. We shared a link directly with parents through school messenger and also shared on our PHS Facebook page. Parents please sign up prior to Wednesday October 28 as our teachers will be inviting students and parents to a live google meet on that day as there will be no office hours for students.
- PHS will be hosting a Virtual Veterans Day assembly on November 11th This will be shared on the PHS Facebook page. The ceremony will last about 29 minutes and will include updated banners, a PHS Band performance, a PHS Chorus performance, and a slideshow displaying photos of PHS alumni who have served our country in uniform. We have also reached out to our first responders in town and plan to record a two minute narrative of them discussing what Veterans Day means to them.
- PHS is closely analyzing and monitoring buildings within our district as we continue to work to bring all students back on a daily basis as soon, but most importantly as safely as possible. We aim to provide a recommendation as to our long-term direction by the end the week of 10/19/20.

Mr. Brandon Owens, Athletic Director/ Assistant Principal at Peotone High School, reported to the Board:

Current Athletic Update:

Cross Country and Golf are still currently taking place at Peotone High School. Last Wednesday (September 16th), we celebrated our six senior golfers on Senior Night as they competed in their last home match of the season vs. Reed-Custer. On Monday, September 21, the PHS golf team placed second in the Illinois Central 8 Conference Tournament. Peotone had one first place medalist and two second place medalists at the competition. The golf team has a few matches left before they compete in the IHSA culminating event. The boys will compete on October 6th, and the girls will compete on the following day, October 7th. Senior Night for Cross Country will take place on Tuesday evening (September 22nd) as we host Kankakee. The Cross Country team also has a few remaining invites before they finish up their season. Cross Country has scheduled a one-round event for the State Series that will take place on October 24th.

Contact Days/Upcoming Athletics:

We are currently in our third week of contact days. Each sports season was given a period of time during contact days so that there would be no overlap for boys' sports and no overlap for girls' sports. The reasoning was to avoid an individual attending multiple sports in one week (mainly if there were concerns with contact tracing). This is a similar practice utilized by most of our conference schools. Official Winter Athletic Seasons are set to begin for Girls'/Boys' Basketball, Cheer, Dance, Bowling and Wrestling on November 16th. IHSA has additionally removed the requirement that limited the number of games that can take place in a week during the winter season.

Three Weeks Down:

The first few weeks have definitely been an adjustment in the building for students and staff, but it appears that we are all starting to get settling in with the A/B Schedule and the new school year expectations. It's been great having the students in the building and being able to see them and interact. Temperature Checks in the morning are running smoothly, which has a lot to do with the teachers lending their assistance each morning.

Mrs. Terry Wuske, Director of Food Services, reported to the Board that we have EXCITING NEWS! The food service department has now transitioned over to the ALL FREE Lunch Program through the USDA stimulus incentives that were approved on October 9th.

All of our enrolled students are eligible for free lunch daily regarding their status. This will continue through the entire school year. This includes our in person daily grab-n-go lunch. And our remote learners will continue to pre order and pick up a five day pack on Monday evenings. We started last Friday and have already doubled our participation. I would like to thank the administration and principles for getting the information out to the parents.

I would also like to thank the staff for placing orders for our staff meals available on Wednesdays. Participation has been very good and they seem to really appreciate the lunch deliveries to their classrooms.

Mrs. Jennifer Haag, Director of Transportation, reported to the Board that October 19-23 is National School Bus Safety Week. Take a moment to go over safety rules with your students that ride the bus. For those students that drive their own vehicles take time to go over rules of the road with them also. A representative from Liberty Fire in Bourbonnais will be coming to the Transportation Department to go over some fire safety protocol and to have the drivers do a hands on demonstration with the fire extinguishers that we have on our buses. I will also be posting some things during the week on social media regarding bus safety.

Mr. Dave Osborne, Director of Buildings and Grounds, reported to the Board that we are getting ready to start the boilers and hope to have those going by Monday. We're getting set-up to treat the water and are waiting to get all of the necessary equipment installed.

- We are getting snow plows ready and are going to try poly snow scrapers to try and save our asphalt.
- We're looking to get asphalt tile remediated in two classrooms and a bathroom at PES done over the Christmas break.

Mr. Trevor Moore, Chief School Business Official, provided the Board with an update on this month's debt service payments. He had told them in the spring that he would start reporting each October and April how much our debt payments are and how much of it is interest and fees. He reported a principal payment of \$3.6 million. Once the check makes its way to the bank, the high school will officially be paid off. This month, the District also paid \$145,052 in interest and \$500 in paying agent fees. The paying agent fee goes to the bank for processing the transactions and keeping records. For a short while between when these bonds are paid off and the new bond issue closes, the District will only have one outstanding bond issue, which is the working cash bonds from 2018.

About two weeks ago, the District completed a bond sale for more working cash bonds. The first step in this process is to establish a credit rating. This was done by compiling all kinds of financial and demographic data about the District and presenting it to Moody's. Mr. Stein asked Moody's to affirm the existing Aa3 rating and they did just that. Because the rating was maintained and the sale occurred before the Presidential election, a low interest rate was expected. Mr. Moore did ask Moody's how the District could improve its rating and they said an expansion of the tax base and a reduced risk due to state-supported cost-sharing pension plans were the best ways. Neither of these are in the District's control. If the District had declines in fund balance or liquidity or increased its debt significantly, there is a chance for a future downgrade. For this reason, Mr. Moore recommended the District continue to operate as efficiently as possible, as it had done for many years. The favorable conditions resulted in interest rates between 0.400% (year one) and 0.900% (year five). The overall rate is 0.855%.

The total interest related to the bond issue will be \$133,960. The issuance fees, which consists of underwriter's fees, bond and disclosure counsel fees, financial advisor fees, registrar's fee, and credit rating agency fee came to about \$94,233. Combined, this bond issue will consume about \$228,193 of taxpayer dollars that could otherwise be used in the classroom if the District was not forced to issue debt for operations. The only way to get away from this practice is to increase the limiting rate of the district and collect all taxes through normal operating funds.

The District received its Annual Financial Report and Mr. Moore provided a copy to each Board Member. The auditors normally present at the October meeting, but COVID has put them a bit behind schedule and they have to prioritize getting reports filed with the ROEs before presenting to Boards. The deficit came in a bit less than projected. The amended budget, which was finished before the COVID shutdowns, projected the deficit at \$1.8 million, but it came in closer to \$1.2 million. These savings were partially due to reduced expenses while shut down, but also a halt to non-essential spending to finish off the year while there were so many unknowns. The financial profile score was at 3.65 out of 4 which puts the District in the highest category of Recognition. The reason it was not better is because operationally, the District continues to spend more than normal operating revenues. It does not take into account the working cash funds that are used for operations. Until the District is in a position to get more revenue from traditional tax levy sources, this will remain the case. There was 1 finding on the report. This was a slight overspending in the 50 Fund. This is where IMRF and FICA are paid. This was a miscalculation when the amended budget was completed and it resulted in a 1.9% over budget figure.

Finally, the District has been named in the last will and testament of Alma L. Sylvester. She provided 1/4 of a trust to the District to provide a science film library at PHS. Since the will was written in 1974, it will be a challenge to spend the money in congruence with the spirit of the request. The PHS Principals and Science Department have already begun discussing how this gift might best be utilized. It is estimated the District will receive approximately \$45,000 from this trust.

EXECUTIVE SESSION:

For the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel; collective negotiating matters; student disciplinary cases and other matters relating to individual students; pending, probable, or imminent litigation; security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonable potential danger to the safety of employees, students, staff, the public or public property.

There May Be or May Not Be Action Following the Executive Session.

OTHER:

ADJOURNMENT:

At 7:09 p.m. President Robinson asked the Board and Mr. Stein if they have anything for executive session. Mr. Stein and the Board both responded no. President Robinson asked for a motion to adjourn the regular board meeting. Mr. Uthe made a motion and Mrs. Moe seconded the motion and on a voice call vote, the following members answered aye (5), Mrs. Robinson, Mr. Uthe, Mr. Bettenhausen, Mrs. Moe and Mr. Douglas and no nays. Mrs. Thatcher and Mrs. Becker were absent for the regular board meeting of October 19, 2020.

Tara Robinson, President

Cathy Cuculich, Reporter



District Office
212 West Wilson Street
Peotone, IL 60468
Tel: 708-258-0991
Fax: 708-258-0994
www.peotoneschools.org

ADMINISTRATION

Mr. Steve Stein
Superintendent

Dr. Charles Vitton
Assistant Superintendent

Mr. Trevor Moore
Chief School Business Official

Mrs. Amy Loy
Special Education



BOARD OF EDUCATION

Tara Robinson
President

Richard Uthe
Vice President

Jennifer Moe
Secretary

Jodi Becker
Trustee

Roger Bettenhausen
Trustee

Paul Douglas
Trustee

Jody Thatcher
Trustee

To: Board of Education

From: Trevor J. Moore, Chief School Business Official

RE: TREASURER'S MONTHLY REPORT (OCTOBER 2020)

Date: November 9, 2020

The attached Treasurer's monthly report is a summary of the district's starting fund balance, monthly receipts, monthly expenses, and ending fund balance for the month of October 2020. This applies to the fiscal year ending June 30, 2021.

This report is presented to you for your approval and action at the November 16, 2020 Board of Education Meeting.

/s/

Trevor J. Moore
Chief School Business Official
Peotone CUSD 207U

Scot A. Carder
Treasurer
Peotone CUSD 207U

Tara Robinson
Board President
Peotone CUSD 207U

Jennifer Moe
Board Secretary
Peotone CUSD 207U

Peotone CUSD 207U
Financial Summary
October 31, 2020

Fund	(10) Educational	(20) Operations & Maintenance	(30) Debt Services	(40) Transportation	(50) Municipal Retirement	(51) Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety	Total
Fund Balances - October 1, 2020	\$ 7,536,422.11	\$ 1,357,444.39	\$ 3,687,330.57	\$ 942,645.84	\$ 204,858.42	\$ 167,197.53	\$ 3,929.20	\$ 2,601,269.82	\$ 118,505.86	\$ 4,238.22	\$ 16,623,841.96
Receipts	\$ 604,877.61	\$ 36,276.76	\$ 99,800.67	\$ 318,829.59	\$ (8,420.58)	\$ 42,220.37	\$ 0.13	\$ 4,402,233.81	\$ 272.70	\$ 0.16	\$ 5,496,091.22
Disbursements	\$ (1,663,131.91)	\$ (159,020.07)	\$ (3,745,552.50)	\$ (138,439.34)	\$ (36,651.91)	\$ (39,204.91)	\$ -	\$ -	\$ (4,750.00)	\$ -	\$ (5,786,750.64)
Transfers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Excess Revenues Over (Under) Expenditures Month	\$ (1,058,254.30)	\$ (122,743.31)	\$ (3,645,751.83)	\$ 180,390.25	\$ (45,072.49)	\$ 3,015.46	\$ 0.13	\$ 4,402,233.81	\$ (4,477.30)	\$ 0.16	\$ (290,659.42)
Fund Balances - October 31, 2020	<u>\$ 6,478,167.81</u>	<u>\$ 1,234,701.08</u>	<u>\$ 41,578.74</u>	<u>\$ 1,123,036.09</u>	<u>\$ 159,785.93</u>	<u>\$ 170,212.99</u>	<u>\$ 3,929.33</u>	<u>\$ 7,003,503.63</u>	<u>\$ 114,028.56</u>	<u>\$ 4,238.38</u>	<u>\$ 16,333,182.54</u>
Fund Balances - July 1, 2020	\$ 5,761,905.50	\$ 1,333,617.58	\$ 1,945,561.13	\$ 983,488.98	\$ 121,991.76	\$ 137,004.27	\$ 3,928.68	\$ 2,599,374.07	\$ 230,291.47	\$ 4,237.68	\$ 13,121,401.12
Excess Revenues Over (Under) Expenditures Year to Date	\$ 716,262.31	\$ (98,916.50)	\$ (1,903,982.39)	\$ 139,547.11	\$ 37,794.17	\$ 33,208.72	\$ 0.65	\$ 4,404,129.56	\$ (116,262.91)	\$ 0.70	\$ 3,211,781.42
Fund Balances - October 31, 2020	<u>\$ 6,478,167.81</u>	<u>\$ 1,234,701.08</u>	<u>\$ 41,578.74</u>	<u>\$ 1,123,036.09</u>	<u>\$ 159,785.93</u>	<u>\$ 170,212.99</u>	<u>\$ 3,929.33</u>	<u>\$ 7,003,503.63</u>	<u>\$ 114,028.56</u>	<u>\$ 4,238.38</u>	<u>\$ 16,333,182.54</u>

Peotone CUSD 207U
Summary of Investments
October 31, 2020

Description	Total Principal	Total Interest	Total
Bank Accounts			
First Community Bank and Trust (*190) Interest at 0.25% APR Purpose: General Fund Reserves	\$ 2,067,989.07	\$ 439.09	\$ 2,068,428.16
First Midwest Bank (*4776) Interest at 0.05% APR Purpose: Fire and Safety Fund	\$ 4,238.22	\$ 0.16	\$ 4,238.38
First Midwest Bank (*1606) Interest at 0.05% APR Purpose: Employee Flex Spending	\$ 2,288.27	\$ 0.10	\$ 2,288.37
First Midwest Bank (*0125) Interest at 0.05% APR Purpose: General Fund Operations	\$ 9,901,483.08	\$ 497.01	\$ 9,901,980.09
First Midwest Bank (*0133) Interest at 0.05% APR Purpose: Imprest Fund	\$ 16,925.82	\$ 0.63	\$ 16,926.45
Investments			
ISDLAF+ (Money Market) Interest at 0.05% Purpose: Working Cash Bond Series 2020 Proceeds	\$ 2,407,231.20	\$ 20.10	\$ 2,407,251.30
ISDLAF+ (Certificate of Deposits - Various) Interest at 0.14% Purpose: Working Cash Bond Series 2020 Proceeds	\$ 1,994,500.00	\$ 232.69	\$ 1,994,732.69 ***
Total	\$ 16,394,655.66	\$ 1,189.78	\$ 16,395,845.44
Composition of Portfolio			
Interest Bearing Bank Accounts (0.05-0.25% APR)	73.1518%		
Investments (0.05-0.14% APR)	26.8482%		

***Monthly Interest Estimated; Interest Payable at Maturity

Peotone CUSD 207U
2019 Tax Levy Collections - Will County
October 31, 2020

Receipts This Month	Fund	Total Amount Extended	Total Received to Date	Balance to Collect	Percentage to Collect YTD
\$ 342,652.03			\$ 15,274,712.67		
	(10) Educational				
\$ 206,135.27	Regular	\$ 9,493,821.61	\$ 9,189,080.34	\$ 304,741.27	3.21%
\$ 25.19	Lease	\$ 1,160.04	\$ 1,122.80	\$ 37.24	3.21%
\$ 1,838.69	Special Education	\$ 84,683.40	\$ 81,965.16	\$ 2,718.24	3.21%
\$ 207,999.15		\$ 9,579,665.05	\$ 9,272,168.30	\$ 307,496.75	3.21%
\$ 25,733.33	(20) Operations & Maintenance	\$ 1,185,180.97	\$ 1,147,137.96	\$ 38,043.01	3.21%
\$ 83,908.27	(30) Debt Services	\$ 3,864,502.00	\$ 3,740,455.72	\$ 124,046.28	3.21%
\$ 15,448.39	(40) Transportation	\$ 711,495.25	\$ 688,657.03	\$ 22,838.22	3.21%
\$ 4,634.52	(50) Municipal Retirement	\$ 213,448.57	\$ 206,597.10	\$ 6,851.47	3.21%
\$ 4,634.52	(51) Social Security	\$ 213,448.57	\$ 206,597.10	\$ 6,851.47	3.21%
\$ -	(60) Capital Projects	\$ -	\$ -	\$ -	0.00%
\$ 25.19	(70) Working Cash	\$ 1,160.04	\$ 1,122.80	\$ 37.24	3.21%
\$ 268.67	(80) Tort	\$ 12,373.83	\$ 11,976.64	\$ 397.19	3.21%
\$ -	(90) Fire Prevention & Safety	\$ -	\$ -	\$ -	0.00%
\$ 342,652.03		\$ 15,781,274.28	\$ 15,274,712.67	\$ 506,561.61	3.21%

Peotone CUSD 207U
2019 Tax Levy Collections - Kankakee County
October 31, 2020

Receipts This Month	Fund	Total Amount Extended	Total Received to Date	Balance to Collect	Percentage to Collect YTD
\$ -			\$ 4,700.05		
	(10) Educational				
\$ -	Regular	\$ 2,834.15	\$ 2,834.13	\$ 0.02	0.00%
\$ -	Lease	\$ 0.35	\$ 0.35	\$ 0.00	0.00%
\$ -	Special Education	\$ 25.28	\$ 25.28	\$ 0.00	0.00%
\$ -		\$ 2,859.78	\$ 2,859.76	\$ 0.02	0.00%
\$ -	(20) Operations & Maintenance	\$ 353.84	\$ 353.84	\$ 0.00	0.00%
\$ -	(30) Debt Services	\$ 1,142.32	\$ 1,142.31	\$ 0.01	0.00%
\$ -	(40) Transportation	\$ 212.42	\$ 212.42	\$ 0.00	0.00%
\$ -	(50) Municipal Retirement	\$ 63.84	\$ 63.84	\$ 0.00	0.00%
\$ -	(51) Social Security	\$ 63.84	\$ 63.84	\$ 0.00	0.00%
\$ -	(60) Capital Projects	\$ -	\$ -	\$ -	0.00%
\$ -	(70) Working Cash	\$ 0.35	\$ 0.35	\$ 0.00	0.00%
\$ -	(80) Tort	\$ 3.69	\$ 3.69	\$ 0.00	0.00%
\$ -	(90) Fire Prevention & Safety	\$ -	\$ -	\$ -	0.00%
\$ -		\$ 4,700.08	\$ 4,700.05	\$ 0.03	0.00%

Peotone CUSD 207U
State Funding Update
Vouchers Awaiting Processing by Comptroller
October 31, 2020

Program Name	Amount	Voucher Date	Number of Days Outstanding
3360-State Free Lunch & Breakfast	\$ 58.24	10/13/2020	18
Grant Total	\$ 58.24		
Days Outstanding			
0-30	\$ 58.24		
31-60	\$ -		
61-90	\$ -		
91-120	\$ -		
121-150	\$ -		
151-180	\$ -		
181-210	\$ -		
211-240	\$ -		
Greater than 240 days	\$ -		
	\$ 58.24		

Outstanding Fee Report Split by Type of Fee

School Year	Type of Fee	Amount Outstanding	Percentage
2016-2017 and Earlier	Registration	\$ 18,900.00	5.41%
2017-2018	Registration	\$ 27,780.50	7.95%
2017-2018	Course Fee	\$ 2,662.50	0.76%
2018-2019	Registration	\$ 32,032.85	9.16%
2018-2019	Athletic	\$ 1,115.00	0.32%
2018-2019	Course Fee	\$ 2,177.50	0.62%
2019-2020	Registration	\$ 54,274.40	15.53%
2019-2020	Athletic	\$ 2,010.45	0.58%
2019-2020	Club	\$ 280.00	0.08%
2019-2020	Course Fee	\$ 3,999.12	1.14%
2020-2021	Registration	\$ 171,799.44	49.15%
2020-2021	Athletic	\$ 593.75	0.17%
2020-2021	Club	\$ -	0.00%
2020-2021	Course Fee	\$ 31,906.45	9.13%
		\$ 349,531.96	
Total	Registration	\$ 304,787.19	87.20%
Total	Athletic	\$ 3,719.20	1.06%
Total	Club	\$ 280.00	0.08%
Total	Course Fee	\$ 40,745.57	11.66%
		\$ 349,531.96	
Percent Outstanding		26.14%	

Outstanding Fee Report Split by Year

School Year	Type of Fee	Amount Outstanding	Percentage
2016-2017 and Earlier	Registration	\$ 18,900.00	5.41%
2017-2018	Registration	\$ 27,780.50	7.95%
2017-2018	Course Fee	\$ 2,662.50	0.76%
2018-2019	Registration	\$ 32,032.85	9.16%
2018-2019	Athletic	\$ 1,115.00	0.32%
2018-2019	Course Fee	\$ 2,177.50	0.62%
2019-2020	Registration	\$ 54,274.40	15.53%
2019-2020	Athletic	\$ 2,010.45	0.58%
2019-2020	Club	\$ 280.00	0.08%
2019-2020	Course Fee	\$ 3,999.12	1.14%
2020-2021	Registration	\$ 171,799.44	49.15%
2020-2021	Athletic	\$ 593.75	0.17%
2020-2021	Club	\$ -	0.00%
2020-2021	Course Fee	\$ 31,906.45	9.13%
		\$ 349,531.96	
2016-2017	Total	\$ 18,900.00	5.41%
2017-2018	Total	\$ 30,443.00	8.71%
2018-2019	Total	\$ 35,325.35	10.11%
2019-2020	Total	\$ 60,563.97	17.33%
2020-2021	Total	\$ 204,299.64	58.45%
		\$ 349,531.96	
Precent Outstanding		26.14%	

Outstanding Fee Report Split by Location

School Year	Location	Amount Outstanding	Percentage
2016-2017 and Earlier	PES	\$ 2,464.00	0.70%
2016-2017 and Earlier	PIC	\$ 1,765.00	0.50%
2016-2017 and Earlier	PJHS	\$ 6,276.50	1.80%
2016-2017 and Earlier	PHS	\$ 7,779.50	2.23%
2016-2017 and Earlier	Out of District	\$ 615.00	0.18%
2017-2018	PES	\$ 5,362.50	1.53%
2017-2018	PIC	\$ 3,740.00	1.07%
2017-2018	PJHS	\$ 9,490.00	2.72%
2017-2018	PHS	\$ 10,330.50	2.96%
2017-2018	Out of District	\$ 1,520.00	0.43%
2018-2019	Pre-K	\$ 485.00	0.14%
2018-2019	PES	\$ 7,100.00	2.03%
2018-2019	PIC	\$ 4,205.00	1.20%
2018-2019	PJHS	\$ 10,580.00	3.03%
2018-2019	PHS	\$ 12,000.35	3.43%
2018-2019	Out of District	\$ 955.00	0.27%
2019-2020	Pre-K	\$ 1,291.65	0.37%
2019-2020	PES	\$ 11,861.80	3.39%
2019-2020	PIC	\$ 8,842.10	2.53%
2019-2020	PJHS	\$ 15,372.05	4.40%
2019-2020	PHS	\$ 22,095.57	6.32%
2019-2020	Out of District	\$ 1,100.80	0.31%
2020-2021	Pre-K	\$ 6,025.00	1.72%
2020-2021	PES	\$ 32,875.00	9.41%
2020-2021	PIC	\$ 20,181.90	5.77%
2020-2021	PJHS	\$ 42,735.50	12.23%
2020-2021	PHS	\$ 99,212.24	28.38%
2020-2021	Out of District	\$ 3,270.00	0.94%
		\$ 349,531.96	
Total	Pre-K	\$ 7,801.65	2.23%
Total	PES	\$ 59,663.30	17.07%
Total	PIC	\$ 38,734.00	11.08%
Total	PJHS	\$ 84,454.05	24.16%
Total	PHS	\$ 151,418.16	43.32%
Total	Out of District	\$ 7,460.80	2.13%
		\$ 349,531.96	

Precent Outstanding **26.14%**

Exp. Report for Board Packet

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PEOTONE CUSD #207

Educational Fund 10					
Object	100	Salaries			
State Account Number	Description	Y.T.D. Activity	Current Budget	Budget Balance	% of Budget
100	Salaries	2,835,455.28	8,717,021.00	5,881,565.72	32.53
200	Employee Benefits	748,127.70	2,222,182.00	1,474,054.30	33.67
300	Purchased Services	414,463.99	1,278,260.00	863,796.01	32.42
400	Supplies & Materials	672,648.61	1,337,813.00	661,060.79	50.28
500	Capital Outlay	0.00	10,000.00	10,000.00	0.00
600	Other Objects	147,457.03	734,475.00	587,017.97	20.08
700	Non-capitalized Equipment	14,312.23	59,500.00	45,187.77	24.05
800	Termination Benefits	6,528.50	6,529.00	0.50	99.99
10	Educational Fund	<u>4,838,993.34</u>	<u>14,365,780.00</u>	<u>9,522,683.06</u>	<u>33.68</u> Fund
600	Other Objects	0.00	294,291.00	294,291.00	0.00
11	Restricted Student Activity Fund	<u>0.00</u>	<u>294,291.00</u>	<u>294,291.00</u>	<u>0.00</u> Fund
100	Salaries	192,826.87	667,949.00	475,122.13	28.87
200	Employee Benefits	37,426.03	120,045.00	82,618.97	31.18
300	Purchased Services	166,497.61	576,450.00	409,952.39	28.88
400	Supplies & Materials	116,912.66	528,500.00	411,587.34	22.12
500	Capital Outlay	181,754.63	588,000.00	406,245.37	30.91
600	Other Objects	4,063.83	55,125.00	51,061.17	7.37
700	Non-capitalized Equipment	16,108.56	67,500.00	51,391.44	23.86
20	Operations & Maintenance Fund	<u>715,590.19</u>	<u>2,603,569.00</u>	<u>1,887,978.81</u>	<u>27.48</u> Fund
600	Other Objects	3,745,552.50	4,020,643.00	275,090.50	93.16
30	Debt Service Fund	<u>3,745,552.50</u>	<u>4,020,643.00</u>	<u>275,090.50</u>	<u>93.16</u> Fund
100	Salaries	267,127.23	958,894.00	691,766.77	27.86
200	Employee Benefits	10,807.52	33,065.00	22,257.48	32.69
300	Purchased Services	446,399.95	525,700.00	79,300.05	84.92
400	Supplies & Materials	21,244.36	269,000.00	247,755.64	7.90

Exp. Report for Board Packet

Printed: 11/02/2020 11:16:57AM
PEOTONE CUSD #207

Page 2 of 2
Report as of: 10/31/2020

Transportation Fund 40					
Object	500	Capital Outlay			
State Account Number	Description	Y.T.D. Activity	Current Budget	Budget Balance	% of Budget
500	Capital Outlay	0.00	60,000.00	60,000.00	0.00
600	Other Objects	190.00	7,650.00	7,460.00	2.48
700	Non-capitalized Equipment	0.00	0.00	0.00	0.00
40	Transportation Fund	<u>745,769.06</u>	<u>1,854,309.00</u>	<u>1,108,539.94</u>	<u>40.22</u> Fund
200	Employee Benefits	96,645.42	270,181.00	173,535.58	35.77
50	Municipal Retirement Fund (IMRF)	<u>96,645.42</u>	<u>270,181.00</u>	<u>173,535.58</u>	<u>35.77</u> Fund
200	Employee Benefits	105,200.48	327,616.00	222,415.52	32.11
51	Social Security & Medicare Fund (FICA)	<u>105,200.48</u>	<u>327,616.00</u>	<u>222,415.52</u>	<u>32.11</u> Fund
600	Other Objects	0.00	0.00	0.00	0.00
60	Capital Projects Fund	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u> Fund
600	Other Objects	0.00	2,400,000.00	2,400,000.00	0.00
70	Working Cash Fund	<u>0.00</u>	<u>2,400,000.00</u>	<u>2,400,000.00</u>	<u>0.00</u> Fund
300	Purchased Services	122,604.63	220,000.00	97,395.37	55.73
80	Tort Immunity and Judgment Fund	<u>122,604.63</u>	<u>220,000.00</u>	<u>97,395.37</u>	<u>55.73</u> Fund
200	Employee Benefits	0.00	0.00	0.00	0.00
500	Capital Outlay	0.00	0.00	0.00	0.00
90	Fire Prevention and Safety Fund	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u> Fund
Report Total:		<u>10,370,355.62</u>	<u>26,356,389.00</u>	<u>15,981,929.78</u>	<u>39.35</u>

PEOTONE COMMUNITY DISTRICT 207-U
IMPREST FUND
10/30/2020

Balance Brought Forward	\$ 15,000.00
Disbursements	\$ 1,956.21
10 Ed Fund	\$ 1,867.80
20 Building	\$ 88.41
30 Debt Service Fund or Fund Group	\$ -
40 Transportation	
50 I.M.R.F/ Soc. Sec. Fund	
80 Tort Immunity and Judgment Fund	\$ -
TOTAL DISBURSEMENTS	\$ 1,956.21
BALANCE ON HAND	\$ 15,000.00

Paid Accounts Payable (Fund Summary)

Page 1 of 1

Printed: 10/30/2020 10:31:11AM

PEOTONE CUSD #207

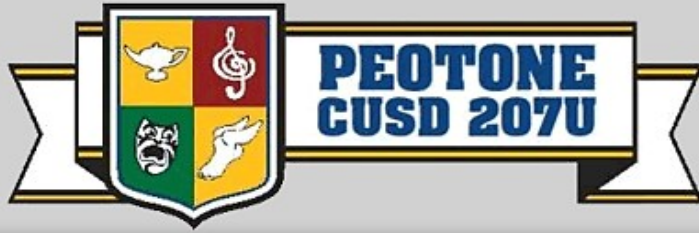
Expense on Date: 10/1/2020 to 10/31/2020

Fund Code	Description	Batch #	Amount
10	Educational Fund	1,002	1,867.80
20	Operations & Maintenance Fund	1,002	88.41
Report Total			<u>\$1,956.21</u>

Bills Payable

Printed: 10/30/2020 10:22:02AM
PEOTONE CUSD #207
Expense on Date: 10/1/2020 to 10/31/2020

Vendor Name		Override	Batch #	Amount	State Account Number
P.O. Number	Description				
CONSERV FS INC					
	PIC O&M OF PLANT SERVICES GENERAL SU		1002	188.37	20-2540-410-61
	PIC O&M OF PLANT SERVICES GENERAL SU		1002	(99.96)	20-2540-410-61
				<u>\$88.41</u>	
MINNE MONESSE GOLF CLUB					
	Void PHS INTERSCHOLASTIC PROG OTHER I		9282	(216.00)	10-1500-319-31
	Void PHS INTERSCHOLASTIC PROG OTHER I		1001	216.00	10-1500-319-31
				<u>\$0.00</u>	
PROVIDENCE CATHOLIC HIGH SCH					
	Void PHS INTERSCHOLASTIC PROG OTHER I		9282	(40.00)	10-1500-319-31
	Void PHS INTERSCHOLASTIC PROG OTHER I		1001	40.00	10-1500-319-31
				<u>\$0.00</u>	
UNIVERSAL PUBLISHING					
	PIC TEXTBOOKS		1002	1,867.80	10-1160-420-61
				<u>\$1,867.80</u>	
			Report Total	<u>\$1,956.21</u>	



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Trustee

Paul Douglas
Trustee

Jody Thatcher
Trustee

To: Board of Education

From: Trevor J. Moore, Chief School Business Official

RE: SCHEDULE OF BILLS (NOVEMBER 2020)

Date: November 12, 2020

The attached Treasurer's monthly report is a summary of the district's schedule of bills to be paid.

This report is presented to you for your approval and action at the November 19, 2020 Board of Education Meeting.

(10) Educational	\$	277,005.16
(20) Operations & Maintenance	\$	72,315.16
(40) Transportation	\$	73,826.49
(80) Tort Immunity & Judgement Fund	\$	109,819.01
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Total Bills Payable	\$	532,965.82
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/s/ _____

Trevor J. Moore
Chief School Business Official
Peotone CUSD 207U

Tara Robinson
Board President
Peotone CUSD 207U

Jennifer Moe
Board Secretary
Peotone CUSD 207U

Bills Payable

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 PEOTONE CUSD #207
 Expense on Date: 11/1/2020 to 11/30/2020

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
AFFORDABLE CONCRETE RAISING						
		O&M OF PLANT SERVICES OTHER PURCHAS		10	1,000.00	20-2540-390
		CSC PRE-K O&M OF PLANT SERV OTHER PU		10	1,000.00	20-2540-390-51
					<u>\$2,000.00</u>	
ANSELMO, SHANNON						
		SPEC ED TRAVEL		10	69.23	10-1200-332
					<u>\$69.23</u>	
AQUA ILLINOIS, INC.						
		BUS BARN O&M OF PLANT SERVICES WATER		10	28.51	20-2540-370
		CSC PRE-K O&M OF PLANT SERV WATER/SE		10	33.77	20-2540-370-51
		DISTRICT O&M OF PLANT SERVICES WATER		10	33.78	20-2540-370
		PES O&M OF PLANT SERVICES WATER/SEW		10	0.00	20-2540-370-11
		PHS O&M OF PLANT SERVICES WATER/SEW		10	18.26	20-2540-370-31
					<u>\$114.32</u>	
AREA SALT & CHEMICAL INC						
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	389.55	20-2540-410
					<u>\$389.55</u>	
AT&T						
		PIC TECHNOLOGY PURCHASED SERVICES		10	269.27	10-2630-340-61
		CSC TECHNOLOGY PURCHASED SERVICES		10	134.72	10-2630-340-51
		PHS TECHNOLOGY PURCHASED SERVICES		10	269.27	10-2630-340-31
		PJHS TECHNOLOGY PURCHASED SERVICES		10	269.27	10-2630-340-21
		PES TECHNOLOGY PURCHASED SERVICES		10	269.27	10-2630-340-11
		DISTRICT TECHNOLOGY PURCHASED SERV		10	134.72	10-2630-340
		TECHNOLOGY PURCHASED SERVICES		10	268.79	10-2630-340
					<u>\$1,615.31</u>	
BARBER, DAWN M						
		HEALTH SERVICES TRAVEL - OCT 2020		10	63.54	10-2130-332
					<u>\$63.54</u>	
BMO HARRIS COMMERICAL CARD						
		PES GENERAL SUPPLIES		10	26.98	10-1110-410-11
		PES GENERAL SUPPLIES		10	0.95	10-1110-410-11
		PES GENERAL SUPPLIES		10	2.50	10-1110-410-11
		PES GENERAL SUPPLIES		10	270.00	10-1110-410-11
		PES GENERAL SUPPLIES		10	2.00	10-1110-410-11
		PES GENERAL SUPPLIES		10	5.99	10-1110-410-11
		CSC PRE-K GENERAL SUPPLIES		10	87.84	10-1125-410-51
		CSC PRE-K GENERAL SUPPLIES		10	18.98	10-1125-410-51
		PIC GENERAL SUPPLIES		10	131.50	10-1160-410-61
		PIC GENERAL SUPPLIES		10	126.26	10-1160-410-61
		SPEC ED GENERAL SUPPLIES		10	9.19	10-1200-410
		SPEC ED GENERAL SUPPLIES		10	11.92	10-1200-410
		PES SPEC ED GENERAL SUPPLIES		10	14.95	10-1200-410-11
		PJHS SPEC ED GENERAL SUPPLIES		10	40.00	10-1200-410-21
		PJHS SPEC ED GENERAL SUPPLIES		10	40.00	10-1200-410-21
		PHS SPEC ED GENERAL SUPPLIES		10	32.01	10-1200-410-31
		PHS SPEC ED GENERAL SUPPLIES		10	392.00	10-1200-410-31

Bills Payable

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Vendor Name					
P.O. Number	Description	Override	Batch #	Amount	State Account Number
	PHS SPEC ED GENERAL SUPPLIES		10	405.27	10-1200-410-31
	PHS SPEC ED GENERAL SUPPLIES		10	51.30	10-1200-410-31
	PHS SPEC ED GENERAL SUPPLIES		10	43.98	10-1200-410-31
	PHS SPEC ED GENERAL SUPPLIES		10	51.00	10-1200-410-31
	PHS BOE SERVICES GEN SUPPLIES PURCH		10	33.15	10-2316-410-31
	CSC PRE-K BOE SERVICES GEN SUPPLIES F		10	46.53	10-2316-410-51
	SPECIAL EDUCATION SOFTWARE - COVID-19		10	14.99	10-1200-470-92
	PHS INTERSCHOLASTIC PROG ATH GEN SUP		10	2,272.60	10-1500-410-31
	PHS INTERSCHOLASTIC PROG ATH GEN SUP		10	600.00	10-1500-410-31
	PIC BOE SERVICES GEN SUPPLIES PUR FOF		10	201.84	10-2316-410-61
	HEALTH SERV GEN SUP - COVID-19 (NON-FE		10	75.48	10-2130-410-92
	PES IMP OF INST TITLE II PROF DEVELOPME		10	35.00	10-2210-312-11-98
	PJHS IMP OF INST TITLE II PROF DEVELOPM		10	35.00	10-2210-312-21-98
	PJHS IMP OF INST TITLE II PROF DEVELOPM		10	3,450.00	10-2210-312-21-98
	PHS IMP OF INST TITLE II PROF DEVELOPME		10	10.00	10-2210-312-31-98
	PHS IMP OF INST TITLE II PROF DEVELOPME		10	35.00	10-2210-312-31-98
	IMP OF INST TITLE II PROF DEVELOPMENT		10	156.35	10-2210-312-98
	IMP OF INST TITLE II PROF DEVELOPMENT		10	40.00	10-2210-312-98
	PJHS IMP OF INST TITLE II PROF DEVELOPM		10	40.00	10-2210-312-21-98
	IMP OF INST GENERAL SUPPLIES		10	14.99	10-2210-410
	IMP OF INST GENERAL SUPPLIES		10	19.98	10-2210-410
	IMP OF INST GENERAL SUPPLIES		10	(18.49)	10-2210-410
	IMP OF INST GENERAL SUPPLIES		10	328.93	10-2210-410
	CSC PRE-K IMP OF INST GENERAL SUPPLIES		10	62.39	10-2210-410-51
	IMP OF INST DUES AND FEES		10	239.00	10-2210-640
	PJHS IMP OF INST DUES AND FEES		10	170.00	10-2210-640-21
	BOE SERVICES MISCELLANEOUS OBJECTS		10	70.00	10-2310-690
	BOE SERVICES MISCELLANEOUS OBJECTS		10	75.00	10-2310-690
	BOE SERVICES MISCELLANEOUS OBJECTS		10	74.00	10-2310-690
	BOE SERVICES MISCELLANEOUS OBJECTS		10	15.00	10-2310-690
	BOE SERVICES MISCELLANEOUS OBJECTS		10	60.00	10-2310-690
	PES BOE SERVICES GEN SUPPLIES PURCH		10	11.99	10-2316-410-11
	PES BOE SERVICES GEN SUPPLIES PURCH		10	353.48	10-2316-410-11
	PES BOE SERVICES GEN SUPPLIES PURCH		10	32.43	10-2316-410-11
	PES PRINCIPAL SERVICES PROF DEVELOPM		10	10.00	10-2410-312-11
	PES PRINCIPAL SERVICES GENERAL SUPPLI		10	5.00	10-2410-410-11
	PES PRINCIPAL SERVICES GENERAL SUPPLI		10	1.29	10-2410-410-11
	PHS PRINCIPAL SERVICES GENERAL SUPPL		10	5.98	10-2410-410-31
	FISCAL SERVICES COMMUNICATION		10	27.15	10-2520-340
	PJHS BOE SERVICES GEN SUPPLIES PURCH		10	199.29	10-2316-410-21
	PHS BOE SERVICES GEN SUPPLIES PURCH		10	812.25	10-2316-410-31
	INFORMATION SERVICES PROF DEV		10	59.00	10-2630-312
	INFORMATION SERVICES GEN SUPPLIES		10	119.94	10-2630-410
	INFORMATION SERVICES GEN SUPPLIES		10	39.98	10-2630-410
	INFORMATION SERVICES GEN SUPPLIES		10	20.99	10-2630-410
	INFORMATION SERVICES GEN SUPPLIES		10	23.95	10-2630-410
	INFORMATION SERVICES GEN SUPPLIES		10	73.30	10-2630-410
	INFORMATION SERVICES GEN SUPPLIES		10	28.57	10-2630-410

Bills Payable

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		INFORMATION SERVICES GEN SUPPLIES		10	161.94	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	10,514.64	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	599.99	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	150.07	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	77.74	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	19.99	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	39.99	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	42.45	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	49.90	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	239.98	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	1,638.31	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	7.99	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	4,933.70	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	17.84	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	199.92	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	22.50	10-2630-410
		INFORMATION SERVICES GEN SUPPLIES		10	67.87	10-2630-410
		PHS INFORMATION SERVICES GEN SUPPLIE		10	977.00	10-2630-410-31
		PHS INFORMATION SERVICES GEN SUPPLIE		10	54.96	10-2630-410-31
		INFORMATION SERV GEN SUP - COVID-19 (N		10	119.94	10-2630-410-92
		INFORMATION SERV GEN SUP - COVID-19 (N		10	1,638.31	10-2630-410-92
		INFORMATION SERVICES SOFTWARE		10	47.76	10-2630-470
		INFORMATION SERVICES SOFTWARE		10	899.00	10-2630-470
		PES INFORMATION SERVICES SOFTWARE		10	(2.25)	10-2630-470-11
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	(5.33)	20-2540-410
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	75.00	20-2540-410
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	160.00	20-2540-410
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	25.18	20-2540-410
		PES O&M OF PLANT SERVICES GENERAL SL		10	94.27	20-2540-410-11
		PJHS O&M OF PLANT SERVICES GENERAL S		10	62.82	20-2540-410-21
		PJHS O&M OF PLANT SERVICES GENERAL S		10	112.26	20-2540-410-21
		PHS O&M OF PLANT SERVICES GENERAL SL		10	76.32	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	88.61	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	(7.13)	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	49.98	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	252.97	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	78.30	20-2540-410-31
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	25.18	20-2540-410-51
		PIC O&M OF PLANT SERVICES GENERAL SU		10	50.87	20-2540-410-61
					<u>\$35,404.79</u>	
BOLIN, SARAH		HEALTH SERVICES TRAVEL		10	91.71	10-2130-332
					<u>\$91.71</u>	
BSN SPORTS		PHS INTERSCHOLASTIC PROG ATH GEN SU		10	363.17	10-1500-410-31
					<u>\$363.17</u>	
CANADY LABORATORIES		PJHS O&M OF PLANT SERVICES GENERAL S		10	59.20	20-2540-410-21

Bills Payable

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
					\$59.20	
CANON FINANCIAL SERVICES INC						
		PIC INTERNAL SERVICES RENTAL		10	937.14	10-2570-325-61
		CSC PRE-K INTERNAL SERVICES RENTAL		10	100.41	10-2570-325-51
		PHS INTERNAL SERVICES RENTAL		10	202.00	10-2570-325-31
		PHS INTERNAL SERVICES RENTAL		10	2,275.94	10-2570-325-31
		PJHS INTERNAL SERVICES RENTAL		10	1,673.49	10-2570-325-21
		PES INTERNAL SERVICES RENTAL		10	1,539.61	10-2570-325-11
		BUS BARN DISTRICT INTERNAL SERVICES R		10	66.94	10-2570-325
		DISTRICT INTERNAL SERVICES RENTAL		10	100.41	10-2570-325
					\$6,895.94	
CDW GOVERNMENT INC						
		INFORMATION SERV GEN SUP - COVID-19 (N		10	58,245.00	10-2630-410-92
					\$58,245.00	
CHG ALTERNATIVE EDUCATION INC						
		PHS K-12 SPECIAL EDUCATION TUITION		10	565.95	10-1912-670-31
		PJHS K-12 SPECIAL EDUCATION TUITION		10	190.74	10-1912-670-21
		PHS K-12 SPECIAL EDUCATION TUITION		10	14,949.48	10-1912-670-31
		PJHS K-12 SPECIAL EDUCATION TUITION		10	7,474.74	10-1912-670-21
		PHS K-12 SPECIAL EDUCATION TUITION		10	4,123.14	10-1912-670-31
					\$27,304.05	
CHICAGO AUTISM ACADEMY INC						
		PHS K-12 SPECIAL EDUCATION TUITION		10	8,908.80	10-1912-670-31
					\$8,908.80	
CLOVERLEAF FARMS						
		PHS FOOD SERVICES PROG FOOD GEN SUF		10	42.65	10-2560-411-31
		PHS FOOD SERVICES PROG FOOD GEN SUF		10	42.65	10-2560-411-31
		PJHS FOOD SERVICES PROG FOOD GEN SU		10	28.80	10-2560-411-21
		PJHS FOOD SERVICES PROG FOOD GEN SU		10	100.80	10-2560-411-21
		PJHS FOOD SERVICES PROG FOOD GEN SU		10	43.20	10-2560-411-21
		PES FOOD SERVICES PROG FOOD GEN SUF		10	85.85	10-2560-411-11
		PES FOOD SERVICES PROG FOOD GEN SUF		10	57.05	10-2560-411-11
		PES FOOD SERVICES PROG FOOD GEN SUF		10	171.70	10-2560-411-11
		PES FOOD SERVICES PROG FOOD GEN SUF		10	42.65	10-2560-411-11
		PES FOOD SERVICES PROG FOOD GEN SUF		10	142.90	10-2560-411-11
		PIC FOOD SERVICES PROG FOOD GEN SUPI		10	72.00	10-2560-411-61
		PIC FOOD SERVICES PROG FOOD GEN SUPI		10	43.20	10-2560-411-61
		PIC FOOD SERVICES PROG FOOD GEN SUPI		10	72.00	10-2560-411-61
					\$945.45	
COMED						
		PHS O&M OF PLANT SERVICES ELECTRICITY		10	4,556.99	20-2540-466-31
		PIC O&M OF PLANT SERVICES ELECTRICITY		10	349.21	20-2540-466-61
		BUS BARN O&M OF PLANT SERVICES ELECT		10	73.76	20-2540-466
		PES O&M OF PLANT SERVICES ELECTRICITY		10	509.31	20-2540-466-11
		CSC PRE-K O&M OF PLANT SERVICES ELEC		10	140.37	20-2540-466-51
		DISTRICT O&M OF PLANT SERVICES ELECTF		10	140.37	20-2540-466
		PJHS O&M OF PLANT SERVICES ELECTRICIT		10	781.83	20-2540-466-21

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
					<u>\$6,551.84</u>	
COWGER, MONICA						
		HEALTH SERVICES TRAVEL		10	38.24	10-2130-332
					<u>\$38.24</u>	
CROWTHER ROOFING & SHEET ME						
		O&M OF PLANT SERVICES OTHER PURCHASE		10	375.00	20-2540-390
		CSC PRE-K O&M OF PLANT SERV OTHER PU		10	375.00	20-2540-390-51
					<u>\$750.00</u>	
DE JONG EQUIPMENT CO INC						
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	1,274.28	20-2540-410
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	248.65	20-2540-410
					<u>\$1,522.93</u>	
DEPKE						
		PHS AGRICULTURE GENERAL SUPPLIES		10	26.10	10-1446-410-31-01
					<u>\$26.10</u>	
DRALLE CHEVROLET AND BUICK IN						
		PHS DRIVERS ED VEHICLE		10	500.00	10-1130-325-31-21
					<u>\$500.00</u>	
E.T. PADDOCK ENTERPRISES, INC.						
		PHS O&M OF PLANT SERV OTHER PURCHASE		10	801.00	20-2540-390-31
					<u>\$801.00</u>	
EBS HEALTHCARE						
		PIC SPEC ED OTHER PURCHASED SERVICE		10	1,000.00	10-1200-390-61
		CSC SPEC ED OTHER PURCHASED SERVICE		10	500.00	10-1200-390-51
		PHS SPEC ED OTHER PURCHASED SERVICE		10	1,700.14	10-1200-390-31
		PJHS SPEC ED OTHER PURCHASED SERVICE		10	1,000.00	10-1200-390-21
		PES SPEC ED OTHER PURCHASED SERVICE		10	1,000.00	10-1200-390-11
					<u>\$5,200.14</u>	
ELEMENTAL SOLUTIONS LLC						
		PIC O&M OF PLANT SERVICES GENERAL SU		10	46.75	20-2540-410-61
		PJHS O&M OF PLANT SERVICES GENERAL S		10	46.75	20-2540-410-21
		PES O&M OF PLANT SERVICES GENERAL SL		10	46.75	20-2540-410-11
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	23.37	20-2540-410-51
		DO O&M OF PLANT SERVICES GENERAL SU		10	23.38	20-2540-410
		PIC O&M OF PLANT SERV NON-CAPITALIZE		10	1,850.00	20-2540-700-61
		PJHS O&M OF PLANT SERV NON-CAPITALIZ		10	1,850.00	20-2540-700-21
		PES O&M OF PLANT SERV NON-CAPITALIZE		10	1,850.00	20-2540-700-11
		CSC PRE-K O&M OF PLANT SERV NON-CAP		10	925.00	20-2540-700-51
		DO O&M OF PLANT SERV NON-CAPITALIZE		10	925.00	20-2540-700
		PIC O&M OF PLANT SERVICES GENERAL SU		10	250.00	20-2540-410-61
		PJHS O&M OF PLANT SERVICES GENERAL S		10	250.00	20-2540-410-21
		PES O&M OF PLANT SERVICES GENERAL SL		10	250.00	20-2540-410-11
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	125.00	20-2540-410-51
		DO O&M OF PLANT SERVICES GENERAL SU		10	125.00	20-2540-410
					<u>\$8,587.00</u>	
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Vendor Name					
P.O. Number	Description	Override	Batch #	Amount	State Account Number
	INSURANCE		10	106,319.00	80-2364-380
	TRANS INSURANCE		10	63,803.00	40-2550-380
				<u>\$170,122.00</u>	
F. WEBER PRINTING COMPANY					
	PES GENERAL SUPPLIES		10	162.00	10-1110-410-11
				<u>\$162.00</u>	
FASTENAL COMPANY					
	O&M OF PLANT SERVICES GENERAL SUPPLI		10	50.76	20-2540-410
	CSC PRE-K O&M OF PLANT SERVICES GENE		10	50.76	20-2540-410-51
				<u>\$101.52</u>	
GENERAL OIL EQUIPMENT & SUPPLI					
	PHS O&M OF PLANT SERVICES GENERAL SL		10	750.00	20-2540-410-31
				<u>\$750.00</u>	
GOLDY LOCKS TINLEY PARK					
	PIC O&M OF PLANT SERVICES GENERAL SU		10	17.70	20-2540-410-61
				<u>\$17.70</u>	
GORDON FOOD SERVICE INC					
	PES FOOD SERVICES GEN SUPPLIES		10	147.91	10-2560-410-11
	PES FOOD SERVICES PROG FOOD GEN SUF		10	617.61	10-2560-411-11
	PES FOOD SERVICES NON-PROG FOOD GEN		10	9.78	10-2560-412-11
	PES FOOD SERVICES GEN SUPPLIES		10	183.01	10-2560-410-11
	PES FOOD SERVICES PROG FOOD GEN SUF		10	297.90	10-2560-411-11
	PES FOOD SERVICES PROG FOOD GEN SUF		10	309.16	10-2560-411-11
	PHS GUIDANCE SERVICES PROF SERVICES		10	12.42	10-2120-314-31
	PHS FOOD SERVICES PROG FOOD GEN SUF		10	195.24	10-2560-411-31
	PIC FOOD SERVICES PROG FOOD GEN SUPI		10	116.34	10-2560-411-61
	PES FOOD SERVICES PROG FOOD GEN SUF		10	35.68	10-2560-411-11
	PIC FOOD SERVICES PROG FOOD GEN SUPI		10	45.46	10-2560-411-61
	PHS FOOD SERVICES PROG FOOD GEN SUF		10	370.27	10-2560-411-31
	PHS FOOD SERVICES GEN SUPPLIES		10	29.57	10-2560-410-31
	PHS FOOD SERVICES GEN SUPPLIES		10	24.35	10-2560-410-31
	PIC FOOD SERVICES PROG FOOD GEN SUPI		10	154.81	10-2560-411-61
	PHS FOOD SERVICES PROG FOOD GEN SUF		10	244.71	10-2560-411-31
	PJHS FOOD SERVICES PROG FOOD GEN SU		10	225.19	10-2560-411-21
	PJHS FOOD SERVICES PROG FOOD GEN SU		10	(21.12)	10-2560-411-21
	PJHS FOOD SERVICES GEN SUPPLIES		10	82.39	10-2560-410-21
	PJHS FOOD SERVICES PROG FOOD GEN SU		10	505.67	10-2560-411-21
	FOOD SERVICES NON-PROG FOOD GEN SUI		10	304.46	10-2560-412
	PHS FOOD SERVICES GEN SUPPLIES		10	59.10	10-2560-410-31
				<u>\$3,949.91</u>	
GREEN ARBOR LANDSCAPE CONTI					
	CSC PRE-K O&M OF PLANT SERV OTHER PU		10	230.00	20-2540-390-51
	DO O&M OF PLANT SERVICES OTHER PURC		10	230.00	20-2540-390
	PES O&M OF PLANT SERV OTHER PURCHAS		10	1,218.00	20-2540-390-11
	PHS O&M OF PLANT SERV OTHER PURCHAS		10	1,926.00	20-2540-390-31
	PIC O&M OF PLANT SERV OTHER PURCHASI		10	828.00	20-2540-390-61
	PJHS O&M OF PLANT SERV OTHER PURCHA		10	828.00	20-2540-390-21

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Vendor Name					
P.O. Number	Description	Override	Batch #	Amount	State Account Number
				<u>\$5,260.00</u>	
HAMANN, ROBIN J					
	SPEC ED TRAVEL - AUG 2020		10	26.16	10-1200-332
	SPEC ED TRAVEL - SEPT 2020		10	41.69	10-1200-332
				<u>\$67.85</u>	
HAMNING, JANICE					
	PES BOE SERVICES REIMBURSEMENT OF D		10	250.00	10-2310-222-11
				<u>\$250.00</u>	
HEALTH RESOURCE SERVICE MGM					
	SPEC ED OTHER PURCHASED SERVICES		10	2.63	10-1200-390
				<u>\$2.63</u>	
HERITAGE FS INC					
	PHS DRIVERS ED GASOLINE/DIESEL		10	21.39	10-1700-464-31
	PUPIL TRANS SERV GASOLINE/DIESEL		10	11,753.87	40-2550-464
	O&M OF PLANT SERVICES GASOLINE/DIESE		10	289.85	20-2540-464
	PUPIL TRANS SERV GENERAL SUPPLIES		10	533.60	40-2550-410
				<u>\$12,598.71</u>	
HIMES, PETRARCA & FESTER, ATTC					
	SPEC ED LEGAL SERVICES		10	137.50	10-1200-318
	BOE SERVICES LEGAL SERVICES		10	60.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	137.50	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	150.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	90.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	60.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	60.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	275.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	700.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	60.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	150.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	210.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	90.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	150.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	60.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	120.00	10-2310-318
	BOE SERVICES LEGAL SERVICES		10	90.00	10-2310-318
	FISCAL SERVICES LEGAL SERVICES		10	175.00	10-2520-318
	FISCAL SERVICES LEGAL SERVICES		10	675.00	10-2520-318
	FISCAL SERVICES LEGAL SERVICES		10	180.00	10-2520-318
	FISCAL SERVICES LEGAL SERVICES		10	100.00	10-2520-318
	FISCAL SERVICES LEGAL SERVICES		10	350.00	10-2520-318
	SPEC ED LEGAL SERVICES		10	82.50	10-1200-318
	SPEC ED LEGAL SERVICES		10	82.50	10-1200-318
	SPEC ED LEGAL SERVICES		10	110.00	10-1200-318
	SPEC ED LEGAL SERVICES		10	55.00	10-1200-318
	SPEC ED LEGAL SERVICES		10	55.00	10-1200-318
	SPEC ED LEGAL SERVICES		10	82.50	10-1200-318
	BOE SERVICES LEGAL SERVICES		10	30.80	10-2520-318

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
					<u>\$4,578.30</u>	
HOPEWELL CAREER ACADEMY INC						
		PHS K-12 SPECIAL EDUCATION TUITION		10	6,028.47	10-1912-670-31
					<u>\$6,028.47</u>	
HUDSON ENERGY SERVICES LLC						
		PIC O&M OF PLANT SERVICES ELECTRICITY		10	362.36	20-2540-466-61
		PHS O&M OF PLANT SERVICES ELECTRICITY		10	3,729.12	20-2540-466-31
		BUS BARN O&M OF PLANT SERVICES ELECT		10	61.27	20-2540-466
		PES O&M OF PLANT SERVICES ELECTRICITY		10	611.07	20-2540-466-11
		CSC PRE-K O&M OF PLANT SERVICES ELECT		10	115.49	20-2540-466-51
		DISTRICT O&M OF PLANT SERVICES ELECT		10	115.49	20-2540-466
		PJHS O&M OF PLANT SERVICES ELECTRICIT		10	739.72	20-2540-466-21
		PJHS O&M OF PLANT SERVICES ELECTRICIT		10	962.89	20-2540-466-21
					<u>\$6,697.41</u>	
HYGIENEERING INC						
		CSC PRE-K O&M OF PLANT SERV OTHER PU		10	154.33	20-2540-390-51
		PHS O&M OF PLANT SERV OTHER PURCHAS		10	308.84	20-2540-390-31
		PJHS O&M OF PLANT SERV OTHER PURCHA		10	308.84	20-2540-390-21
		PIC O&M OF PLANT SERV OTHER PURCHASI		10	308.84	20-2540-390-61
		PES O&M OF PLANT SERV OTHER PURCHAS		10	308.84	20-2540-390-11
		DO O&M OF PLANT SERVICES OTHER PURC		10	154.31	20-2540-390
		BUS BARN O&M OF PLANT SERVICES OTHEI		10	308.65	20-2540-390
		PES O&M OF PLANT SERV OTHER PURCHAS		10	2,500.00	20-2540-390
					<u>\$4,352.65</u>	
IESA						
		PJHS INTERSCHOLASTIC PROG ATH GEN SL		10	28.00	10-1500-410-21
					<u>\$28.00</u>	
INTERSTATE BATTERY OF CHICAGO						
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	171.50	20-2540-410
					<u>\$171.50</u>	
J.W. PEPPER & SON INC						
		PHS MUSIC GENERAL SUPPLIES		10	88.00	10-1130-410-31-12
					<u>\$88.00</u>	
KANKAKEE AREA CAREER CENTER						
		PHS PMTS FOR CTE PROG PROF SERVICES		10	16,287.79	10-4140-314-31
					<u>\$16,287.79</u>	
LIBERTY FIRE EQUIPMENT INC.						
		PUPIL TRANS SERV PROF DEVELOPMENT		10	400.00	40-2550-312
					<u>\$400.00</u>	
LINCOLN-WAY AREA SPECIAL ED						
		PIC SPEC ED OTHER PURCHASED SERVICEI		10	53.48	10-1200-390-61
					<u>\$53.48</u>	
LOY, AMY						
		SPEC ED TRAVEL		10	74.18	10-1200-332
					<u>\$74.18</u>	
MACDOUGALL, MEGAN						

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		PJHS SPEC ED GENERAL SUPPLIES		10	29.27	10-1200-410-21
		PJHS SPEC ED GENERAL SUPPLIES - REISSI		10	65.56	10-1200-410-21
					<u>\$94.83</u>	
MCALLISTER, JUNE						
		PES BOE SERVICES REIMBURSEMENT OF D		10	250.00	10-2310-222-11
					<u>\$250.00</u>	
MCALLISTER, SCOTT W						
		PIC BOE SERVICES REIMBURSEMENT OF DE		10	250.00	10-2310-222-61
					<u>\$250.00</u>	
MENARDS - BRADLEY						
		PUPIL TRANS SERV GENERAL SUPPLIES		10	74.38	40-2550-410
		PHS O&M OF PLANT SERVICES GENERAL SL		10	162.89	20-2540-410-31
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	178.95	20-2540-410
		PHS O&M OF PLANT SERVICES GENERAL SL		10	47.98	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	(57.98)	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	182.18	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	704.21	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	26.46	20-2540-410-31
					<u>\$1,319.07</u>	
MIDWEST INTEGRATED SOLUTIONS						
		CSC O & M PURCHASED SERVICES		10	17.50	20-2540-390-51
		PHS O & M PURCHASED SERVICES		10	35.00	20-2540-390-31
		PJHS O & M PURCHASED SERVICES		10	35.00	20-2540-390-21
		PES O & M PURCHASED SERVICES		10	35.00	20-2540-390-11
		D.O. O & M PURCHASED SERVICES		10	17.50	20-2540-390
		RISK MANAGEMENT OF OTHER PROF SERVI		10	368.42	80-2365-319
		RISK MANAGEMENT OF OTHER PROF SERVI		10	368.43	80-2365-319-51
		RISK MANAGEMENT OF OTHER PROF SERVI		10	552.63	80-2365-319-11
		RISK MANAGEMENT OF OTHER PROF SERVI		10	921.05	80-2365-319-31
		RISK MANAGEMENT OTHER PROF SERVICE		10	460.53	80-2365-319-61
		RISK MANAGEMENT OTHER PROF SERVICE		10	828.95	80-2365-319-21
					<u>\$3,640.01</u>	
MIDWEST TRANSIT EQUIPMENT						
		PUPIL TRANS SERV OTHER PURCHASED SE		10	(1,000.00)	40-2550-390
		PUPIL TRANS SERV OTHER PURCHASED SE		10	(1,000.00)	40-2550-390
		PUPIL TRANS SERV OTHER PURCHASED SE		10	(1,000.00)	40-2550-390
					<u>(\$3,000.00)</u>	
MILLER HYDRAULIC SERVICE INC						
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	145.00	20-2540-410
					<u>\$145.00</u>	
NAPA AUTO PARTS PEOTONE						
		PUPIL TRANS SERV GENERAL SUPPLIES		10	50.08	40-2550-410
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	4.79	20-2540-410
		PUPIL TRANS SERV GENERAL SUPPLIES		10	17.83	40-2550-410
		PUPIL TRANS SERV GENERAL SUPPLIES		10	4.69	40-2550-410
					<u>\$77.39</u>	
NASCO						

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
	027806	CELESTRON 5MP DIGITAL MICROSCOPE IMA		10	101.96	10-1120-410-21-13
					<u>\$101.96</u>	
NDY MANUFACTURING						
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	40.00	20-2540-410-51
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	40.00	20-2540-410
					<u>\$80.00</u>	
NEVCO SPORTS, INC.						
		PJHS INTERSCHOLASTIC PROG ATH GEN SL		10	2,126.39	10-1500-410-21
					<u>\$2,126.39</u>	
OTIS ELEVATOR COMPANY						
		PJHS O&M OF PLANT SERV OTHER CAPITAL		10	17,697.77	20-2540-590-21
					<u>\$17,697.77</u>	
PARKLAND PREPARATORY ACADEM						
		PHS K-12 SPECIAL EDUCATION TUITION		10	4,226.80	10-1912-670-31
					<u>\$4,226.80</u>	
PERFORMANCE CHEMICAL & SUPP						
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	38.61	20-2540-410
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	38.61	20-2540-410-51
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	13.73	20-2540-410
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	13.73	20-2540-410-51
		PES O&M OF PLANT SERVICES GENERAL SL		10	211.29	20-2540-410-11
		O&M OF PLANT SERV GEN SUP - COVID-19 (I		10	29.37	20-2540-410-88
		PJHS O&M OF PLANT SERVICES GENERAL S		10	130.50	20-2540-410-21
		PHS FOOD SERVICES PROG FOOD GEN SUF		10	161.92	10-2560-411-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	21.73	20-2540-410-31
		PJHS O&M OF PLANT SERVICES GENERAL S		10	82.38	20-2540-410-21
		PJHS O&M OF PLANT SERVICES GENERAL S		10	294.29	20-2540-410-21
		PIC O&M OF PLANT SERVICES GENERAL SU		10	303.26	20-2540-410-61
		PES O&M OF PLANT SERVICES GENERAL SL		10	841.73	20-2540-410-11
		PHS O&M OF PLANT SERVICES GENERAL SL		10	120.79	20-2540-410-31
		PHS O&M OF PLANT SERVICES GENERAL SL		10	262.49	20-2540-410-31
					<u>\$2,564.43</u>	
PITNEY BOWES GLOBAL FINANCIAL						
		FISCAL SERVICES COMMUNICATION/RESER		10	113.04	10-2520-340
					<u>\$113.04</u>	
PITNEY BOWES RESERVE ACCOUNT						
		FISCAL SERVICES COMMUNICATION		10	500.00	10-2520-340
					<u>\$500.00</u>	
PRECISION PIPING INC						
		PHS O&M OF PLANT SERV OTHER PURCHASE		10	294.00	20-2540-390-31
		PES O&M OF PLANT SERV OTHER PURCHASE		10	617.35	20-2540-390-11
					<u>\$911.35</u>	
PROVEN IT						
		PES INTERNAL SERVICES RENTAL		10	719.82	10-2570-325-11
		DISTRICT INTERNAL SERVICES RENTAL		10	510.98	10-2570-325
		PIC INTERNAL SERVICES RENTAL		10	381.53	10-2570-325-61

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		CSC PRE-K INTERNAL SERVICES RENTAL		10	122.83	10-2570-325-51
		PJHS INTERNAL SERVICES RENTAL		10	24.19	10-2570-325-21
		PJHS INTERNAL SERVICES RENTAL		10	53.99	10-2570-325-21
		PJHS INTERNAL SERVICES RENTAL		10	33.20	10-2570-325-21
		PHS INTERNAL SERVICES RENTAL		10	25.05	10-2570-325-31
		PIC INTERNAL SERVICES RENTAL		10	183.66	10-2570-325-61
		PES INTERNAL SERVICES RENTAL		10	39.75	10-2570-325-11
		PHS INTERNAL SERVICES RENTAL		10	105.33	10-2570-325-31
		PJHS INTERNAL SERVICES RENTAL		10	6.02	10-2570-325-21
		PHS INTERNAL SERVICES RENTAL		10	11.59	10-2570-325-31
		PIC INTERNAL SERVICES RENTAL		10	6.06	10-2570-325-61
					<u>\$2,224.00</u>	
PUBLIC CONSULTING GROUP						
		DISTRICT K-12 TRS PAYMENT		10	902.50	10-1100-211
					<u>\$902.50</u>	
PUSHCOIN INC						
		BOARD OF ED OTHER PURCHASED SERV		10	745.76	10-2310-390
					<u>\$745.76</u>	
RIVAL5 TECHNOLOGIES CORP						
		PIC O & M TELEPHONE		10	335.80	20-2540-340-61
		CSC O & M TELEPHONE		10	209.87	20-2540-340-51
		PHS O & M TELEPHONE		10	1,594.60	20-2540-340-31
		PJHS O & M TELEPHONE		10	923.43	20-2540-340-21
		PES O & M TELEPHONE		10	797.51	20-2540-340-11
		BUS BARN O & M TELEPHONE		10	125.92	20-2540-340
		DISTRICT OFFICES O & M TELEPHONE		10	210.29	20-2540-340
		CSC O & M TELEPHONE - PASS THROUGH U:		10	34.70	20-2540-340-51
		CSC O & M TELEPHONE		10	273.10	20-2540-340-51
		PHS O & M TELEPHONE - PASS THROUGH U:		10	34.71	20-2540-340-31
		PHS O & M TELEPHONE		10	272.66	20-2540-340-31
		PJHS O & M TELEPHONE - PASS THROUGH L		10	34.71	20-2540-340-21
		PJHS O & M TELEPHONE		10	175.93	20-2540-340-21
		PHS O&M OF PLANT SERVICES GENERAL SL		10	119.98	20-2540-410-31
					<u>\$5,143.21</u>	
RIVERSIDE WORKFORCE HEALTH						
		PUPIL TRANS SERV OTHER PURCHASED SE		10	55.00	40-2550-390
		PUPIL TRANS SERV OTHER PURCHASED SE		10	95.00	40-2550-390
					<u>\$150.00</u>	
ROY ERIKSON OUTDOOR MAINTEN.						
		PJHS O&M OF PLANT SERV OTHER PURCHA		10	1,448.00	20-2540-390-21
					<u>\$1,448.00</u>	
SCHOLASTIC						
		PJHS TEXTBOOKS		10	329.67	10-1120-420-21
		PES TEXTBOOKS		10	853.50	10-1110-420-11
					<u>\$1,183.17</u>	
SCHUBBE, SHERI C						
		EDUCATIONAL MEDIA SERV TRAVEL - 1ST QI		10	82.07	10-2220-332

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
					\$82.07	
SENTINEL TECHNOLOGIES INC						
		INFORMATION SERVICES OTHER PURCH SE		10	375.00	10-2630-390
					\$375.00	
SNA LOCKBOX						
		HOT LUNCH DIRECTOR DUES & FEES		10	152.50	10-2561-640
					\$152.50	
SOWIC						
		PIC PMTS FOR SPECIAL ED PROF SERV - IN		10	9,948.46	10-4120-314-61
		PHS PMTS FOR SPECIAL ED PROF SERV - IN		10	36,000.00	10-4120-314-31
		PJHS PMTS FOR SPECIAL ED PROF SERV - II		10	12,000.00	10-4120-314-21
		PES PMTS FOR SPECIAL ED PROF SERV - IN		10	12,000.00	10-4120-314-11
					\$69,948.46	
STAPLES BUSINESS ADVANTAGE						
		HEALTH SERV GEN SUP - COVID-19 (NON-FE		10	85.36	10-2130-410-92
		PHS GENERAL SUPPLIES		10	62.68	10-1130-410-31
		PHS GENERAL SUPPLIES		10	79.03	10-1130-410-31
		PHS GENERAL SUPPLIES		10	9.36	10-1130-410-31
		FISCAL SERVICES GENERAL SUPPLIES		10	9.44	10-2520-410
		FISCAL SERVICES GENERAL SUPPLIES		10	23.78	10-2520-410
		EXEC ADMIN SERV GENERAL SUPPLIES		10	74.28	10-2321-410
		FISCAL SERVICES GENERAL SUPPLIES		10	(140.11)	10-2520-410
		FISCAL SERVICES GENERAL SUPPLIES		10	4.74	10-2520-410
					\$208.56	
STAR DISPOSAL SERVICE						
		PIC O&M OF PLANT SERVICES SAN SERV		10	203.94	20-2540-321-61
		CSC PRE-K O&M OF PLANT SERVICES SAN S		10	49.44	20-2540-321-51
		O&M OF PLANT SERVICES SANITATION SER		10	49.44	20-2540-321
		PJHS O&M OF PLANT SERVICES SANITATION		10	438.78	20-2540-321-21
		PES O&M OF PLANT SERVICES SANITATION		10	278.10	20-2540-321-11
		BUS BARN O&M OF PLANT SERVICES SANIT		10	59.33	20-2540-321
		PHS O&M OF PLANT SERVICES SANITATION		10	685.98	20-2540-321-31
					\$1,765.01	
SUAREZ, LUISA						
		PHS TEXTBOOKS		10	21.99	10-1130-420-31
		PHS GENERAL SUPPLIES		10	19.92	10-1130-410-31
					\$41.91	
SUBURBAN DOOR CHECK & LOCK						
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	16.86	20-2540-410-51
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	16.86	20-2540-410
					\$33.72	
TECHNOLOGY RESOURCE ADVISOR						
028115		INFORMATION SERVICES INSURANCE		10	12,738.00	10-2630-380
028126		INFORMATION SERVICES INSURANCE		10	462.00	10-2630-380
					\$13,200.00	
THE VEDETTE INC						

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		BOE SERVICES MISCELLANEOUS OBJECTS		10	60.00	10-2310-690
					<u>\$60.00</u>	
UNITED PIPE & SUPPLY						
		PJHS O&M OF PLANT SERVICES GENERAL S		10	15.87	20-2540-410-21
					<u>\$15.87</u>	
UNIVERSAL LIGHTING OF AMERICA						
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	118.75	20-2540-410
		PJHS O&M OF PLANT SERVICES GENERAL S		10	25.00	20-2540-410-21
					<u>\$143.75</u>	
UPTON, ELIZABETH						
		PHS IMP OF INST TITLE II PROF DEVELOPME		10	50.00	10-2210-312-31-98
					<u>\$50.00</u>	
VERIZON						
		PIC O&M OF PLANT SERVICES COMMUNICA		10	24.97	20-2540-340-61
		CSC PRE-K O&M OF PLANT SERVICES COMM		10	26.07	20-2540-340-51
		PHS O&M OF PLANT SERVICES COMMUNICA		10	26.07	20-2540-340-31
		PJHS O&M OF PLANT SERVICES COMMUNIC		10	26.07	20-2540-340-21
		PES O&M OF PLANT SERVICES COMMUNICA		10	26.07	20-2540-340-11
		BUS BARN PLANT SERVICES COMMUNICATI		10	26.07	20-2540-340
		O&M OF PLANT SERVICES COMMUNICATION		10	58.87	20-2540-340
		O&M OF PLANT SERVICES COMMUNICATION		10	58.87	20-2540-340
					<u>\$273.06</u>	
VOCABULARY.COM						
	028114	PJHS INFORMATION SERVICES SOFTWARE		10	936.00	10-2630-470-21
					<u>\$936.00</u>	
WELLBUILT EQUIPMENT INC						
		PES RENTALS COVID-19 (Non-FEMA)		10	924.00	10-1110-325-11-92
					<u>\$924.00</u>	
WERNER LANDSCAPE AND LAWN C						
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	48.50	20-2540-410
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	48.50	20-2540-410-51
					<u>\$97.00</u>	
WHITMORE ACE HARDWARE SUPPI						
		CSC PRE-K O&M OF PLANT SERVICES GENE		10	8.98	20-2540-410-51
		O&M OF PLANT SERVICES GENERAL SUPPLI		10	32.27	20-2540-410
		PUPIL TRANS SERV GENERAL SUPPLIES		10	0.49	40-2550-410
		PUPIL TRANS SERV GENERAL SUPPLIES		10	38.55	40-2550-410
		DO O&M OF PLANT SERVICES GENERAL SUF		10	8.99	20-2540-410
					<u>\$89.28</u>	
WILL COUNTY HEALTH DEPARTMNT						
		PJHS FOOD SERVICES OTHER PROF SERVIC		10	365.00	10-2560-319-21
		PIC FOOD SERVICES OTHER PROF SERVICE		10	365.00	10-2560-319-61
		PHS FOOD SERVICES OTHER PROF SERVICI		10	365.00	10-2560-319-31
		PES FOOD SERVICES OTHER PROF SERVICI		10	365.00	10-2560-319-11
					<u>\$1,460.00</u>	
WILSON LANGUAGE TRAINING						

Bills Payable

Printed: 11/12/2020 3:31:28PM
PEOTONE CUSD #207
Expense on Date: 11/1/2020 to 11/30/2020

Vendor Name					
P.O. Number	Description	Override	Batch #	Amount	State Account Number
028095	PES TEXTBOOKS		10	312.12	10-1110-420-11
				<u>\$312.12</u>	
WOODYS EMS					
	PJHS O&M OF PLANT SERVICES GENERAL S		10	390.00	20-2540-410-21
	PJHS O&M OF PLANT SERVICES GENERAL S		10	773.42	20-2540-410-21
				<u>\$1,163.42</u>	
YAEGER, VICKI					
	PES BOE SERVICES REIMBURSEMENT OF D		10	250.00	10-2310-222-11
				<u>\$250.00</u>	
				<u>\$532,965.82</u>	
			Report Total		

Activity Fund Balance Report (Active Only)

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Peotone Activity District 207-U

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Date Range: 7/1/2020 to 10/31/2020

PHS CLASS OF 2009 119

Account Number	Description	Month's Expense	Month's Revenue	Year to Date Expense	Year to Date Revenue	Fund Balance Change	Starting Balance	Current Balance
119	PHS CLASS OF 2009	0.00	0.00	0.00	0.00	0.00	315.19	315.19
120	PHS CLASS OF 2020	0.00	0.00	0.00	0.00	0.00	0.00	0.00
123	PHS INTERNATIONAL CULTURE CLUB	0.00	0.00	0.00	0.00	0.00	107.14	107.14
124	PHS FFA	0.00	0.00	1,385.00	1,000.00	(385.00)	12,165.08	11,780.08
126	PJHS BOYS BASKETBALL	0.00	0.00	0.00	0.00	0.00	1,092.85	1,092.85
127	PHS GOLF	0.00	0.00	342.00	410.00	68.00	1,101.17	1,169.17
128	PIC INTRAMURAL	0.00	0.00	0.00	0.00	0.00	3,333.96	3,333.96
129	PHS SPECIAL OLYMPICS UNIFIED SPORTS	0.00	0.00	0.00	0.00	0.00	89.66	89.66
130	PHS SKILLS USA	0.00	0.00	0.00	0.00	0.00	4,730.60	4,730.60
131	PHS BEST BUDDIES	0.00	0.00	0.00	0.00	0.00	325.91	325.91
132	PHS BOWLING	0.00	0.00	0.00	0.00	0.00	86.60	86.60
133	PHS BOYS BASEBALL	0.00	0.00	0.00	0.00	0.00	1,533.64	1,533.64
134	PHS BOYS BASKETBALL TEAM	0.00	0.00	596.00	0.00	(596.00)	6,017.76	5,421.76
135	PHS BOYS BASKETBALL SUMMER CAMP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
136	PHS GENERAL ATHLETIC	0.00	0.00	0.00	0.00	0.00	3,532.15	3,532.15
137	INDUSTRIAL TECH RESALE	0.00	0.00	0.00	1,199.51	1,199.51	(384.73)	814.78
138	PJHS BEHAVIOR INCENTIVE PROGRAM	0.00	249.55	0.00	249.55	249.55	1,082.52	1,332.07
139	PHS TRACK	0.00	0.00	0.00	0.00	0.00	4,743.33	4,743.33
140	PHS CHEERLEADERS	0.00	0.00	478.07	0.00	(478.07)	1,702.00	1,223.93
141	PHS GIRLS BB TEAM	0.00	0.00	0.00	0.00	0.00	97.26	97.26
142	PHS AUDITORIUM	0.00	0.00	0.00	0.00	0.00	21,040.61	21,040.61
143	PHS CLASS OF 2023	0.00	0.00	0.00	0.00	0.00	613.50	613.50
144	PHS GIRLS VOLLEYBALL TEAM	0.00	0.00	0.00	0.00	0.00	5,266.69	5,266.69
145	PHS GIRLS SOFTBALL	0.00	0.00	0.00	0.00	0.00	1,048.10	1,048.10
146	PHS SPANISH CLUB	0.00	0.00	0.00	0.00	0.00	1.00	1.00
147	PHS STUDENT COUNCIL	0.00	0.00	711.50	0.00	(711.50)	7,546.17	6,834.67
148	PJHS BASEBALL	0.00	0.00	1,082.98	682.98	(400.00)	400.00	0.00
149	PJHS GIRLS BASKETBALL	0.00	0.00	0.00	0.00	0.00	21.00	21.00

Activity Fund Balance Report (Active Only)

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PHS DANCE TEAM 150

Account Number	Description	Month's Expense	Month's Revenue	Year to Date Expense	Year to Date Revenue	Fund Balance Change	Starting Balance	Current Balance
150	PHS DANCE TEAM	0.00	0.00	0.00	0.00	0.00	1,239.73	1,239.73
151	LETTERMEN	0.00	0.00	0.00	0.00	0.00	2,404.27	2,404.27
152	PHS YEARBOOK	0.00	0.00	0.00	0.00	0.00	6,710.77	6,710.77
153	PHS BAND	0.00	0.00	0.00	0.00	0.00	1,389.49	1,389.49
154	PHS CHOIR	0.00	0.00	0.00	0.00	0.00	385.83	385.83
155	PHS SHOW CHOIR	0.00	0.00	0.00	0.00	0.00	1,489.14	1,489.14
156	NATIONAL HONOR SOCIETY	374.40	0.00	374.40	0.00	(374.40)	1,774.32	1,399.92
157	CSC PRESCHOOL	0.00	0.00	0.00	0.00	0.00	16.81	16.81
158	PHS FOOTBALL	255.00	0.00	2,662.54	203.00	(2,459.54)	13,128.92	10,669.38
159	PHS POP FUND	0.00	0.00	0.00	0.00	0.00	3,010.01	3,010.01
160	PERFORMING ARTS	0.00	0.00	0.00	0.00	0.00	15,832.64	15,832.64
161	PIC DRAMA	0.00	0.00	0.00	0.00	0.00	736.38	736.38
162	PJHS CROSS COUNTRY	104.85	0.00	119.33	0.00	(119.33)	244.09	124.76
163	PHS THESPIANS	0.00	0.00	129.00	0.00	(129.00)	549.01	420.01
164	PIC FRIENDS MAKING FRIENDS	0.00	0.00	0.00	0.00	0.00	491.44	491.44
166	PHS SCHOLASTIC BOWL	0.00	0.00	0.00	0.00	0.00	91.89	91.89
168	JAKE BAUMGARTNER MEMORIAL (WEIGHT ROOM)	0.00	0.00	0.00	0.00	0.00	175.00	175.00
169	PJHS ATHLETIC CONCESSIONS	0.00	0.00	79.69	0.00	(79.69)	1,000.00	920.31
170	PJHS ACTIVITIES ACCOUNT	120.55	98.32	701.54	98.32	(603.22)	5,688.07	5,084.85
171	PJHS CHEERLEADERS	0.00	0.00	0.00	0.00	0.00	14.39	14.39
173	PJHS BAND	0.00	0.00	0.00	0.00	0.00	1,686.30	1,686.30
174	PJHS CHORUS	0.00	0.00	0.00	0.00	0.00	166.29	166.29
177	PJHS STUDENT COUNCIL	0.00	0.00	0.00	0.00	0.00	3,365.25	3,365.25
178	PJHS YEARBOOK	821.14	0.00	821.14	0.00	(821.14)	4,119.59	3,298.45
180	PIC BAND	0.00	0.00	0.00	0.00	0.00	0.00	0.00
181	CHOOSE TO INCLUDE	0.00	0.00	0.00	0.00	0.00	282.27	282.27
182	PES	0.00	0.00	0.00	0.00	0.00	8,266.46	8,266.46
185	PES SUNSHINE	65.94	500.00	122.94	500.00	377.06	335.20	712.26

Activity Fund Balance Report (Active Only)

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PJHS WRESTLING 186

Account Number	Description	Month's Expense	Month's Revenue	Year to Date Expense	Year to Date Revenue	Fund Balance Change	Starting Balance	Current Balance
186	PJHS WRESTLING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
188	PIC	0.00	0.00	0.00	0.00	0.00	3,239.57	3,239.57
189	PIC FACULTY FUND	0.00	0.00	0.00	0.00	0.00	3.45	3.45
191	PHS CLASS OF 2021	0.00	1,000.00	0.00	1,000.00	1,000.00	(631.87)	368.13
192	PHS CLASS OF 2022	1,000.00	0.00	1,000.00	0.00	(1,000.00)	1,167.00	167.00
193	(DO NOT USE) GENERAL FUND	0.00	0.00	0.00	0.00	0.00	8,525.51	8,525.51
194	INTEREST	(43.11)	0.00	(88.27)	88.07	176.34	5,771.92	5,948.26
197	EDUCATION FOUNDATION	0.00	0.00	3,548.11	4,004.64	456.53	57.94	514.47
199	PHS STAFF	0.00	0.00	0.00	0.00	0.00	2,190.49	2,190.49
203	PHS TAD	0.00	0.00	0.00	50.00	50.00	265.59	315.59
205	PHS MATH CLUB	0.00	0.00	0.00	0.00	0.00	201.95	201.95
207	PHS FB CHEER	0.00	0.00	0.00	0.00	0.00	0.00	0.00
208	PIC LIBRARY	0.00	0.00	0.00	0.00	0.00	79.33	79.33
209	PJHS SKILLS USA	0.00	0.00	0.00	3,298.00	3,298.00	249.07	3,547.07
210	PHS AP & PROCTOR	0.00	0.00	0.00	0.00	0.00	210.65	210.65
211	PJHS PE GYM SUITS	0.00	0.00	0.00	0.00	0.00	729.93	729.93
212	SOCCER SUMMER CAMP	0.00	0.00	0.00	0.00	0.00	2,427.26	2,427.26
213	PJHS PALS	44.39	0.00	44.39	0.00	(44.39)	848.34	803.95
215	PHS LIBRARY	0.00	0.00	0.00	0.00	0.00	4,496.78	4,496.78
217	PHS BOYS SOCCER	0.00	0.00	0.00	0.00	0.00	9,037.99	9,037.99
218	PHS SPEECH AND DRAMA TEAM	0.00	0.00	0.00	0.00	0.00	0.00	0.00
219	PES LIBRARY	0.00	0.00	0.00	0.00	0.00	214.06	214.06
300	PHS GIRLS BKB SUMMER CAMP	0.00	0.00	0.00	0.00	0.00	48.30	48.30
400	PHS SPEECH	0.00	0.00	0.00	0.00	0.00	0.00	0.00
500	PJHS ATHLETICS	0.00	0.00	222.98	0.00	(222.98)	341.56	118.58
600	PJHS LIBRARY	0.00	0.00	260.47	0.00	(260.47)	5,743.13	5,482.66
700	PHS/PJHS SKILLS CONCESSIONS	0.00	0.00	6,596.00	0.00	(6,596.00)	7,595.12	999.12
900	PIC YEARBOOK CLUB	0.00	0.00	0.00	30.29	30.29	1,826.64	1,856.93

Activity Fund Balance Report (Active Only)

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Date Range: 7/1/2020 to 10/31/2020

PHS SCIENCE CLUB 901

Account Number	Description	Month's Expense	Month's Revenue	Year to Date Expense	Year to Date Revenue	Fund Balance Change	Starting Balance	Current Balance
901	PHS SCIENCE CLUB	0.00	0.00	0.00	0.00	0.00	984.19	984.19
902	PJHS PLAY ACTIVITY	0.00	0.00	144.95	0.00	(144.95)	3,800.05	3,655.10
903	PJHS TRACK	0.00	0.00	0.00	0.00	0.00	157.93	157.93
907	PHS GIRLS SOCCER	0.00	0.00	0.00	0.00	0.00	2,260.35	2,260.35
909	PHS DEVIL DASH	0.00	0.00	0.00	0.00	0.00	1,213.98	1,213.98
911	PJHS ART	0.00	0.00	0.00	0.00	0.00	623.85	623.85
Report Total:		2,743.16	1,847.87	21,334.76	12,814.36	(8,520.40)	215,882.78	207,362.38

GOOD NEWS:

(All will be recognized but will not be in attendance for board meeting)

PEOTONE HIGH SCHOOL RECOGNITION OF THE RECIPIENT OF THE SEPTEMBER 2020 PBC EXCELLENCE IN TEACHING AWARD

It is an honor to bring before the Board, ***Mr. Mike Heywood, Social Studies Teacher***, at Peotone High School. ***Mr. Heywood*** is the September 2020 recipient of the PBC Excellence in Teaching Award!

PEOTONE HIGH SCHOOL RECOGNITION OF THE RECIPIENT OF THE OCTOBER 2020 PBC EXCELLENCE IN TEACHING AWARD

It is an honor to bring before the Board, the ***Special Education Department***, at Peotone High School. The ***Special Education Department*** is the October 2020 recipient of the PBC Excellence in Teaching Award!

PEOTONE HIGH SCHOOL NOVEMBER 2020 ACADEMIC STUDENT OF THE MONTH

It is an honor to bring before the Board, the November 2020 Board of Education Academic Student of the Month, is ***Emma Coffey***, daughter of Michael and Sue Coffey, of Monee. Emma is a junior at Peotone High School with a grade point average of 4.07 on a 4.0 grading scale. She is on the PHS varsity volleyball team and is a member of the National Honor Society. Outside of school, Emma plays club volleyball. During her spare time, Emma enjoys spending time with her family and friends. After high school, Emma will attend college to pursue a medical career.

PEOTONE JUNIOR HIGH SCHOOL OCTOBER 2020 STUDENTS OF THE MONTH

It is an honor to bring before the Board, Peotone Junior High School's October 2020 Students of the Month. These students have demonstrated outstanding behavior, good work ethic, and have "gone above and beyond the call of duty" at Peotone Junior High School. There is one student of the month for each grade level. Peotone Junior High School recognizes the following October Students of the Month:

6th Grade - Olivia O'Neill, 7th Grade - Madison Bostjancic
8th Grade - Caelen Farmer

FOR ACTION:

REPORT NO. 28:

**FOR ACTION: APPROVAL OF THE TENTATIVE 2020 TAX LEVY AND
CERTIFICATE OF THE TAX LEVY ADOPTION DATE OF
DECEMBER 21, 2020**

The Board will need a motion to approve the **Tentative 2020 Tax Levy and Certificate of the Tax Levy Adoption Date of December 21, 2020.**

MOTION REQUIRED: ROLL CALL VOTE.

REPORT NO. 29:

**FOR ACTION: APPROVAL AND ADOPTION OF PRESS 105
BOARD POLICIES**

The Board will need a motion for the **Approval and Adoption of PRESS 105 Board Policies.**

MOTION REQUIRED: ROLL CALL VOTE.

REPORT NO. 30:

**FOR ACTION: APPROVAL OF PERSONNEL
(*Contingent upon receipt and evaluation and employment
documentation required by the District and the Illinois
State Board of Education*)**

The Board will need a motion to approve the following **Certified Staff Personnel.**

CERTIFIED STAFF EMPLOYMENT:

- Katrina Yager - PIC Virtual Book Club Sponsor (effective date of 10/27/2020).
- Corrisa Campbell - PES – SI K-3 District Long Term Substitute (120 days)
COVID19 Absences (effective date of 11/30/2020).
- Kacey Spisak - PES - Kindergarten - District Long Term Substitute (120 days)
COVID19 Absences (effective date of 11/30/2020).

CHANGE IN STATUS:

- Ariana Meewes - PHS - Long Term Substitute to PHS/PJHS English Teacher (effective date of 11/02/2020).

RESIGNATION:

- Eric Englert - PHS/PJHS - English Teacher (effective date of 10/28/2020).

ADMINISTRATION REPORTS:

EXECUTIVE SESSION:

For the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel; collective negotiating matters; student disciplinary cases and other matters relating to individual students; pending, probable, or imminent litigation; security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonable potential danger to the safety of employees, students, staff, the public or public property. **THERE MAY BE OR MAY NOT BE ACTION**

FOLLOWING THE EXECUTIVE SESSION.

OTHER:

- Update/Discussion Remote Learning
- Update IHSA Sports
- Possible extension of remote learning beyond November 30th

ADJOURNMENT:

*The next scheduled regular board meeting will be on Monday, December 21, 2020 at 6:00 p.m.
Peotone High School - Media Center*

Original:

X

Amended:

--

CERTIFICATE OF TAX LEVY

A copy of this Certificate of Tax Levy shall be filed with the County Clerk of each county in which the school district is located on or before the last Tuesday of December.

District Name	District Number	County
Peotone CUSD	207U	Will, Kankakee

Amount of Levy

Educational	\$ 9,068,301	Fire Prevention & Safety *	\$ 0
Operations & Maintenance	\$ 1,925,001	Tort Immunity	\$ 160,001
Transportation	\$ 705,001	Special Education	\$ 1,001
Working Cash	\$ 1,001	Leasing	\$ 1,001
Municipal Retirement	\$ 300,801		\$ 0
Social Security	\$ 339,201	Other	\$ 0
		Total Levy	\$ 12,501,309

* Includes Fire Prevention, Safety, Energy Conservation, Disabled Accessibility, School Security, and Specified Repair Purposes.

See explanation on reverse side.
Note: Any district proposing to adopt a levy must comply with the provisions set forth in the Truth in Taxation Law.

We hereby certify that we require:

the sum of 9,068,301 dollars to be levied as a special tax for educational purposes; and
the sum of 1,925,001 dollars to be levied as a special tax for operations and maintenance purposes; and
the sum of 705,001 dollars to be levied as a special tax for transportation purposes; and
the sum of 1,001 dollars to be levied as a special tax for a working cash fund; and
the sum of 300,801 dollars to be levied as a special tax for municipal retirement purposes; and
the sum of 339,201 dollars to be levied as a special tax for social security purposes; and
the sum of 0 dollars to be levied as a special tax for fire prevention, safety, energy conservation, disabled accessibility, school security and specified repair purposes; and
the sum of 160,001 dollars to be levied as a special tax for tort immunity purposes; and
the sum of 1,001 dollars to be levied as a special tax for special education purposes; and
the sum of 1,001 dollars to be levied as a special tax for leasing of educational facilities or computer technology or both, and temporary relocation expense purposes; and
the sum of 0 dollars to be levied as a special tax for _____; and
the sum of 0 dollars to be levied as a special tax for _____
on the taxable property of our school district for the year 2020

Signed this _____ day of _____ 2020 . _____
(President)

(Clerk or Secretary of the School Board of Said School District)

When any school is authorized to issue bonds, the school board shall file a certified copy of the resolution in the office of the county clerk of each county in which the district is situated to provide for the issuance of the bonds and to levy a tax to pay for them. The county clerk shall extend the tax for bonds and interest as set forth in the certified copy of the resolution, each year during the life of the bond issue. Therefore to avoid a possible duplication of tax levies, the school board should not include a levy for bonds and interest in the district's annual tax levy.

Number of bond issues of said school district that have not been paid in full 2 .

(Detach and Return to School District)

This is to certify that the Certificate of Tax Levy for School District No. 207U , Will, Kankakee County, Illinois, on the equalized assessed value of all taxable property of said school district for the year 2020 was filed in the office of the County Clerk of this County on _____ , 2020 .
In addition to an extension of taxes authorized by levies made by the Board of Education (Directors), an additional extension(s) will be made, as authorized by resolution(s) on file in this office, to provide funds to retire bonds and pay interest thereon. The total levy, as provided in the original resolution(s), for said purposes for the year 2020 , is \$ _____.

(Signature of County Clerk)

(County)

(Date)



**Second Reading
and Adoption
of
PRESS 105 Board Policies**

**IASB POLICY REFERENCE MANUAL
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- 2:50 Board Member Term of Office
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2:230 Public Participation at School Board Meetings and Petitions to the Board

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2:250 Access to District Public Records

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2:250-E1 Exhibit - Written Request for District Public Records

2:250-E2 Exhibit - Immediately Available District Public Records and Web-Posted Reports and Records

2:250-E3 Exhibit - Recurrent Requestor Notification

Uniform Grievance Procedure

2:260 Uniform Grievance Procedure

2:260-AP1 Administrative Procedure - Guidelines for Investigating Complaints Filed Under Policy 2:260, Uniform Grievance Procedure, and Allegations of Misconduct

2:260-AP2 Administrative Procedure - Nondiscrimination Coordinator and Complaint Manager

School Board

2:265 Title IX Sexual Harassment Grievance Procedure

2:265-AP1 Administrative Procedure - Title IX Sexual Harassment Response

2:265-AP2 Administrative Procedure - Formal Title IX Sexual Harassment Complaint Grievance Process

2:265-E Exhibit - Title IX Sexual Harassment Glossary of Terms

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

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

resolve allegations directly with the accused (or the accused's 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.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parents/guardians 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 after

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

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 after the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall 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 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, office addresses, email addresses, and telephone numbers of the Nondiscrimination Coordinator and the Complaint Managers.

Nondiscrimination Coordinator:

Amy Loy, Director of Special Services

Name

Connor Shaw Center
212 West Wilson Street
Peotone, IL 60468

Address

aloy@peotoneschools.org

Email

708-258-0991, ext. 3106

Telephone

Complaint Managers:

Dr. Charles Vitton, Assist. Superintendent

Name

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Joanne Obszanski, Principal

Name

Peotone Intermediate Center
9526 W. Manhattan-Monee Rd.
Frankfort, IL 60423

Address

jobszanski@peotoneschools.org

Email

815-469-5744

Telephone

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.; 34 C.F.R. Part 106

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), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (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)

Adopted: November 16, 2020 – Board Policy Updated

School Board

Title IX Sexual Harassment Grievance Procedure

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment whenever that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(10), *domestic violence* as defined in 34 U.S.C. §12291(a)(8), or *stalking* as defined in 34 U.S.C. §12291(a)(30).

Examples of sexual harassment include, but are not limited to, touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, spreading rumors related to a person's alleged sexual activities, rape, sexual battery, sexual abuse, and sexual coercion.

Definitions from 34 C.F.R. §106.30

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Education program or activity includes locations, events, or circumstances where the District has substantial control over both the *Respondent* and the context in which alleged sexual harassment occurs.

Formal Title IX Sexual Harassment Complaint means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation.

Respondent means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the

Respondent before or after the filing of a Formal Title IX Sexual Harassment Complaint or where no Formal Title IX Sexual Harassment Complaint has been filed.

Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons.

Making a Report

A person who wishes to make a report under this Title IX Sexual Harassment grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking. A person who wishes to make a report may choose to report to a person of the same gender.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.

Title IX Coordinator:

Amy Loy, Director of Special Services

Name

Connor Shaw Center

212 West Wilson Street

Peotone, IL 60468

Address

aloy@peotoneschools.org

Email

708-258-0991, ext. 3106

Telephone

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational program or activity that is productive, respectful, and free of sexual harassment.

Formal Title IX Sexual Harassment Complaint Grievance Process

When a *Formal Title IX Sexual Harassment Complaint* is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation.

The Superintendent or designee shall implement procedures to ensure that all *Formal Title IX Sexual Harassment Complaints* are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with 34 C.F.R. §106.45 before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
 - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
 - b. Receive training on the definition of sexual harassment, the scope of the District's *education program or activity*, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.

4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

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

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*.

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972;
34 C.F.R. Part 106.
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct, and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior)

Adopted: November 16, 2020 - Board Policy Updated

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

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

Nondiscrimination Coordinator:

Amy Loy, Director of Special Services

Name

Connor Shaw Center
212 West Wilson Street
Peotone, IL 60468

Address

aloy@peotoneschools.org

Email

708-258-0991, ext. 3106

Telephone

Complaint Managers:

Dr. Charles Vitton, Assist. Superintendent

Name:

Connor Shaw Center
212 West Wilson Street,
Peotone, IL 60468

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cvitton@peotoneschools.org

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708-258-0991, ext. 3108

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Joanne Obszanski, Principal

Name:

Peotone Intermediate Center
9546 W. Manhattan-Monee Road,
Frankfort, IL 60423

Address

jobszanski@peotoneschools.org

Email

815-469-5744

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; 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; 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), 2:265 (Title IX Sexual Harassment 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)

Adopted: November 16, 2020 - Board Policy Updated

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 policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; and 7:185, *Teen Dating Violence Prohibited*.

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

Sexual Harassment Prohibited

The 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 Report or 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 reports or 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.

Employee 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 claim according to that policy, in addition to any response required by this policy.

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

Nondiscrimination Coordinator:

Amy Loy, Director of Special Services
Name
Connor Shaw Center
212 West Wilson Street,
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Complaint Managers:

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Joanne Obszanski, Principal
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Peotone Intermediate Center
9546 W. Manhattan-Monee Road,
Frankfort, IL 60423
Address
jobszanski@peotoneschools.org
Email
815-469-5744
Telephone

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee who fails to promptly 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.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the Nondiscrimination Coordinator or designee shall consider whether action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged workplace harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Conduct, and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

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

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

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

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, e.g., vendor, parent, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee that may be 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 complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*), and depending upon the law governing the complaint, 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.; 29 C.F.R. §1604.11.
Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq.; 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), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

Adopted: November 16, 2020 - Board Policy Updated

General Personnel

Staff Development Program

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

The staff development program shall provide, at a minimum, at least once every two years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every two years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

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

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972;
34 C.F.R. Part 106.
42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.
105 ILCS 5/2-3.62, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/22-80(h), and 5/24-5.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
105 ILCS 150/25, Seizure Smart School Act.
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 49/, Good Samaritan Act.
775 ILCS 5/2-109, Ill. Human Rights Act.
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.
77 Ill.Admin.Code §527.800.

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

ADMIN. PROC.: 2:265-AP1 (Title IX Sexual Harassment Response), 2:265-AP2 (Formal Title IX Sexual Harassment Complaint Grievance Process), 4:160-AP (Environmental Quality of Buildings and Grounds), 4:170-AP6 (Plan for Responding to a Medical Emergency at an Indoor Physical Fitness Facility), 5:100-AP (Staff Development Program), 5:150-AP (Personnel Records), 6:120-AP4 (Care of Students with Diabetes), 7:250-AP1 (Measures to Control the Spread of Head Lice at School)

Adopted: November 16, 2020 - Board Policy Updated

Professional Personnel

Terms and Conditions of Employment and Dismissal

The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

School Year

Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days. Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (the Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans' Day).

School Day

Teachers are required to work the school day adopted by the Board. Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

Salary

Teachers shall be paid according to the salaries fixed by the Board, but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

Assignments and Transfers

The Superintendent is authorized to make teaching, study hall, extra class duty, and extracurricular assignments. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

Dismissal

The District will follow State law when dismissing a teacher.

Evaluation

The District's teacher evaluation system will be conducted under the plan developed pursuant to State law.

On an annual basis, the Superintendent will provide the Board with a written report which outlines the results of the District's teacher evaluation system.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.
820 ILCS 260/1 et seq.
23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured Teachers).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532(1985).

CROSS REF.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

Adopted: November 16, 2020 – Board Policy Updated

Professional Personnel

Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license or short-term substitute license and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year, except as follows:

1. A substitute teacher holding a substitute license may teach for any one licensed teacher under contract with the District only for a period not to exceed 90 paid school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
3. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2021, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The School Board establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within five business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.: 105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).
23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute
Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

Adopted: November 16, 2020 - Board Policy Updated

Educational Support Personnel

Sick Days, Vacation, Holidays, and Leaves

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

Sick and Bereavement Leave

Full or part-time educational support personnel who work at least 600 hours per year receive 12 paid sick leave days per year. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to a maximum of 240 days, including the leave of the current year.

Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The Superintendent and/or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or 30 days for birth or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a chiropractic physician licensed under the Medical Practice Act, (3) a licensed advanced practice registered nurse, (4) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (5) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

The use of paid sick leave for adoption or placement for adoption is limited to 45 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

Three (3) bereavement days will be allowed per year. These days may be for the following family members: spouse, children, parents, siblings, grandparents grandchildren, legal guardian, or in-laws. These three (3) bereavement days will not be deducted from a teacher's accumulated sick days, nor will these three (3) bereavement days roll over to the following year. Additional bereavement days not covered above may come from sick leave subject to Administrative approval.

Vacation

Twelve-month employees shall be eligible for paid vacation days according to the following schedule:

<u>Length of Employment</u>		<u>Monthly Accumulation</u>	<u>Maximum Vacation Leave Earned Per Year</u>
<u>From:</u>	<u>To:</u>		
Beginning of year 2	End of year 5	0.83 Days	10 Days per year
Beginning of year 6	End of year 15	1.25 Days	15 Days per year
Beginning of year 16	End of year	1.67 Days	20 Days per year

Part-time employees who work at least half-time are entitled to vacation days on the same basis as full-time employees, but the pay will be based on the employee's average number of part-time hours per week during the last vacation accrual year. The Superintendent will determine the procedure for requesting vacation.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

Holidays

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

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
Abraham Lincoln's Birthday	Veteran's Day
Casimir Pulaski's Birthday	2020 Election Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

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

Personal Leave

Full-time educational support personnel have two (2) paid personal leave day per year. The use of a personal day is subject to the following conditions:

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

Leave to Serve as a Trustee of the Illinois Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with 105 ILCS 5/24-6.3.

Other Leaves

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

1. Leaves for Service in the Military and General Assembly.
2. School Visitation Leave.
3. Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence.
4. Child Bereavement Leave.
5. Leave to serve as an election judge.

LEGAL REF.: 105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147, School Visitation Rights Act.
820 ILCS 154/, Child Bereavement Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

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

Adopted: November 16, 2020 - Board Policy Updated

Students

Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under School Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, who also serves as the District's Title IX Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.
29 U.S.C. §791 et seq., Rehabilitation Act of 1973.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.
Good News Club v. Milford Central Sch., 533 U.S. 98 (2001).
Ill. Constitution, Art. I, §18.
105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60 (P.A.s 100-29 and 100-163, final citations pending), 5/10-22.5, and 5/27-1.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
23 Ill.Admin.Code §1.240 and Part 200.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:165 (Student Uniforms), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

Adopted: November 16, 2020 - Board Policy Updated

Students

Harassment of Students Prohibited

No person, including a School 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

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

Making a Report or Complaint

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

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

Nondiscrimination Coordinator:

Amy Loy, Director of Special Services

Name

Connor Shaw Center

212 West Wilson Street, Peotone, IL 60468

Address

aloy@peotoneschools.org

Email

708-258-0991, ext. 3106

Telephone

Complaint Managers:

Dr. Charles Vitton, Assist. Superintendent

Name

Connor Shaw Center

212 West Wilson Street

Peotone, IL 60468

Address

cvitton@peotoneschools.org

Email

708-258-0991, ext. 3108

Telephone

Joanne Obszanski, Principal

Name

Peotone Intermediate Center

9546 W. Manhattan-Monee Road,

Frankfort, IL 60423

Address

jobszanski@peotoneschools.org

Email

815-469-5744

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

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

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

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Nondiscrimination Coordinator or designee shall consider whether action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged student harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a

Complaint Manager or designee shall consider whether an investigation under policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

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

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

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

Enforcement

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

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Sexual Harassment Grievance Procedure*).

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

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972;
34 C.F.R. Part 106.
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), 2:265 (Title IX Sexual Harassment
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)

Adopted: November 16, 2020 - **New Board Policy**

Students

Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the 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, or 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 **is prohibited** in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-12.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing 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. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted.

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4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

- a. The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.
6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying is **prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:

- a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
- b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
- c. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
- d. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
- e. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
- f. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
- g. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
- h. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- i. 7:310, *Restrictions on Publications; Elementary Schools*, and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit students from and provide consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 405 ILCS 49/, Children's Mental Health Act.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §1.240 and §1.280.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools)

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Students

Teen Dating Violence Prohibited

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

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

1. Fully implements and enforces each of the following Board policies:
 - a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. This policy prohibits any person from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
 - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional

development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.

4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated

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

LEGAL REF.: 105 ILCS 110/3.10.

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

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