

**SUNSET RIDGE SCHOOL DISTRICT 29
525 SUNSET RIDGE RD
NORTHFIELD, IL 60093**

Regular Board of Education Meeting:

**Tuesday, November 10, 2020 - 7:00 p.m. at Sunset Ridge
School (525 Sunset Ridge Road, Northfield, IL. 60093)**



SUNSET RIDGE SCHOOL DISTRICT 29

525 Sunset Ridge Road • Northfield, Illinois • 60093

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Cultivating a learning community that engages the hearts and minds of students, one child at a time

BOARD OF EDUCATION SCHOOL DISTRICT 29

SUNSET RIDGE SCHOOL – 525 SUNSET RIDGE RD. NORTHFIELD, IL 60093

November 10, 2020 – 7:00 p.m.

The meeting will include an opportunity for public comment. Any member of the public that would like to make a public comment, can appear in-person or submit their public comment via email to D29_board@sunsetridge29.org by 4:55 PM on November 10, 2020. Public comments submitted via email will be announced during the public comment portion of the meeting. Please note the duration of public comment is limited and the Board does not respond to public comments.

A live stream feed of the regular monthly Board of Education meeting can be viewed at https://www.sunsetridge29.org/board_of_education/livestream.

AGENDA

1. **ROLL CALL:**
2. **CONSENT AGENDA:**
 - 2.1 Minutes of the Board Meeting – October 13, 2020
 - 2.2 Bills and Salaries
3. **COMMUNICATIONS:**
 - 3.1 Freedom of Information Act Log
 - 3.2 2021 NICHE School Rankings
 - 3.3 Winter 2020 Board Newsletter
4. **OLD BUSINESS:**
 - 4.1 Board Self-Evaluation Follow-up
5. **NEW BUSINESS:**
 - 5.1 Audience Comments/Public Participation
 - 5.2 Board Open Discussion
6. **REPORTS:**
 - 6.1 Return To School Task Force Committee
 - 6.1a Discussion and Possible Approval: Return to School Plan Modifications
 - 6.1b Next Meeting: December 7, 2020 at 3:30 p.m.
 - 6.2 Finance/Facilities Committee
 - 6.2a Report from October Meeting
 - 6.2b Discussion: Post Issuance Tax Compliance Report
 - 6.2c Discussion and Possible Approval: 2020 Tentative Levy
 - 6.2d Next Meeting: January 12, 2021 at 6:00 p.m.
 - 6.3 Education Committee
 - 6.3a Next Meeting: December 8, 2020 at 6:00 p.m.

Board of Education Meeting

November 10, 2020

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6.4 Policy Committee

6.4a Second Reading and Possible Approval: Title IX Policies and Procedures:

6.4a1 Board Policy 250 (Uniform Grievance Procedure)

6.4a2 Board Policy 265 (Title IX Sexual Harassment)

6.4a3 Administrative Procedures for Board Policy 265 (Title IX Sexual Harassment)

6.4a4 Glossary of Terms for Board Policy 265 (Title IX Sexual Harassment)

6.4b Next Meeting: January 5, 2021

6.5 External Relations

6.5a IASB

6.5b PTO

6.5c NSSD

6.5d Northfield Park District

6.5e Village of Northfield

6.5f Foundation Fund

6.6 Administrative Reports

6.6a Update: 2020-2021 Enrollment

6.6b Update: 2020-2021 Staffing

6.6c NWEA MAP Testing Fall 2020 Results

6.6c School and Department Reports

7. CLOSED SESSION:

7.1 To Review the Closed Session Minutes of the Special Board Meeting – October 13, 2020

7.2 To Consider Information Regarding the Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees or Legal Counsel

7.3 To Discuss Matters Relating to Individual Students

7.4 To Discuss Potential Litigation

7.5 To Discuss Collective Bargaining

8. RESUMPTION OF OPEN MEETING:

9. DELEGATIONS AND PETITIONS:

10. ACTION ITEMS FOR BOARD APPROVAL:

10.1 Closed Session Minutes of the Board Meeting – October 13, 2020

10.2 Employment of Rosemary Prommer (Teaching Assistant)

11. ADJOURNMENT:

12. UPCOMING MEETINGS:

12.1 Return to School Task Force: December 7, 2020 at 3:30 p.m.

12.2 Education Committee Meeting: December 8, 2020 at 6:00 p.m.

12.3 Regular Board of Education Meeting: December 8, 2020 at 7:00 p.m.

Note: Supporting materials for most agenda items are posted for public dissemination no later than the day before the scheduled meeting.

**BOARD OF EDUCATION
525 SUNSET RIDGE ROAD
NORTHFIELD, ILLINOIS 60093
REGULAR BOARD OF EDUCATION MEETING
October 13, 2020
7:00 p.m.**

MINUTES

ROLL CALL: (7:02 p.m.)

Mrs. Detlefsen called the meeting to order at 7:02 p.m. and upon roll call, the following were present:

Present: Mrs. Detlefsen, Mr. Hayes, Mr. Subeck, Mrs. Peterson,
Mr. Welch, Ms. Alpert Knight

Absent: Mr. Spaan

Also Present: Dr. Stange, Mr. Beerheide, Dr. Sukenik, Mrs. Kiedaisch,
Mrs. Styczen, Mr. Dreher, Mr. Breran (Lauterbach &
Amen), Mrs. Zeidler, Ms. Dorsey

**VOTE TO ALLOW
VIRTUAL PARTICIPATION:**

Mr. Subeck moved to approve the virtual participation of Mr. Spaan due to a business travel. Mrs. Peterson second the motion, The Board voted as follows:

Aye: Mrs. Detlefsen, Ms. Alpert Knight, Mr. Hayes, Mr. Welch,
Mr. Subeck, Mrs. Peterson

Absent: Mr. Spaan

Nay: None

THE MOTION WAS APPROVED

CONSENT AGENDA:

Mr. Subeck moved to approve the consent agenda and Mr. Hayes second the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Mr. Welch,
Ms. Alpert Knight, Mr. Subeck, Mrs. Peterson

Absent: None

Nay: None

THE MOTION WAS APPROVED

COMMUNICATIONS:

Superintendent Dr. Ed Stange shared that FOIA requests would now be presented at this time during meetings and formatted differently in the official Board meeting packets. There were two FOIA requests this month from 1) Kirkland and Ellis, LLP, requesting information regarding our Title IX policies and supporting documents, and 2) Patch.com requesting a recording of the September 15th Board meeting.

OLD BUSINESS

The Board discussed the final draft of the proposed District 29 Dashboard, which is organized into three parts: 1) A landing page stating the District's mission, beliefs, and core information; 2) a Key Indicators page highlighting key quantitative indicators of District success, and 3) a page outlining our Strategic Plan goals and strategies that would track our progress toward completion. This dashboard would be accessible on the

District's homepage not only as a place for current community members to engage more deeply in the District's plans, but also as a resource for prospective families as they consider Northfield in their homebuying process.

NEW BUSINESS:

5.1 Audience Comments

Dr. Stange read four emails from District parents who had requested their communications be read aloud at the Board meeting. Mr. and Mrs. Ben and Cari Winkler requested the District not go fully remote between Thanksgiving and Winter Break, citing childcare issues and undue burden on families not planning to travel. Ms. Karmen Athanasakos expressed displeasure with the potential option of students coming home for lunch and then returning to in-person school, noting the difficulty for working parents. Mr. Charlie Pick expressed support for the District going fully remote between Thanksgiving and Winter Break, and requested that students who are participating in the Alternate Remote Learning Plan not be required to commit to the entire second trimester, preferring to reevaluate after the winter break. Ms. Tessie Gallagher expressed her desire to see students continue with in-person school rather than remote, citing SEL advantages and the allocation of taxpayer funds.

5.2 Board Open Discussion

The Board agreed that the opportunity to observe in-person classes was a terrific chance to see our talented staff in action. While the teachers may make it look effortless, their hours of behind-the-scenes work to make it happen day-to-day is greatly appreciated and recognized by all. The environment of calm and comfort each creates in their classroom only reaffirms what we already know, that our students are in the best of hands every day.

REPORTS:

6.1 Return to School Task Force

Board members Ms. Amanda Alpert Knight and Mrs. Nancy Detlefsen reviewed the COVID19 metrics the District uses as one resource in the decision to move ahead or back in our Return to School Plan. Noticing an increase in local and township test positivity and case rates, it is impossible to tell if it is a trend or a blip. But it is important to note that the current rates are consistent with what was being recorded in our first few weeks of opening in September. It is also important to note that any movement ahead in the plan will necessitate a break in the pod structure that the District has maintained until now. Mrs. Detlefsen guided the Board through the 3 options to move ahead, which were: 1) to continue the current hybrid plan, 2) to add lunch and one elective/specials class, or 3) to have students go home for lunch and return for in-person learning afterwards. After discussing the benefits and challenges of each, the Board decided to continue the current hybrid plan and watch the metrics for movement in order to anticipate moving forward.

Ms. Alpert Knight guided the Board through the six options regarding plans to mitigate risk during the holiday and break season. These included: 1) not changing the calendar and continuing as is, 2) implementing remote learning for three weeks between Thanksgiving and the start of Winter Break, 3) implementing remote learning for one week after Thanksgiving Break, 4) implementing remote learning for one week before Winter Break, 5) implementing remote learning for 1 week after winter break, 6) implementing remote learning for three days before and one week after Winter Break. After exploring at great length the benefits and challenges of each scenario, and understanding that no one scenario would please all stakeholders, the Board directed administration to plan for three weeks of flexibility between Thanksgiving and Winter Break during which any student or teacher/staff member could learn/teach remotely should they need to due to travel to high risk areas or exposure to COVID19, and 1 week of remote learning for all after Winter Break.

6.2 Finance and Facilities Committee Report

Board member Mr. Scott Subeck reported that the District remains well stocked of PPE and sanitizing products. The Board discussed options regarding several dead trees on the Sunset Ridge property and replacement of the canopies over the doors that lead into the two kindergarten rooms from the playground at Middlefork. After some discussion. Mr. Hayes moved to approve the 2019-20 Audited Financial Statements. Mr. Welch seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Mr. Welch,
Ms. Alpert Knight, Mr. Subeck, Mrs. Peterson

Absent: None

Nay: None

THE MOTION WAS APPROVED

The next meeting is January 12, 2021, at 6pm.

6.3 Education Committee Report

The next meeting is November 10, 2020, at 6pm.

6.3 Policy Committee Report

Board member Mr. Rory Welch reported that the committee would now be meeting quarterly. The Board had a first reading of the District's Title IX policies and administrative procedures, including Board Policies 250 (Uniform Grievance Procedure), 265 (Title IX Sexual Harassment), and 265 (Administrative Procedures, Title IX Sexual Harassment). The next meeting is January 5, 2021.

6.5 External Relations

6.5a IASB

Board member Ms. Amanda Alpert Knight reported that The Annual Conference, held virtually this year, will take place on November 20th.

6.5b PTO

Board member Mrs. Anne Peterson reported that they are looking into book fair options and having several engaging virtual programs coming up for students across all grades, Additionally, they are more than tripling their Teacher Appreciation budget in order to support our staff and teachers all year long.

6.5c NSSD

Board member Mr. Bill Hayes reported that their rebranding name change to True North Education Co Op 804 is in progress, they are engaging in profile meetings with all member districts to review needed services, and they continue in a hybrid learning plan through November 2nd.

6.5d Northfield Park District

Board member Mr. Rory Welch reported that they have started construction on Clarkson Park with plans to complete by April 21st.

6.5e Village of Northfield

Board member Mrs. Nancy Detlefsen reported that they have resumed their discussions regarding the proposed bike path on the east side of Happ Road.

6.5f Foundation Fund

There was no report.

6.6 Administrative Reports

6.6a Enrollment Update

Dr. Stange reported one district family that was engaged in the Alternate Remote Learning Plan has moved to homeschooling.

6.6b Staffing Update

Dr. Stange reported that the District continues to advertise for available teaching assistant positions.

6.6c 2020-2021 Action Plan Goals

Dr. Stange reported on the new 2020-2021 District action plans. Since the District is in the final year of the 3-year Strategic Plan, related action plans have been modified and implemented to work toward goal completion.

6.6d Discussion and Possible Approval: Resolution Authorizing Intervention in Property Tax Appeals

After some discussion. Mr. Subeck moved to approve the resolution as presented and Mr. Welch seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Mr. Welch,
Ms. Alpert Knight, Mr. Subeck, Mrs. Peterson
Absent: None
Nay: None

THE MOTION WAS APPROVED

6.6e School and Department Updates

Dr. Ivy Sukenik and Mrs. Jen Keidaisch reported that they met with the parents of our Alternate Remote Learning Program to gather feedback and answer questions, and started discussions regarding whether students would move to hybrid or continue remotely. Reading and writing workshop models are being implemented. Maternity substitutes are working/will be working soon in both schools. SELPAC meetings are starting up soon. Halloween is being celebrated at both schools in partnership with the PTO and room parents.

CLOSED SESSION: At 9:55 p.m. it was moved by Ms. Alpert Knight and seconded by Mrs. Peterson that the Board enter into closed session to discuss the closed session minutes of the September 15, 2020 Board meetings; to consider information regarding employment, compensation, discipline, or dismissal of specific employees or legal counsel; to discuss the placement of individuals in special education programs or matters related to individual students; and to discuss potential litigation. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Ms. Alpert Knight,
Mr. Subeck, Mr. Welch, Mrs. Peterson
Absent: None
Nay: None

THE MOTION WAS APPROVED

**RESUMPTION OF
OPEN MEETING:**

Upon resumption of the open meeting at 10:21 p.m., the following recommendations were made:

10.1 Approval: Closed Session Minutes – September 15, 2020

Mr. Welch moved to approve the minutes as presented. Mr. Subeck seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Ms. Alpert
Knight, Mr. Subeck, Mr. Welch, Mrs. Peterson
Absent: None
Nay: None

THE MOTION WAS APPROVED

10.2 Approval: Resignation of Joy Kunny

Mrs. Peterson moved to approve the request as presented. Mr. Subeck seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Ms. Alpert
Knight, Mr. Subeck, Mr. Welch, Mrs. Peterson

Absent: None

Nay: None

THE MOTION WAS APPROVED

10.3 Approval: Employment of Katharine Schmidt

Mr. Welch moved to approve the request as presented. Mrs. Peterson seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Ms. Alpert
Knight, Mr. Subeck, Mr. Welch, Mrs. Peterson

Absent: None

Nay: None

THE MOTION WAS APPROVED

10.4 Approval: Employment of Angelena Colon

Mrs. Peterson moved to approve the request as presented. Ms. Alpert Knight seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Ms. Alpert
Knight, Mr. Subeck, Mr. Welch, Mrs. Peterson

Absent: None

Nay: None

THE MOTION WAS APPROVED

10.5 Approval: Employment of Monika Shah

Mr. Hayes moved to approve the request as presented. Mrs. Peterson seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Ms. Alpert
Knight, Mr. Subeck, Mr. Welch, Mrs. Peterson

Absent: None

Nay: None

THE MOTION WAS APPROVED

10.5 Approval: Request for Accommodations

Mr. Welch moved to approve the recommendation as recommended by the administration. Mrs. Peterson seconded the motion. The Board voted as follows:

Aye: Mrs. Detlefsen, Mr. Spaan, Mr. Hayes, Ms. Alpert
Knight, Mr. Subeck, Mr. Welch, Mrs. Peterson

Absent: None

Nay: None

THE MOTION WAS APPROVED

ADJOURNMENT: It was moved by Mr. Welch seconded by Mr. Hayes to adjourn the meeting at 10:24 p.m. All were in favor.

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President, Board of Education	Secretary, Board of Education
Approved _____, 2020	
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NORTHFIELD TOWNSHIP SCHOOL TREASURER SCHOOL DISTRICT 29 PAYROLL CERTIFICATION

PAYROLL DATES

10/5/2020

10/20/2020

**This is to certify that the Board of Education, Northfield Township School District 29,
at its regular meeting of 11/10/2020 took action to ratify employee gross salaries
totaling \$677,308.76. The following payroll check numbers were used:**

Direct Deposit Advices:

9000003543 - 9000003648
9000003650 - 9000003762

Payroll ACH Payments:

9000003649
9000003763 - 9000003764

Payroll Checks and Payroll A/P Checks:

50311 - 50313
50314 - 50316
50317
50318 - 50320

Payroll A/P Manual Checks:

100000890 Bank Fees

Payroll Check Void:

Payroll A/P Advices:

201800654 - 201800667

Secretary, Board of Education

President, Board of Education

Date

Date

Payroll Expense Summary Report

Check Date: 10/1/2020 12:00:00 AM - 10/31/2020 12:00:00 AM

Sunset Ridge School District 29, IL

Full Name	Pay Account	Total Paid	Total Benefits
ALBRIGHT, KIMBERLY A	10 E 200 1110 1100 00 000000	6,275.70	570.06
ALLEN, ADELAIDE W	10 E 200 1110 1305 00 000000	113.85	4.77
ALLEN, ADELAIDE W	10 E 200 2140 1100 00 000000	7,140.88	2,090.70
ANDERSON, CAITLIN E	10 E 100 1110 1280 00 000000	247.62	10.40
ANDERSON, CAITLIN E	10 E 300 1110 1100 00 000000	6,016.24	1,120.86
ARENSON, CARON L	10 E 200 1200 1104 00 000000	3,246.48	2,639.78
AUGUSTIN, KATHERINE	10 E 200 1200 1104 00 000000	2,290.00	1,488.88
BAILEN, DOROTHY DUCKER	10 E 300 1200 1100 00 000000	11,964.06	1,390.64
BALDWIN, ALLISSA M	10 E 200 1110 1100 00 000000	6,622.64	1,599.94
BALDWIN, ALLISSA M	10 E 200 1110 1305 00 000000	165.60	6.95
BARRY, LAURIE G	10 E 300 1200 1100 00 000000	10,711.36	996.74
BAUER, JORDAN L	10 E 200 1200 1100 00 000000	6,276.38	1,183.96
BEERHEIDE, THOMAS R	10 E 100 2510 1101 00 000000	15,082.50	2,216.86
BEERHEIDE, THOMAS R	10 E 100 2510 2111 00 000000	1,240.56	51.98
BELL, MARTHA SCHREIBER	10 E 300 1110 1100 00 000000	6,889.62	596.84
BENNETT, MARTI C	10 E 200 1110 1370 00 000000	1,159.20	202.29
BENNETT, MARTI C	10 E 200 1200 1104 00 000000	2,400.00	1,963.12
BERKHOF, RACHEL CROUCH	10 E 300 1110 1100 00 000000	11,007.68	730.08
BOZEDAY, LINDSAY E	10 E 300 1110 1100 00 000000	8,319.06	653.16
BROUILLETTE, MONICA	10 E 100 1650 1100 00 000000	6,446.04	577.53
BROUILLETTE, MONICA	10 E 300 1110 1305 00 000000	393.30	16.47
BROWN, SARA F	10 E 300 1110 1305 00 000000	382.95	16.04
BROWN, SARA F	10 E 300 2150 1100 00 000000	6,874.18	596.17
BRUMWELL, LISA A	10 E 300 1110 1100 00 000000	8,617.72	2,256.78
BUCHER, MARK	10 E 100 1110 1800 00 000000	193.34	5.70
BUCHER, MARK	10 E 100 1200 1800 00 000000	1,063.39	88.74
BUCHER, MARK	10 E 200 1200 1104 00 000000	96.67	29.58
BURGETT, ELIZABETH M	10 E 300 1200 1104 00 000000	2,290.00	1,939.14
CANDEA, AGNES M	10 E 300 1110 1104 00 000000	2,490.00	2,133.62
CHASE-EVERSON, CHRISTINA K	10 E 300 1200 1104 00 000000	2,660.00	824.82
COHEN, CARLY M	10 E 200 1110 1305 00 000000	196.65	8.23
COHEN, CARLY M	10 E 200 1200 1100 00 000000	5,040.26	1,129.07
COLLINS, ASHLEY B	10 E 100 1110 1800 00 000000	80.00	2.36
COLON, ANGELENA M	10 E 300 1200 1104 00 000000	1,245.71	966.18
DAVIS, HILLARY E	10 E 300 1110 1100 00 000000	5,942.56	1,117.98
DAVIS, HILLARY E	10 E 300 1110 1290 00 000000	186.30	7.82
DEMPSEY, PAIGE A	10 E 300 1110 1100 00 000000	7,721.74	1,192.06
DENGSAVANG, SARAH E	10 E 300 1110 1100 00 000000	6,602.44	1,074.48
DORSEY, DANA B	10 E 200 1110 1305 00 000000	196.65	8.26
DORSEY, DANA B	10 E 200 1110 1370 00 000000	155.26	6.50
DORSEY, DANA B	10 E 200 1200 1100 00 000000	6,473.44	578.69
DOWNES, KATHLEEN M	10 E 200 2140 1105 00 000000	1,300.00	99.46
DRAKA, MELISSA A	10 E 300 2410 1103 00 000000	3,926.70	1,224.72
DREHER, COREY L	20 E 100 2540 1101 00 000000	8,133.38	2,938.28
DUNHAM, EMILY A	10 E 100 2330 1101 00 000000	11,249.40	786.98
EGOFSKE, BARBARA A	10 E 100 1110 1800 00 000000	320.01	4.64
FABER, COLLEEN M	10 E 100 2520 1103 00 000000	7,301.44	1,554.24
FURMAN, NINA L	10 E 200 1200 1100 00 000000	6,276.38	2,154.48

Payroll Expense Summary Report

Check Date: 10/1/2020 12:00:00 AM - 10/31/2020 12:00:00 AM		Sunset Ridge School District 29, IL	
Full Name	Pay Account	Total Paid	Total Benefits
GARCIA, OSCAR	10 E 100 1110 1103 00 000000	3,877.50	2,104.06
GEORGE, SUSAN E	10 E 300 1110 1305 00 000000	196.65	8.24
GEORGE, SUSAN E	10 E 300 2120 1100 00 000000	6,416.62	1,138.60
GIDRON, MICHELLE	10 E 200 1200 1104 00 000000	2,180.00	1,412.34
GOLUB, MINDY J	10 E 100 1110 1220 00 000000	377.38	15.80
GOLUB, MINDY J	10 E 200 1110 1100 00 000000	8,569.04	1,018.36
GOLUB, MINDY J	10 E 200 1110 1370 00 000000	131.96	5.54
GONZALEZ, KRISTIN L	10 E 200 1110 1100 00 000000	8,319.06	1,806.31
GONZALEZ, KRISTIN L	10 E 200 1110 1305 00 000000	196.65	8.23
GRAY, LAUREN M	10 E 200 1110 1100 00 000000	5,462.48	775.54
GRAY, LAUREN M	10 E 200 1110 1370 00 000000	429.54	18.00
HANDELMAN, ADRIENNE J	10 E 200 1110 1100 00 000000	7,453.28	674.20
HANSON, KIMBERLY	10 E 200 1110 1100 00 000000	5,080.92	758.93
HANSON, KIMBERLY	10 E 200 1110 1305 00 000000	196.65	8.24
HARDIMAN, SEAN P	10 E 200 1200 1104 00 000000	2,180.00	1,408.50
JOHNSON, HEATHER L	10 E 200 1110 1100 00 000000	9,765.86	2,204.26
JOHNSON, KELLIE J	10 E 300 1110 1100 00 000000	7,423.08	620.06
JOHNSON, KELLIE J	10 E 300 1110 1290 00 000000	124.20	5.20
JOHNSTON, NICOLE E	10 E 200 1110 1100 00 000000	6,683.98	2,074.58
KAHLENBERG, JENNIFER R	10 E 200 1110 1100 00 000000	8,386.74	2,145.58
KAMP, DEBRA A	10 E 100 1110 1800 00 000000	425.17	18.18
KASPER, DONNA K	10 E 300 1110 1100 00 000000	9,510.44	1,857.69
KASPER, DONNA K	10 E 300 1110 1290 00 000000	124.20	5.20
KASPER, DONNA K	10 E 300 1110 1305 00 000000	144.90	6.08
KELLY, SHELLY J	10 E 100 1110 1800 00 000000	6,103.40	88.49
KEOPRASEUTH, CHRISTINE J	10 E 200 1110 1100 00 000000	6,866.54	554.18
KEOPRASEUTH, CHRISTINE J	10 E 200 1110 1290 00 000000	330.26	13.84
KIEDAISCH, JENNIFER A	10 E 300 2410 1101 00 000000	11,250.00	798.84
KIEDAISCH, JENNIFER A	10 E 300 2410 2111 00 000000	925.32	38.78
KISIEL, JULIA	10 E 300 1110 1100 00 000000	4,947.38	1,122.72
KLAWITTER, JULIE M	10 E 200 1200 1104 00 000000	2,820.00	1,525.06
KOLAKOWSKI, DONALD J	10 E 300 1200 1104 00 000000	2,580.00	1,539.94
KOTULA, JACQUELINE	10 E 100 1110 1103 00 000000	3,231.26	1,473.72
KOTULA, JACQUELINE	10 E 200 1110 1370 00 000000	118.28	20.63
KRAMER, YEFIM	10 E 100 2545 3000 00 000000	250.00	19.12
KRAMER, YEFIM	20 E 200 2540 1103 00 000000	5,810.14	2,368.31
KRAMER, YEFIM	20 E 200 2540 1300 00 000000	701.12	122.35
KRISTEN, ANNA	10 E 100 2520 1103 00 000000	6,805.22	2,055.84
KUNNY, JOY E	10 E 300 1110 1104 00 000000	1,358.90	1,370.68
LEAL RAMOS, GLORIA MARIA	10 E 200 1110 1100 00 000000	4,761.76	744.64
LEARY, CAITLIN S	10 E 300 1110 1100 00 000000	6,284.52	1,591.18
LEWIS, JOSEPH G	10 E 200 1110 1100 00 000000	6,028.28	1,120.58
LOFDAHL, DEBRA G	10 E 100 2320 1103 00 000000	3,714.98	951.22
LOGAN, HILARY S	10 E 200 1110 1100 00 000000	7,387.72	1,106.52
LOGAN, HILARY S	10 E 200 1110 1305 00 000000	196.65	8.24
MAISEL, MICHELE	10 E 200 1200 1104 00 000000	2,400.00	1,496.78
MANCIO-TANSLEY, DELMA	10 E 200 1200 1104 00 000000	2,290.00	1,043.02
MARSHALL, NORA P	10 E 100 1110 1800 00 000000	160.00	4.72

Payroll Expense Summary Report

Check Date: 10/1/2020 12:00:00 AM - 10/31/2020 12:00:00 AM

Sunset Ridge School District 29, IL

Full Name	Pay Account	Total Paid	Total Benefits
MARSHALL, NORA P	10 E 200 1200 1104 00 000000	80.00	6.12
MATTERA, LISA M	10 E 200 1110 1100 00 000000	18,103.22	2,432.98
MATTERA, LISA M	10 E 200 1110 1305 00 000000	393.30	16.47
MATTERA, LISA M	10 E 200 1110 1370 00 000000	1,159.20	48.57
MERTES, ANN B	10 E 300 2130 1103 00 000000	4,721.34	1,367.88
MEZIERE, DAWN A	10 E 200 1110 1100 00 000000	10,709.02	758.62
MICHALEK, MARGARET O	10 E 300 1110 1100 00 000000	4,761.76	504.18
MIKRUT-MARZEC, KATARZYNA S	10 E 200 1800 1104 00 000000	3,265.40	2,272.06
MORGAN, DENISE G	10 E 100 1110 1800 00 000000	240.01	7.08
MORGAN, DENISE G	10 E 100 1200 1800 00 000000	80.00	6.12
NAGY, ROBIN A	10 E 300 1110 1100 00 000000	3,220.12	280.74
NASIEF, SONIA H	10 E 100 1110 1800 00 000000	160.00	8.48
NELSON, LYNN S	10 E 100 1110 1800 00 000000	160.01	4.72
NELSON, LYNN S	10 E 300 1110 1100 00 000000	5,862.34	531.93
NELSON, LYNN S	10 E 300 1110 1305 00 000000	113.85	4.77
NEUHAUSEL, TIFFANY L	10 E 200 1110 1100 00 000000	7,147.44	1,167.02
NIKOLOPOULOS, ANNA	10 E 100 1650 1104 00 000000	2,740.00	2,157.92
O'LOONEY, MAUREEN A	10 E 300 1110 1290 00 000000	124.20	5.24
O'LOONEY, MAUREEN A	10 E 300 1110 1305 00 000000	175.95	7.34
O'LOONEY, MAUREEN A	10 E 300 1200 1100 00 000000	6,288.94	1,063.12
OSSYRA, MAUREEN	10 E 100 1200 1800 00 000000	1,885.08	144.21
OYER, AMY K	10 E 200 1200 1104 00 000000	2,290.00	1,485.02
PARKS, DAVID L	20 E 300 2540 1103 00 000000	5,529.68	2,319.40
PARKS, DAVID L	20 E 300 2540 1300 00 000000	23.84	4.17
PECK, MARCI C	10 E 200 2130 1103 00 000000	6,000.00	2,885.20
PENGIEL, BRITTANY A	10 E 200 2150 1100 00 000000	7,611.54	2,108.28
PHILLIPS, CHRISTINA M	10 E 200 1200 1104 00 000000	2,290.00	717.58
QUESADA, KYLA H	10 E 200 2410 1103 00 000000	4,243.00	2,024.88
RASSO, CLAIRE A	10 E 200 1110 1305 00 000000	196.65	8.24
RASSO, CLAIRE A	10 E 200 1200 1100 00 000000	7,140.88	607.77
ROBERTS, CHRISTINE D	10 E 200 1110 1100 00 000000	10,410.36	969.22
ROSEN, SHAWNA G	10 E 300 1110 1100 00 000000	4,729.58	340.98
SARAIYA, DEEPA N	10 E 300 1200 1104 00 000000	2,290.00	759.64
SCHMIDT, KATHARINE A	10 E 300 1110 1104 00 000000	1,605.05	1,543.57
SCHRADER, RACHEL A	10 E 200 1110 1100 00 000000	9,171.16	1,305.29
SCHRADER, RACHEL A	10 E 200 1110 1305 00 000000	196.65	8.24
SCHUR, REBECCA L	10 E 200 1110 1305 00 000000	196.65	8.23
SCHUR, REBECCA L	10 E 200 1200 1100 00 000000	5,931.80	1,117.49
SISLOW, DAVID J	10 E 200 1110 1100 00 000000	6,228.92	1,517.56
SISLOW, DAVID J	10 E 200 1110 1305 00 000000	82.80	3.46
STANGE, ED J	10 E 100 2320 1101 00 000000	20,181.32	2,599.20
STANGE, ED J	10 E 100 2320 2111 00 000000	1,954.74	81.90
STONEQUIST, SUSAN M	10 E 200 1110 1100 00 000000	15,589.72	1,025.80
STONEQUIST, SUSAN M	10 E 200 1110 1290 00 000000	330.26	13.84
STONEQUIST, SUSAN M	10 E 200 1110 1305 00 000000	196.65	8.24
STONEQUIST, SUSAN M	10 E 200 1110 1370 00 000000	828.00	34.70
STYCZEN, SHERI L	10 E 100 1110 1101 00 000000	10,625.00	2,360.62
SUKENIK, IVY D	10 E 200 2410 1101 00 000000	12,936.68	2,730.86

Payroll Expense Summary Report

Check Date: 10/1/2020 12:00:00 AM - 10/31/2020 12:00:00 AM		Sunset Ridge School District 29, IL	
Full Name	Pay Account	Total Paid	Total Benefits
SUKENIK, IVY D	10 E 200 2410 2111 00 000000	1,064.06	44.58
SWANSON, ELIZABETH C	10 E 200 1110 1100 00 000000	5,276.42	2,114.20
TENNENBAUM, JOANN	10 E 100 1110 1800 00 000000	2,746.53	39.82
THIEL, BRIAN D	10 E 100 1110 1103 00 000000	4,646.26	986.58
TIVERS, SARA R	10 E 300 1200 1104 00 000000	2,400.00	2,618.70
TREMONT, SHANNON A	10 E 200 1110 1100 00 000000	4,945.00	1,526.14
VANBOENING, SUSAN M	10 E 100 1110 1800 00 000000	762.93	22.50
VARUGHESE, NEHA R	10 E 100 1800 1100 00 000000	5,677.74	1,036.28
VARUGHESE, NEHA R	10 E 300 1110 1305 00 000000	196.65	8.24
VILLA, VALERIE A	10 E 100 1200 1800 00 000000	240.01	18.36
WENDT, ANNA G	10 E 300 1110 1100 00 000000	6,191.08	1,128.78
WENDT, ANNA G	10 E 300 1110 1290 00 000000	186.30	7.82
WESTFALL, PILAR M	10 E 200 1110 1100 00 000000	9,215.04	654.94
WIDDES, MICHELE L	10 E 200 1110 1100 00 000000	9,812.60	1,732.78
WIDDES, MICHELE L	10 E 200 1110 1305 00 000000	196.65	8.26
WIDDES, MICHELE L	10 E 200 1110 1370 00 000000	155.26	6.50
WIEDRICH, JILLIAN K	10 E 300 1110 1100 00 000000	5,561.66	1,097.98
WILKINSON, MATTHEW A	10 E 100 1110 1280 00 000000	247.62	10.40
WILKINSON, MATTHEW A	10 E 100 1650 1100 00 000000	5,776.48	1,162.26
WILKINSON, MATTHEW A	10 E 300 1110 1305 00 000000	393.30	16.46
ZOGBY, ROBIN C	10 E 200 1110 1100 00 000000	9,215.04	696.51
ZOGBY, ROBIN C	10 E 200 1110 1305 00 000000	196.65	8.24
Totals:		677,308.76	140,465.43

Bank Account Details

Sunset Ridge School District 29, IL				
Check Number	Check Date	Name on Check	Amount	Type
50320	10/30/2020	NCPERS GROUP LIFE INS	25.00	R - Regular
50319	10/30/2020	MADISON NATIONAL LIFE	892.81	R - Regular
50318	10/30/2020	EDUCATIONAL BENEFIT COOPERATIVE	103,390.35	R - Regular
50317	10/20/2020	ILLINOIS EDUCATION ASSOCIATION	2,052.96	R - Regular
50316	10/05/2020	TSA CONSULTING GROUP, INC.	23,149.99	R - Regular
50315	10/05/2020	SUNSET RIDGE EDUCATION ASSOCIATION	1,180.00	R - Regular
50314	10/05/2020	ILLINOIS EDUCATION ASSOCIATION	2,052.96	R - Regular
50313	10/05/2020	COLON, ANGELENA M	115.13	R - Regular
50312	10/05/2020	NASIEF, SONIA H	70.65	R - Regular
50311	10/05/2020	SCHMIDT, KATHARINE A	366.72	R - Regular
201800667	10/31/2020	PAYFLEX SYSTEMS USA, INC.	3,637.91	W - Wire Transfer
201800666	10/20/2020	TRS	26,152.43	W - Wire Transfer
201800665	10/20/2020	THIS	5,896.56	W - Wire Transfer
201800664	10/20/2020	INTERNAL REVENUE SERVICE	50,260.02	W - Wire Transfer
201800663	10/20/2020	IMRF	17,783.70	W - Wire Transfer
201800662	10/20/2020	ILLINOIS DEPARTMENT OF REVENUE	13,286.31	W - Wire Transfer
201800661	10/30/2020	UNITED HEALTHCARE VISION	442.94	W - Wire Transfer
201800660	10/30/2020	TRUSTMARK VOLUNTARY BENEFIT SOLUTIONS,	350.18	W - Wire Transfer
201800659	10/30/2020	RELIANCE STANDARD LIFE INSURANCE COMPANY	381.46	W - Wire Transfer
201800658	10/30/2020	DELTA DENTAL OF IL	4,064.40	W - Wire Transfer
201800657	10/05/2020	TRS	25,932.97	W - Wire Transfer
201800656	10/05/2020	THIS	5,847.12	W - Wire Transfer
201800655	10/05/2020	INTERNAL REVENUE SERVICE	49,518.25	W - Wire Transfer
201800654	10/05/2020	ILLINOIS DEPARTMENT OF REVENUE	13,056.43	W - Wire Transfer
100000890	10/31/2020	ISDLAF FEES	35.00	M - Manual
Check Grand Totals:			349,942.25	

Bank Account Details

Sunset Ridge School District 29, IL

Check Number	Check Date	Name on Check	Amount	Type
9000003649	10/05/2020	WAGEWORKS	7,432.67	A - ACH
9000003763	10/20/2020	TSA CONSULTING GROUP, INC.	23,029.98	A - ACH
9000003764	10/20/2020	WAGEWORKS	7,432.67	A - ACH
Check Grand Totals:			37,895.32	

SUNSET RIDGE SCHOOL DISTRICT 29 VENDOR DISBURSEMENTS LIST #1

This is to certify that the Board of Education, Northfield Township School District 29, at its regular meeting of 11/10/2020 took action to ratify the attached **Accounts Payable Bills, totaling \$90,206.40**

The following check numbers were used:

Vendor A/P:

A/P Checks	50760-50810	\$ 89,786.60
Total:		<u>\$ 89,786.60</u>
 A/P ACH's	 9000000000-90000000006	 \$ 419.80
Total:		<u>\$ 419.80</u>
 Grand Total:		 <u><u>\$ 90,206.40</u></u>

Secretary, Board of Education

President, Board of Education

Date

Date

Check Listing with Detail

Sunset Ridge School District 29, IL

Check Number	Vendor Name	Invoice Description	Check Date	Amount
50760	ALEJANDRO, ANTONIO	Traffic Control - Oct'20	11/10/2020	840.00
50761	ALVARADO, RICHARD A	Traffic Control - Oct'20	11/10/2020	210.00
50762	BARRON, LYNN H	Colleague to Colleague Committee Consultation (10/2/20)	11/10/2020	300.00
50763	CLASSROOM CONNECTION DAY SCHOOL	Student Tuition Sep'2020 Student Tuition - Oct'20	11/10/2020	17,350.20
50764	EARVOLINO, PHILIP	MAP Analysis updated for 2020-2021	11/10/2020	1,500.00
50765	FACTS4ME, INC	Fact4Me School Subscription Renewal (expires 11/19/21)	11/10/2020	150.00
50766	FRANCZEK	Legal Services rendered as of 9/30/2020	11/10/2020	8,281.25
50767	GALLAGHER BASSETT SERVICES, INC.	MFS: 6 month asbestos reinspection	11/10/2020	750.00
50768	GRAINGER, INC.	District: Disposable face shields (June backorder received) District: Disposable gloves District: Disposable gloves SRS: Utility cart District: Social distancing floor signs	11/10/2020	602.40
50769	HEINEMANN PUBLISHING	Curriculum resources - Units of Study for Teaching Writing/Reading (Grade 6) & Reading for Empathy and Advocacy book	11/10/2020	269.95
50770	HODGES LOIZZI EISENHAMMER RODICK & KOHN LLP	Legal Services rendered as of 9/30/20	11/10/2020	52.50
50771	HOME DEPOT PRO	District: Disinfecting wipes	11/10/2020	252.36
50772	HOUSE OF RENTAL & SALES, INC.	MFS: Tent rental monthly	11/10/2020	1,400.00
50773	HYDE PARK DAY SCHOOLS	Student Tuition (June & July'2020)	11/10/2020	7,669.92
50774	ILLINOIS STATE POLICE	ORI: IL016029S Replenish live scan account (Cost Center: 03291)	11/10/2020	1,000.00
50775	IMPACT NETWORKING, LLC	Copier meter group overage charges (MF & SRS) (7/15-10/14/20)	11/10/2020	2,565.67
50776	INTEGRATED SYSTEMS CORPORATION	Service Bureau Subscription Fee	11/10/2020	134.00
50777	INTERMOUNTAIN DEACONESS CHILDREN'S SERVICES	Student Tuition and Room & Board (8/30-9/30/20)	11/10/2020	18,668.26
50778	INTERSTATE ELECTRONICS COMPANY	MFS: Rauland wall clocks	11/10/2020	922.00
50779	JUNIOR LIBRARY GUILD	ebook Platform Bundle	11/10/2020	558.00
50780	K & M MARKETING INC	Soccer Uniforms - jerseys & shorts (Qty: 50)	11/10/2020	2,825.00
50781	LEARNING A TO Z	Raz-Kids.com Subscription Licenses	11/10/2020	26.23
50782	LEARNING ALLY	Learning Ally - License Renewal FY20-21	11/10/2020	1,099.00
50783	MACGILL & CO	Nurse supplies	11/10/2020	151.66

Check Listing with Detail

Sunset Ridge School District 29, IL

Check Number	Vendor Name	Invoice Description	Check Date	Amount
50784	MAKE MUSIC	SmartMusic subscriptions 5th grade FY20-21	11/10/2020	960.00
50785	MHS	Connors CPT 3 - 10 Uses	11/10/2020	105.00
50786	NEWHOPE ACADEMY	Student Tuition - Oct'20	11/10/2020	4,940.10
50787	NIR ROOF CARE, INC.	SRS: Roof leak repair	11/10/2020	750.00
50788	NORTHFIELD PARK DISTRICT	MFS: Landscaping services for Aug/Sep 2020	11/10/2020	2,625.00
50789	NOTABLE, INC.	Kami Subscription District License (for School Year until 7/31/21)	11/10/2020	1,680.00
50790	NQC LITERACY LLC	Literacy Coaching MFS and SRS 10/13 and 10/27 (3 hrs each day)	11/10/2020	1,800.00
50791	OFFICE DEPOT	Supplies (1st MF invoice) Supplies (Final PO invoice for MF) Science Supplies Supplies (1st shipment) Supplies (2nd shipment)	11/10/2020	249.43
50792	ORKIN	SRS: Pest management services for October 2020 MFS: Pest management services for October 2020	11/10/2020	120.00
50793	PALOS SPORTS	Tape for dismissal (partial PO payment as final item may be on backorder for extended time)	11/10/2020	29.95
50794	PEARSON- NCS PEARSON INC	WIAT-III Digital Stimulus book and Q-Global usages	11/10/2020	337.00
50795	PITNEY BOWES RESERVE ACCOUNT	Pre-payment for postage to Reserve Account #48501050 (SRS Postage Machine)	11/10/2020	750.00
50796	POSTMASTER	POSTAGE ADDED TO PERMIT #75 FOR BULK MAILING OF NEWSLETTER	11/10/2020	750.00
50797	PRO-ED	SLDT-E: NU Virtual Picture Book (Order resulting from Covid-19)	11/10/2020	73.00
50798	QUINLAN & FABISH MUSIC	Jazz Books (order 1 of 2) Jazz Books (order 2 of 2)	11/10/2020	274.48
50799	RAMROD DISTRIBUTORS	Hand-held disinfecting tool (Covid-19 related purchase - payment on behalf of Christian Heritage Academy) Disinfecting wipes (Covid-19 related purchase - payment on behalf of Christian Heritage Academy) Disinfectant cleaner (Covid-19 related purchase - payment on behalf of Christian Heritage Academy)	11/10/2020	1,353.25
50800	SAVVAS LEARNING COMPANY (PEARSON EDUCATION)	Within Word Pattern V2 - Books for 2nd grade	11/10/2020	12.82
50801	SEESAW	Seesaw Renewal (11/1/20-10/31/21)	11/10/2020	1,210.00
50802	SFM CONSULTANTS INC., STEVEN MARCELLINO	Traffic Control - Oct'20	11/10/2020	1,425.00
50803	STATE INDUSTRIAL PRODUCTS	SRS: Drain maintenance program monthly - October 2020 MFS: Drain maintenance program monthly - October 2020	11/10/2020	261.58
50804	STERICYCLE INC.	District: Medical waste disposal monthly - November 2020	11/10/2020	85.96
50805	SYMMETRY ENERGY SOLUTIONS, LLC	Natural gas supplier/commodity charges (Sep'2020)	11/10/2020	189.51

Check Listing with Detail

Sunset Ridge School District 29, IL

Check Number	Vendor Name	Invoice Description	Check Date	Amount
50806	TSA CONSULTING GROUP, INC.	Retirement Plan Administration & Compliance Services - Oct'20	11/10/2020	50.00
50807	WASTE MANAGEMENT NORTH	Waste hauling services - SRS Waste hauling services - MFS	11/10/2020	686.12
50808	WHITE ZAROV, ALICE	Colleague to Colleague Committee Consultation (9/28/20)	11/10/2020	200.00
50809	WNEK, JOSEPH MICHAEL	Traffic Control - Oct'20	11/10/2020	840.00
50810	ZIONS FIRST NATIONAL BANK	Annual Paying Agent & Lessor Fee - Series 2015 Lease Certificates	11/10/2020	450.00
Grand Total:				89,786.60

Check Listing with Detail

Sunset Ridge School District 29, IL

Check Number	Vendor Name	Invoice Description	Check Date	Amount
9000000000	BEERHEIDE, THOMAS R	Cell phone reimbursement	11/10/2020	50.00
9000000001	DORSEY, DANA B	Supplemental resource for math/behavior intervention group (Teachers Pay Teachers receipt - 9/20/20)	11/10/2020	4.50
9000000002	DREHER, COREY L	Cell Phone Reimbursement	11/10/2020	50.00
9000000003	DUNHAM, EMILY A	Cell Phone Reimbursement	11/10/2020	50.00
9000000004	KIEDAISCH, JENNIFER A	Panera Lunch for Committee - Reimbursement Cell Phone Reimbursement	11/10/2020	165.30
9000000005	STYCZEN, SHERI L	Cell Phone Reimbursement	11/10/2020	50.00
9000000006	SUKENIK, IVY D	Cell Phone Reimbursement	11/10/2020	50.00
Grand Total:				419.80

SUNSET RIDGE SCHOOL DISTRICT 29 VENDOR DISBURSEMENTS LIST #2

This is to certify that the Board of Education, Northfield Township School District 29, at its regular meeting of 11/10/2020 took action to ratify additional vendor disbursements issued during October & November 2020.

The following check numbers were used:

Vendor A/P:

A/P Checks	50722-50759	\$ 102,582.09
		<u>\$ 102,582.09</u>
A/P Voids	50369	\$ (7.30)
		<u>\$ (7.30)</u>
A/P Advice(s)	201800446	\$ 34,978.97
	201800447	\$ 4,111.36
	201800448	\$ 498.19
		<u>\$ 39,588.52</u>
A/P Manual Check	None	\$ -
	Total	<u><u>\$ 142,163.31</u></u>

Student Activity:

Checks	None	\$ -
	Total	<u><u>\$ -</u></u>

Secretary, Board of Education

President, Board of Education

Date

Date

Check Listing with Detail

Sunset Ridge School District 29, IL

Check Number	Vendor Name	Invoice Description	Check Date	Amount
50722	BARRON, LYNN H	Colleague to Colleague Committee Consultation (9/28/20)	10/23/2020	200.00
50723	BESS HARDWARE	MFS: Maintenance supplies	10/23/2020	4.60
50724	BLICK ART MATERIALS	Markers crayola (130 sets)	10/23/2020	437.21
50725	CALL ONE	Phone Service: 10/15-11/14/20	10/23/2020	1,059.53
50726	CAPSTONE	Pebble Go Renewal (9/25/20-9/25/21)	10/23/2020	1,799.00
50727	CASSANDRA STRINGS INC.	Natural Rosin - dark	10/23/2020	37.64
50728	CDW GOVERNMENT, INC.	Meraki Dual-Band Omni Antennas for outdoor access points (Qty: 8) Microsoft Office District Renewal	10/23/2020	3,186.96
50729	COHEN, CARLY M	Professional Growth - Wilson Language Training Corp. WRS Level I Certification	10/23/2020	750.00
50730	COMCAST CABLE	Internet Service 10/13-11/12/20 (Acct: 8771 10 130 0311103); Includes adjustment for contract renewal	10/23/2020	196.26
50731	DE LAGE LANDEN FINANCIAL SERVICES	Contract #500-50096203 - Copier Lease Payment (10 Konica Minoltas)	10/23/2020	1,458.29
50732	DEMPSEY, PAIGE A	Reimbursement for FY20-21 classroom purchases	10/23/2020	383.42
50733	FLAGHOUSE	MFS: Smirthwaite hi-riser changing bench	10/23/2020	5,985.25
50734	GDI SERVICES INC.	District: Janitorial services for July 2020 District: Janitorial services for August 2020; includes credit for July and August labor shortages District: Janitorial services for September 2020	10/23/2020	37,301.98
50735	HEINEMANN PUBLISHING	Units of Study in Phonics (Grade 1); Units of Study for Teaching Reading (Grades K, 1, 3)	10/23/2020	1,266.10
50736	INTEGRATED SYSTEMS CORPORATION	Service Bureau Subscription Fee	10/23/2020	134.00
50737	J.W.PEPPER & SON INC.	Music Order - eprint Music Order (partial delivery) Music Order (final delivery)	10/23/2020	66.84
50738	LAUTERBACH & AMEN, LLP	Professional services rendered in connection with the audit of the financial statements for the fiscal year ended 6/30/20 - Progress Billing Professional services rendered in connection with the audit of the financial statements for the fiscal year ended 6/30/20 - Final Billing	10/23/2020	20,500.00
50739	MIDAMERICAN ENERGY COMPANY	SR Service 8/13-9/14/20 (Energy Supply & Electricity Distribution) MF Service 8/14-9/15/20 (Energy Supply & Electricity Distribution)	10/23/2020	5,129.26
50740	MILIEU DESIGN LLC	SRS: Landscaping services for September 2020	10/23/2020	2,740.00
50741	NELCO	Check stock & check envelopes; Blank W2/1099 universal forms and envelopes	10/23/2020	730.68
50742	NELS JOHNSON	SRS: Stump grinding of linden that fell	10/23/2020	170.00
50743	NEWHOPE ACADEMY	Student tuition (FY20-21 rate adjustment retroactive for August and September 2020)	10/23/2020	284.24
50744	NIR ROOF CARE, INC.	MFS: October 2020 roof care plan service visit SRS: October 2020 roof care plan service visit	10/23/2020	1,700.00

Check Listing with Detail

Sunset Ridge School District 29, IL

Check Number	Vendor Name	Invoice Description	Check Date	Amount
50745	OFFICE DEPOT	2nd Grade Supplies 5th Science Supplies for Space Unit Supplies SRS Office Order - Earbuds (Qty: 40) (1st invoice as remainder on backorder) SRS Office Order - Earbuds (Qty: 30) (Final invoice) Office supplies Office supplies (remaining shipment)	10/23/2020	673.39
50746	PRO-ED	TWF-3:CA: Test of Word Finding--Third Edition: Computer Administered (Purchase resulting from COVID-19)	10/23/2020	495.00
50747	RAMROD DISTRIBUTORS	SRS: Janitorial supplies SRS: Janitorial supplies SRS: Janitorial supplies MFS: Janitorial supplies MFS: Janitorial supplies MFS: Janitorial supplies District: Electrostatic sprayer (Qty:1) Covid-19 related purchase	10/23/2020	2,709.79
50748	SAVVAS LEARNING COMPANY (PEARSON EDUCATION)	Order for 2nd grade - Words Their Way Classroom (Letter Name; Within Words Patterns, Syllables & Affixes)	10/23/2020	224.33
50749	SCHOLASTIC INC.	New Classroom Collection - Book order for new K teacher	10/23/2020	387.50
50750	SCHOOL SPECIALTY INC.	Pacon U-Create all In one art journals (Qty: 260)	10/23/2020	1,383.20
50751	SEPTRAN, INC.	Student Transportation (Sep'2020)	10/23/2020	4,503.00
50752	STRATEGIA CONSULTING LLC	Communication Strategy Consulting (9/17; 9/19/20)	10/23/2020	625.00
50753	UNIQUE PRODUCTS AND SERVICE CORP.	District: Automatic foaming hand sanitizer, dispensers, and stands (Qty: 4 each)	10/23/2020	1,400.00
50754	UNITED DISPATCH AGENT FOR 303 TRANS	Student Transportation - Sep'2020	10/23/2020	2,272.00
50755	VILLAGE OF NORTHFIELD	Water/Sewer - Sunset Ridge (8/25-9/18/20) (Acct: 670400360000) Water/Sewer - Middlefork 8/21-9/18/20 (Acct: 6704003400-00)	10/23/2020	399.96
50756	PARENT 1	Travel Reimbursement	10/23/2020	1,286.76
50757	VOCABULARYSPELLINGCITY.COM	SpellingCity Premium Membership Annual Renewal FY20-21 (Additional licenses)	10/23/2020	324.00
50758	WAREHOUSE DIRECT	District: PPE supplies	10/23/2020	139.90
50759	WESTERN PSYCHOLOGICAL SERVICES (WPS)	CAPs (Clinical Assessment of Pragmatics) Online Kit - Purchased due to Covid-19	10/23/2020	237.00
Grand Total:				102,582.09

Bank Account Details**Sunset Ridge School District 29, IL**

Check Number	Vendor Name	Check Date	Amount	Type	Reconciliation
50369	PARENT 16	06/24/2020	(7.30)	V - Void	
Check Grand Totals:			(7.30)		

Check Listing with Detail

Sunset Ridge School District 29, IL

Check Number	Vendor Name	Invoice Description	Check Date	Amount
201800446	MASTERCARD	Card 3092 Dunham - Audible, TeachersPayTeachers.com, Amazon Card 6857 Beerheide - Ultramed Urgent Care, Amazon (Covid-19 related purchases) Card 6857 Beerheide - Amazon, Sage Publications, Ilmea, PNS Noodle Shop Card 4785 SRS Account 1- Taco Nano (Beg of year new Teacher lunch) Card 9958 Kiedaisch - Amazon, Discount School Supply, Staples (Purchases due to Covid-19) Card 9958 Kiedaisch - Amazon, Card and Party Giant, Marianos Card 3983 Stange - School Specialty, Keurig, Sage Publications, Amazon Card 8395 Sukienik - Vita Persona LLC, Amazon (Covid-19 related purchases) Card 8395 Sukienik - Amazon, Sage Publications, Vital Source Technologies, Cultures of Dignity, Blick Art Card 1630 Dreher - Amazon, AVC Custom Cases, The Hearingspot, Rhino Medical Supply Inc, House of Rental, Sustainable Supply (purchases due to Covid-19) Card 1630 Dreher - Lowes, OfficeMax/Depot, Medstock, Cubesmart, Usps Card 3150 Styczen - Zoom, Amazon (Purchases due to Covid-19) Card 3150 Styczen - Amazon, Screencloud, Kami, Adobe, Apple, Corwin Learning, Phonics Hero, Ups (refunds), Networksolutions, Soundtrap	10/16/2020	34,978.97
201800447	COMCAST	Ethernet Service (Acct 901517718)	10/22/2020	4,111.36
201800448	NICOR GAS	MF Gas delivery charges (8/1-9/1/20) SRS Gas delivery charges (8/1-9/1/20)	10/20/2020	498.19
Grand Total:				39,588.52




SUNSET RIDGE SCHOOL DISTRICT 29

525 Sunset Ridge Road • Northfield, Illinois • 60093

847 881 9400 • Fax: 847 446 6388 • www.sunsetridge29.net

Cultivating a learning community that engages the hearts and minds of students, one child at a time

TO: District 29 Board of Education

FROM: Edward J. Stange 

DATE: November 10, 2020

SUBJECT: Freedom of Information Act Requests Log

The District received the following Freedom of Information Act (FOIA) requests since the October 2020 Board of Education meeting.

Requestor	Date of Request	Information Requested	Response	Date of Response
Vince Espi	10/19/2020	Guest speaker contracts	Sent copies of contracts and invoices	10/20/2020
SmartProcure	10/19/2020	Purchasing information	Sent purchasing log/invoices	10/20/2020



Sunset Ridge School District No. 29 Rankings

Niche rankings are based on rigorous analysis of data and reviews. [Read more about how we calculate our rankings.](#)



National



Districts with the Best Teachers in America
#47 of 11,645



Best Places to Teach in America
#54 of 11,294



Safest School Districts in America
#695 of 11,749

Illinois



Best Places to Teach in Illinois
#9 of 651



Districts with the Best Teachers in Illinois
#9 of 639



[Safest School Districts in Illinois](#)
#43 of 666

Chicago Area



Districts with the Best Teachers in Chicago Area
#9 of 246



Best Places to Teach in Chicago Area
#9 of 231



Safest School Districts in Chicago Area
#15 of 254

Cook County



Districts with the Best Teachers in Cook County
#5 of 112



Best Places to Teach in Cook County
#6 of 115



Safest School Districts in Cook County
#7 of 116



Middlefork Primary School Rankings

Niche rankings are based on rigorous analysis of data and reviews. [Read more about how we calculate our rankings.](#)



National



Best Public Elementary
School Teachers in
America
#88 of 49,930



Best Public Elementary
Schools in America
#747 of 50,861

Illinois



Best Public Elementary
School Teachers in
Illinois
#2 of 2,213



Best Public Elementary
Schools in Illinois
#41 of 2,250

Chicago Area



Best Public Elementary
School Teachers in
Chicago Area
#1 of 1,414



Best Public Elementary
Schools in Chicago Area
#40 of 1,453

Cook County



Best Public Elementary
School Teachers in Cook
County
#1 of 804



Best Public Elementary
Schools in Cook County
#8 of 840



Sunset Ridge Elementary School Rankings

Niche rankings are based on rigorous analysis of data and reviews. [Read more about how we calculate our rankings.](#)



National



Best Public Middle
School Teachers in
America
#84 of 24,386



Best Public Middle
Schools in America
#440 of 25,220

Illinois



Best Public Middle
School Teachers in
Illinois
#3 of 1,341



Best Public Middle
Schools in Illinois
#18 of 1,381

Chicago Area



Best Public Middle
School Teachers in
Chicago Area
#2 of 813



Best Public Middle
Schools in Chicago Area
#17 of 854

Cook County



Best Public Middle
School Teachers in Cook
County
#2 of 569



Best Public Middle
Schools in Cook County
#5 of 608



SUNSET RIDGE

SCHOOL DISTRICT 29 BOARD NEWSLETTER

*Cultivating a learning community that engages
the hearts and minds of students, one child at a time.*

THE JOURNEY TO REOPENING SCHOOL



Beginning in May, District 29 initiated preparations for a year that we knew would be unlike any other, not just in District 29 history, but indeed in public education nationwide. While only a handful of months into the COVID-19 pandemic at that time, it was clear that we would need to anticipate a myriad of issues and challenges to reopening schools.

We began by forming two separate committees. The Return to School Task Force, comprised of teachers, staff, administration, and Board of Education members, met over the summer at least weekly to review COVID-19 data, digest local and regional case metrics, understand guidance from federal and state agencies, and brainstorm practical ways to keep our students and staff safe and engaged in both remote and in-person learning environments. Our Advisory Committee, which included District parents/guardians, medical professionals, and mental health experts, reviewed the Task Force's plans as they were developed to ensure they could be executed as successfully and safely as possible.

After mid-summer parent and staff survey results indicated 91% of parents and 83% of staff preferred an in-person start to the school year, the Task Force designed a "Staged Return to School Plan" that would gradually and safely reopen our doors to students. Additionally, a fully remote option was also developed in order to serve those families that preferred to have their students learn from home. The District conducted further parent and staff surveys, held multiple School Board meetings, and facilitated a Town Hall meeting to educate families about our plans, answer questions, and garner feedback.

On August 25, 2020, District 29 joined a small minority of public schools in Illinois that reopened their doors to daily in-person learning for all students (Stage II of our plan)! Teachers learned new procedures and protocols, modified instructional practices, and began simultaneously teaching students attending class in-person and participating in class virtually. Parents made personal sacrifices to support online learning and keep students with any illness home from school. Students quickly adapted to the new learning environment, some attending school for the first time in their young lives. Our students are engaged, our curriculum remains challenging, and our safety protocols are thorough and efficient thanks to the

collective efforts of our entire District 29 community.

At the same time, we are well aware that conditions can change quickly, and we must remain vigilant and nimble. Moving forward, the Return to School Task Force will meet monthly to analyze data relative to the regional and local prevalence of COVID-19, school operational metrics, PPE and cleaning supply levels, and ongoing staff and parent survey data to evaluate the need and/or ability to transition between stages of the plan.

When we first started this process, we anchored our planning to the premise that in-person learning was unequivocally superior to any other learning environment, and thus it was our goal for as many students as possible to resume in-person learning as soon as possible in a safe and responsible manner.

I am writing this article 35 days after we re-opened our schools. Each day, I see students that are engaged and learning, connecting socially, and having fun. Our staff, while understandably uneasy about the return to in-person learning, have demonstrated great creativity and fanatical commitment. Our parents have accepted inconveniences, faithfully supported our plans, and showered us with overwhelming support.

There certainly have been unexpected challenges, bumps in the road, and revisions to our original plans since we started. However, by all working together and maintaining our "growth mindset", we continue to learn from our experiences and make progress every day. I thank our staff, students, and families for their collective efforts and individual sacrifices that have resulted in our successful return to school.

Dr. Edward Stange
Superintendent, District 29

The comprehensive Return to School Plan
can be viewed on the District 29 website:

www.sunsetridge29.org/parents/return_to_school

CREATING A SAFE PHYSICAL ENVIRONMENT

The District 29 Return to School Plan includes a variety of protocols and strategies aimed at supporting a safe learning environment for students and staff. These include:

- Limiting on-site visitors to essential individuals
- Daily health self-certification for every student and staff member
- On-site temperature checks for all students and visitors prior to entering our buildings
- Mandated use of face coverings by all students, staff, and visitors
- Maximizing physical distance of individuals, when feasible
- Organizing students in contained “Pods” to limit cross contamination and assist with contact tracing
- Increased emphasis on teaching and practicing appropriate hygiene
- Increased frequency of cleaning and disinfection of our facilities throughout the school day
- The purchase of specialized equipment (e.g., thermometers, student and teacher desk shields, specialized disinfecting equipment)
- Strict adherence to IDPH response protocols when an individual is ill or has been diagnosed with COVID-19
- On-going networking and planning with other public schools in the New Trier Township to monitor metrics and implement “best practices”

While no strategy can entirely eliminate the possibility of COVID-19 entering our schools, our plan includes the preventative measures endorsed in the COVID-19 literature, and exceeds the guidance of health and education officials.



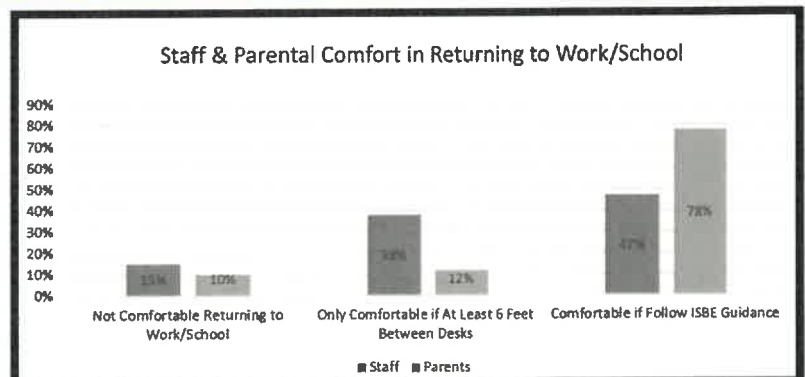
Student desks are spaced for maximum distance and individual desk shields offer an added layer of protection



Mrs. Zogby (4th Grade) takes a student's temperature before entering school

SURVEYING STAKEHOLDERS: CREATING FEEDBACK LOOPS

Since the pandemic began impacting public schools in March, District 29 has conducted over a dozen parent, staff, and student surveys. These critical feedback loops have aided in the design and refinement of the Return to School Plan, resulted in the improvement of instruction and communication systems, and provided critical information to understand the needs of all stakeholders.



FACILITATING CONNECTIONS

One of the greatest challenges of COVID-19 for our schools is the impact it has on our ability to enjoy what is at the heart of District 29--the personal connections between our students, our staff, and our families. Recognizing that students and staff alike would need to acclimate to school in this new world, the District scheduled "orientation days" for students to visit classrooms before school started.

When students began attending classes, staff scheduled regular breaks throughout each day for students to remove face

coverings, eat a snack, and connect with peers. Staff blended structured and unstructured activities that facilitated responsible physical movement and social engagement. Homeroom teachers and "advisors" (Junior High) also connected students in their learning communities. Activities and experiences for staff and students to connect and offer mutual support were facilitated through D29 Connect, our District 29 Social and Emotional Learning umbrella.



Left: Kindergarten students enjoying the playground



Right: 7th-grade advisory students have a daily "check out" session



Dr. Stange (Superintendent) having fun with Mrs. Berkhof's 1st grade class

FOCUSING ON GROWTH AND IMPROVEMENT

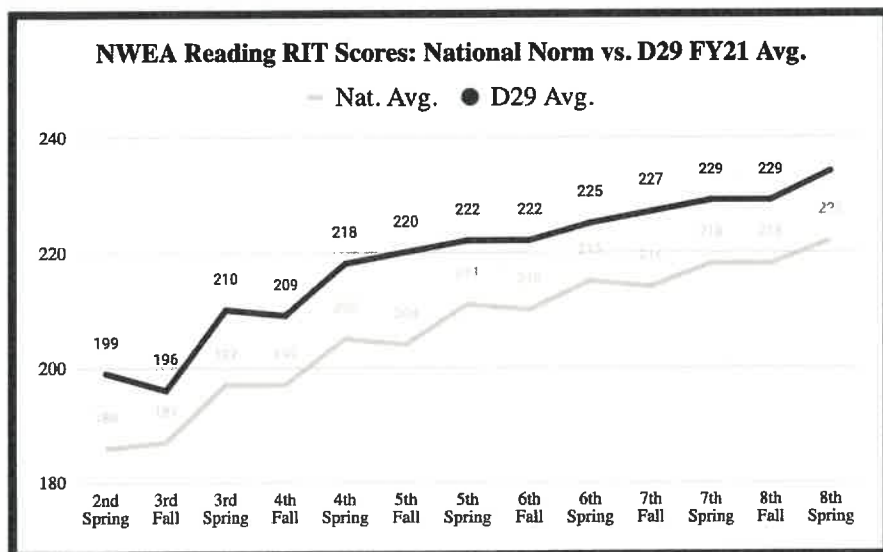
A Growth Mindset is a seminal anchor-point for District 29 in 2020. That means first understanding our starting place, then focusing on continuous improvement with plans, protocols, communication systems, and students.

When the Return to School plan was officially unveiled in August, it was called a "living document" to convey the understanding that it would require continued revision and refinement as new guidance and information became available. Since then, the plan has seen three revisions to accommodate new mandates and incorporate "lessons learned."

To assess student's emotional status, students and parents completed the Panorama Social-Emotional Survey. The survey yielded data on family-school communi-

cations, access to supports, student experiences with distance learning, academic functioning, interpersonal connections, and mental-health needs. This information helped to understand each student's "starting place," and allowed us to plan programming and supports accordingly.

After 2-weeks of instruction, students completed standardized academic assessments using the NWEA-MAP tests and Fountas and Pinnell assessment. These crucial instruments afforded rich quantitative and qualitative data on student academic needs to guide instructional planning. They also help us to understand any deficits that may have formed due to the closure of in-person school last spring, generally referred to as "COVID Slide."





SUNSET RIDGE SCHOOL DISTRICT 29

525 Sunset Ridge Road
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UPCOMING EVENTS

see more at www.sunsetridge29.org

NOV
10

Education Committee Meeting
Sunset Ridge School

6:00 p.m.

NOV
10

Board of Education Meeting
Sunset Ridge School

7:00 p.m.

DEC
8

Education Committee Meeting
Sunset Ridge School

6:00 p.m.

DEC
8

Board of Education Meeting
Sunset Ridge School

7:00 p.m.

JAN
12

Finance/Facilities Committee Meeting
Sunset Ridge School

6:00 p.m.

JAN
12

Board of Education Meeting
Sunset Ridge School

7:00 p.m.

DISTRICT BOARD MEMBERS

Adelbert Spaan, President
Nancy Detlefsen, Vice President
Amanda Alpert Knight
Bill Hayes
Anne Peterson
Scott Subeck
Rory Welch

DISTRICT 29 ADMINISTRATORS

Edward Stange, Ph.D.,
Superintendent
stangee@sunsetridge29.org

Ivy Sukenik, Ed.D.,
Sunset Ridge Principal
sukeniki@sunsetridge29.org

Jennifer Kiedaisch, M.A.,
Middlefork Principal
kiedaischj@sunsetridge29.org

Tom Beerheide, M.S.Ed.,
Chief School Business Official
beerheidet@sunsetridge29.org

Emily Dunham, Ed.S.,
Director of Student Services
dunhame@sunsetridge29.org

Sheri Styczen, MEd,
Director of Technology
styczens@sunsetridge29.org

Corey Dreher,
Director of Buildings and Grounds
dreherc@sunsetridge29.org

To send a message to the Board of Education, please visit our "Board Members"
page on the District 29 website:
https://sunsetridge29.org/board_of_education/board_members



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DATE: November 10, 2020

TO: Board of Education
Dr. Ed Stange, Superintendent

FROM: Tom Beerheide, Chief School Business Official

RE: ^{TRB} Post-Issuance Tax Compliance Report

Under the federal tax and security laws, the District is required to present to the Board of Education the Post-Issuance Tax Compliance Report. This report does not require Board of Education approval rather it is for informational purposes only. This report discloses the tax compliance monitoring requirements related to the tax-exempt status of the bonds issued related to the new school.

The IRS has an active audit program and regularly audits tax-exempt bond issues. As part of an audit, the IRS generally demands extensive records concerning post issuance use of proceeds as well as all of the documents in the bond transcript relating to the issuance of the bonds (and documents relating to obligations refunded by bonds, if any). The IRS also sends compliance questionnaires to issuers inquiring about bond issues and about record keeping policies for the bonds. Adopting, maintaining, and complying with adequate record keeping policies will help the District answer IRS audit questions and IRS compliance questionnaires and should provide the District with a more favorable settlement of tax issues if the District needs to approach the IRS as part of a voluntary settlement program.

As per the attached, the District is in compliance and has met all of the compliance monitoring requirements. The District will need to comply with the record keeping requirements for at least as long as any of the bonds are outstanding, plus three years.

Attachment

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

POST-ISSUANCE TAX COMPLIANCE REPORT

To: Board of Education of School District Number 29, Cook County, Illinois

Pursuant to my responsibilities as the Compliance Officer as set forth in a Bond Record Keeping Policy (the "*Policy*") adopted by the Board of Education (the "*Board*") of School District Number 29, Cook County, Illinois (the "*District*"), on the 13th day of October, 2015, I have prepared a report reviewing the District's contracts and records to determine whether the Tax Advantaged Obligations (as defined in the Policy), comply with the applicable federal tax requirements. In accordance with the proceedings and agreements under which the Tax Advantaged Obligations were issued, the District has covenanted generally to take all action necessary to comply with the applicable federal tax rules and regulations relating to the Tax Advantaged Obligations, including covenants necessary to preserve the excludability of interest on the Tax Advantaged Obligations from gross income for federal income taxation purposes. The following sets forth a summary demonstrating the District's compliance with such covenants and expectations.

(a) *Records.* I have in my possession all of the records required under the Policy.

(b) *Arbitrage Rebate Liability.* I have reviewed the agreements of the District with respect to each issue of the Tax Advantaged Obligations. The District is exempt for arbitrage rebate liability under the small issuer and six month spend down exemption.

(c) *Contract Review.* I have reviewed copies of all contracts and agreements of the District, including any leases, with respect to the use of any property owned by the District and acquired, constructed or otherwise financed or refinanced with the proceeds of the Tax Advantaged Obligations and other records. At this time, each issue of the Tax Advantaged Obligations complies with the federal tax requirements applicable to such issue, including restrictions on private business use, private payments and private loans.

(d) *IRS Examinations or Inquiries.* The Internal Revenue Service (the “IRS”) has not commenced an examination of any issue of the Tax Advantaged Obligations. The IRS has not requested a response to a compliance check, questionnaire or other inquiry.

Based upon the foregoing, I believe that the District is currently in compliance with the applicable tax law requirements and no further action is necessary at this time. This report will be entered into the records of the District and made available to all members of the Board at the next regular meeting thereof.

Respectfully submitted this 10th day of November, 2020.

By 
Compliance Officer



SUNSET RIDGE SCHOOL DISTRICT 29

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Cultivating a learning community that engages the hearts and minds of students, one child at a time

DATE: November 10, 2020

TO: Board of Education
Dr. Edward Stange, Superintendent

FROM: Tom Beerheide, Chief School Business Official
TRB

RE: Approval of 2020 Tentative Levy

Background:

The Finance/Facilities Committee reviewed the attached 2020 levy calendar and tentative levy at the October 13, 2020 meeting. The proposed tentative levy is 5.0 percent which represents an increase over the previous year's extension from \$13,552,730 to \$14,231,000 not including the levy for debt service. The tax cap will limit the increase to the 2019 Consumer Price Index (CPI), 2.30%, plus any new construction that has been added to the tax base.

The District levies higher than the anticipated amount realized from the tax cap in order to ensure it receives the maximum property tax receipts as well as any new construction permissible under the tax cap to support the instructional programs in the District.

Upon approval, the tentative levy will be published in the Winnetka Talk on November 26th and it will be available for public display in the District office. The hearing and adoption of the final levy will take place at the December 8th Board of Education meeting.

Recommendation:

For the Board of Education to approve the 2020 tentative levy as presented.

Attachments

SUNSET RIDGE SCHOOL DISTRICT 29

2020 TAX LEVY CALENDAR

October 13, 2020

Finance/Facilities Committee review of the 2020 Estimate of levy

November 10, 2020

Scheduled Board of Education meeting and review of the Estimate of Levy for Tax Year 2020

- Timely Board of Education approval of an official estimate of levy is required to fulfill statutory Truth in Taxation requirements. State Statute requires that an estimate of levy must be approved not less than 20 days prior to the date it adopts the final levy.

November 26, 2020 – December 8, 2020

- Prescribed form of notice of public hearing must be published in a newspaper with general circulation within the school district no more than fourteen nor less than seven days prior to the public hearing. The District will publish the proposed levy and the date and time of the December levy hearing on Thursday, November 26, 2020.

December 8, 2020

Public Hearing on the 2020 Tax levy and adoption of the 2020 Tax levy

December 29, 2020

Last day to file 2020 Tax levy with the Cook County Clerk

**RESOLUTION REGARDING ESTIMATED AMOUNTS
NECESSARY TO BE LEVIED FOR THE YEAR 2020**

WHEREAS, the *Truth in Taxation Law* requires a taxing district to determine the estimated amounts of taxes necessary to be levied for the year not less than 20 days prior to the official adoption of the aggregate tax levy of the district; and

WHEREAS, said statute further requires a tax district to give public notice and to hold a public hearing on the district's intent to adopt an aggregate tax levy if the estimated amounts necessary to be levied exceed 105% of the aggregate amount of property taxes extended, including any amount abated prior to such extension, upon the levy of the preceding year; and

WHEREAS, it is hereby determined that the estimated amounts of money necessary to be raised by taxation for the year 2020 upon the taxable property of Sunset Ridge School District 29, Cook County, Illinois are as follows:

Educational Purposes	\$ 12,615,000
Operations and Maintenance Purposes	\$ 1,025,000
Transportation Purposes	\$ 127,000
Illinois Municipal Retirement Fund Purposes	\$ 155,000
Social Security/Medicare Purposes	\$ 225,000
Working Cash Purposes	\$ 5,000
Tort Immunity Purposes	\$ 78,000
Fire Prevention & Safety	\$ 1,000
TOTAL	\$ 14,231,000

; and

WHEREAS, the *Truth in Taxation Law* requires that all taxing districts in the State of Illinois provide data in the Notice concerning the levies made for debt service made pursuant to statute, referendum, resolution or agreement to retire principal or pay interest on bonds, notes, and debentures or other financial instruments which evidence indebtedness; and

WHEREAS, the aggregate amount of property taxes extended for debt service purposes for 2019 was \$450,739 and it is hereby determined that the estimated amount of taxes to be levied for debt service purposes for 2020 is \$437,775.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Sunset Ridge School District No. 29, Cook County, Illinois, as follows:

Section 1: The aggregate amount of taxes estimated to be levied for the year 2020 is \$14,231,000.

Section 2: The aggregate amount of taxes estimated to be levied for debt service for the year 2020 is \$437,775.

Section 3: This resolution shall be in full force and effect forthwith upon its passage.

ADOPTED this 10th day of November 2020.

President
Board of Education
SUNSET RIDGE SCHOOL DISTRICT NO. 29,
Cook County, Illinois

Secretary

2019 Levy			CPI increase	1.90%
			EAV	515,234,662
<u>Fund</u>	<u>Levy Extension</u>	<u>Rate</u>	<u>Rate Ceiling</u>	
Education	\$ 11,958,081	2.3209		
O & M	\$ 1,071,688	0.2080	0.5500	
Transportation	\$ 112,321	0.0218		
IMRF	\$ 165,905	0.0322		
Social Security	\$ 165,905	0.0322		
Capital Projects	\$ -			
Working Cash	\$ 4,637	0.0009	0.0500	
Tort	\$ 73,163	0.0142		
Life Safety	\$ 1,030	0.0002	0.1000	
Total Cap Funds	\$ 13,552,730	2.6304		
Percent Increase	2.29%			
Debt Service	\$ 450,739	0.0875		
Total Levy	\$ 14,003,469	2.7179		
Percent Increase	2.24%			

2020 Tentative Levy			CPI increase	2.30%
			EAV	537,644,048
<u>Fund</u>	<u>Levy Extension</u>	<u>Rate</u>	<u>Rate Ceiling</u>	
Education	\$ 12,615,000	2.3463		
O & M	\$ 1,025,000	0.1906	0.5500	
Transportation	\$ 127,000	0.0236		
IMRF	\$ 155,000	0.0288		
Social Security	\$ 225,000	0.0418		
Capital Projects	\$ -			
Working Cash	\$ 5,000	0.0009	0.0500	
Tort	\$ 78,000	0.0145		
Life Safety	\$ 1,000	0.0002	0.1000	
Total Cap Funds	\$ 14,231,000	2.6469		
Percent Increase	5.00%			
Debt Service	\$ 437,775	0.0814		
Total Levy	\$ 14,668,775	2.7283		
Percent Increase	4.75%			




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Cultivating a learning community that engages the hearts and minds of students, one child at a time

TO: District 29 Board of Education

FROM: Edward J. Stange 

DATE: November 10, 2020

SUBJECT: Revised Board Policies Related to Title IX Changes

Per ISBE mandate, all public schools are required to revise and update Board policies and administrative procedures related to Title IX (federal law protecting people from harassment and discrimination based on sex in education programs or activities that receive federal financial assistance).

Attached are two District 29 Board of Education policies (250: Uniform Grievance Procedure; 265: Title IX Sexual Harassment) and a related "Administrative Procedure" and "Glossary of Terms" related to these new requirements. The language in the proposed documents was provided to District 29 by legal counsel at Franczek, P.C. The highlighted text in the proposed policies indicates changes, recommended by Franczek, P.C., beyond what is recommended in the IASB PRESS policy service.

These will be on the agenda for discussion and possible approval at the November 10, 2020 Board meeting.

Please contact me if you have any questions.

BOARD OF EDUCATION

Uniform Grievance Procedure

Any student, parent/guardian, employee, or community member has the right to report or file a complaint that the School Board, its employees, or its agents have violated the rights of any student, parent/guardian, employee, or community member guaranteed by the State or federal Constitution, State or federal statute, or Board policy, including any one of the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. Sexual harassment (State Officials and Employees Ethics Act¹, Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/
12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information (Illinois Genetic Information Privacy Act (GIPA), 410 ILCS 513/ and Titles I and II of the Genetic Information Nondiscrim. Act (GINA), 42 U.S.C. §2000ff et seq.
16. Employee Credit Privacy Act, 820 ILCS 70/

If the reporting party is different than the party alleged to have been the victim of the misconduct, the person who is the alleged victim of the misconduct (the "Complainant") will typically be the person entitled to the rights for the Complainant outlined in this policy, including the right to participate in the processes outlined in this policy. In the rare circumstances in which the reporting party has rights recognized by law or Board policy, the reporting party also will be a "Complainant" under this policy and will have all related rights.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a report or complaint under this policy will not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc., although temporary delays may be warranted in the discretion of the District, particularly for concurrent law enforcement investigations. 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 based on the same or similar operative facts as a complaint under this policy, the District has the discretion to continue with a simultaneous investigation under this policy and will do so in all cases required by law.

Deadlines

If a report is made or a complaint is filed under this policy, a Nondiscrimination Coordinator, Complaint Manager, or designee will address the complaint promptly and equitably. All deadlines under this policy may be extended as deemed appropriate by the administrator responsible for meeting the deadline under this policy. As used in this policy, *school business days* means days on which the District's main office is open.

Informal Resolution

The Nondiscrimination Coordinator or Complaint Manager has the discretion to attempt to resolve reports and complaints of misconduct covered by this policy informally without resorting to the grievance procedures in this policy. Parties to reports or complaints under this policy must voluntarily agree to engage in any informal resolution, may refuse any offer of informal resolution, and may withdraw from any informal resolution process at any time prior to an agreement being reached. The District does not require Complainants to attempt to resolve allegations directly with individuals accused of misconduct (the "Respondent") or their representatives.

Reports and Complaints

To request use of this grievance procedure, a person should make a report or file a complaint with a District Nondiscrimination Coordinator or Complaint Manager. No person is required to make a report or file a complaint with a particular Nondiscrimination Coordinator or Complaint Manager; individuals may request to speak to a Nondiscrimination Coordinator or Complaint Manager of the same gender. Any employee who receives a report or complaint of conduct covered by this policy must report the conduct to the Nondiscrimination Coordinator or Complaint Manager.

For reports, the Nondiscrimination Coordinator, Complaint Manager, or designee may request a written statement and/or completion of a written complaint form regarding the report. The Nondiscrimination Coordinator, Complaint Manager, or designee may require a meeting with the Complainant and/or their parent(s)/guardian(s) in relation to a report or complaint.

The following grievance process will be used to address complaints of misconduct covered by this policy unless another policy or document, including a collective bargaining agreement, prescribes a different complaint process for the conduct or concern at issue. In some cases, the Nondiscrimination Coordinator, Complaint Manager, or designee must consider other applicable policies when addressing complaints of misconduct covered by this policy. For example:

- Board policy addressing complaints of bullying, intimidation, and harassment (when this policy is implicated, the reasonable timeframe for completing the investigation will be the timeframes under this policy)
- Board policy addressing workplace harassment
- Board policy addressing reporting under the Abused and Neglected Child Report Act ("ANCRA")
- Board policy addressing procedures required for suspensions and expulsions

Intake Process

If attempts at informal resolution are not successful or appropriate, the Nondiscrimination Coordinator, Complaint Manager, or designee will offer the Complainant an opportunity to file a complaint under this

policy. The Nondiscrimination Coordinator, Complaint Manager, or designee will notify the Complainant of any limitations on confidentiality, including that if the District has notice of prohibited conduct that creates a risk for students, employees or other members of the District community other than the Complainant, or if sharing the identity of the Complainant is necessary to complete an investigation into a complaint, the District may not be able to respect a request to maintain the confidentiality of the Complainant. The complaint and identity of the Complainant and any witnesses will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint or implement interim measures, or (3) as authorized by the relevant person (Complainant or witness).

If a complaint is filed, the Nondiscrimination Coordinator, Complaint Manager, or designee will consider whether the conduct, if true, would be conduct covered by this policy. If so, the Nondiscrimination Coordinator, Complaint Manager, or designee will investigate the complaint or appoint another individual to investigate the matter.

If no complaint is filed, the Nondiscrimination Coordinator, Complaint Manager, or designee will consider whether to open an investigation even without the filing of a complaint. An investigation may be warranted if the reported conduct involves allegations against an employee, multiple allegations against the same alleged perpetrator, or creates a risk to the safety general District community.

Investigation Process

During an investigation, the Nondiscrimination Coordinator, Complaint Manager, or designee assigned to conduct the investigation (the "Investigator") will provide both parties an equal opportunity to present evidence. If a party or witness is a student under 18 years of age, the Investigator has the discretion to include the student's parent(s)/guardian(s) during investigatory meetings involving the student. Nothing herein limits the right of school employees to hold investigatory meetings with students under the right of *in loco parentis*.

The Investigator will inform, at regular intervals, the parties about the status of the investigation.

Within 60 school business days after the date the complaint was filed, the Investigator will prepare a written document summarizing the investigation and the Investigator's recommendations. All decisions will be based upon the *preponderance of evidence* (more likely than not) standard.

For minor infractions, which are matters of a severity which, for example, (for students) typically would be handled by a student's teacher or Assistant Principal/Dean of Students or (for employees) an employee's direct supervisor, the investigator's summary can be informal (such as, for students, a suspension notice). The summary will be the final step in this *General Grievance Process*, subject only to review/appeal options available to students, employees, and third parties under generally applicable policies and procedures, handbooks, collective bargaining agreements, contracts, etc. for discipline imposed.

For more serious infractions, which are matters of a severity that (for both students and employees) typically are escalated to the building principal or a District administrator for resolution, the Investigator's summary should be in the form of an investigation report. If the investigation is completed by someone other than the Nondiscrimination Coordinator or Complaint Manager, the Investigator will submit the report to the Nondiscrimination Coordinator, Complaint Manager, or designee, who will review the report to confirm if the matter is a more serious infraction. If the Nondiscrimination

Coordinator, Complaint Manager, or designee disagrees with the Investigator's assessment that the matter is a more serious infraction, the matter will be returned to the building level for processing as a minor infraction.

If the Nondiscrimination Coordinator, Complaint Manager, or designee agrees that the matter is a more serious infraction, the Nondiscrimination Coordinator or Complaint Manager will forward the Investigator's report to the Superintendent for review. If the complaint contains allegations involving the Superintendent or one or more Board members, the report will be forwarded to the President of the Board for Board review.

Decision and Appeal

Within five school business days after receiving the Investigator's report for a more serious infraction, the Superintendent (or the Board, if the complaint contains allegations involving the Superintendent or one or more Board members) will mail a written determination to the Complainant and the Respondent by first class U.S. mail, with a copy to the Nondiscrimination Coordinator or Complaint Manager. All decisions will be based on the *preponderance of evidence* (more likely than not) standard.

Within 10 school business days after receiving the Superintendent's (or Board's) decision, the Complainant or the Respondent may appeal the decision to the Board by making a written request to the Nondiscrimination Coordinator or Complaint Manager. Upon receipt of an appeal, the Nondiscrimination Coordinator, Complaint Manager, or designee will promptly forward materials relevant to the complaint to the Board.

Within 30 school business days after receipt of an appeal, the Board or a designee will affirm, reverse, or amend the Superintendent's (or Board's) decision or direct the Superintendent (or Board) to reopen the investigation process for gathering additional information. If the investigation is reopened, a new Investigator report, Superintendent written determination, and opportunity to appeal will be provided. Within five school business days after the Board's appeal decision, the Board or a designee will mail its written appeal decision to the Complainant and the Respondent by first class U.S. mail, with a copy to the Investigator.

This policy will not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the procedures or other timelines in this grievance procedure does not automatically prejudice a party or impact the outcome of the process.

Appointing Nondiscrimination Coordinators and Complaint Managers

The Superintendent will appoint a Nondiscrimination Coordinator to manage the District's compliance with this policy. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

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

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Complaint Manager:Emily Dunham

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LEGAL REF.: Age Discrimination in Employment Act, 29 U.S.C. §621 et seq.
Americans With Disabilities Act, 42 U.S.C. §12101 et seq.
Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
Equal Pay Act, 29 U.S.C. §206(d).
Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq.
Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.

Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).

105 ILCS 5/2-3.8, 5/3-10, 5/10-20.7a, 5/10-20.60, 5/10-22.5, 5/22-19, 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.
Illinois Genetic Information Privacy Act, 410 ILCS 513/.
Illinois Whistleblower Act, 740 ILCS 174/.
Illinois Human Rights Act, 775 ILCS 5/.
Victims' Economic Security and Safety Act, 820 ILCS 180/, 56 Ill.Admin.Code Part 280.
Equal Pay Act of 2003, 820 ILCS 112/.
Employee Credit Privacy Act, 820 ILCS 70/.
23 Ill. Admin.Code §§1.240 and 200.40.

BOARD OF EDUCATION

Title IX Sexual Harassment Policy

As required by Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106), the District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX concerning everyone in the District's education programs and activities, including with applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in the Title IX implementing regulations ("*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 *Title IX Sexual Harassment* can 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 *Title IX 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 *Title IX Sexual Harassment* occurs.

Formal Title IX Sexual Harassment Complaint means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging *Title IX 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 *Title IX 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 District's Title IX Coordinator, identified in Board policy, or designee will oversee the District's efforts to prevent and respond to allegations of *Title IX Sexual Harassment*, which shall include the

following, at minimum:

1. The District's comprehensive health education program in Board policy, will incorporate (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.
2. The District will incorporate education and training for school staff as required by law or, at the Superintendent and Title IX Coordinator's discretion, recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
3. The District will notify applicants for employment, students, parents/guardians, employees, and collective bargaining units of its nondiscrimination policy, contact information for the Title IX Coordinator, and training materials used to train its Title IX Coordinator(s), investigator(s), decisionmaker(s), and informal resolution facilitator(s) by, at a minimum, prominently displaying such information and materials on the District's website, if any, and in each handbook made available to such persons.

Making a Report or Inquiry

A person who wishes to make a report of *Title IX Sexual Harassment* is encouraged to do so to the Title IX Coordinator, Building Principal, Assistant Building Principal, Dean of Students/Assistant Principal, or teacher. A person who wishes to make a report may choose to report to a person of the same gender and to any employee of the District.

School employees must promptly forward any report of or information about suspected *Title IX Sexual Harassment* to the Title IX Coordinator, Building Principal(s), Non-Discrimination Coordinator, or Complaint Manager. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

Inquiries about Title IX, its implementing regulations, or any policy or procedure prohibiting *Title IX Sexual Harassment* may be directed to the Title IX Coordinator or to the U.S. Department of Education's Office for Civil Rights (OCR) at (312) 730-1560 or OCR.Chicago@ed.gov.

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

Any person may report sex discrimination under Title IX, including *Title IX Sexual Harassment* (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination under Title IX or *Title IX Sexual Harassment*), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

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 at a minimum review Board policies related to: *Uniform Grievance Procedure; Workplace Harassment Prohibited; Abused and Neglected Child Reporting; Employee Ethics; Conduct; and Conflict of Interest; Harassment of Students Prohibited; Prevention of and Response to Bullying, Intimidation, and Harassment; Teen Dating Violence Prohibited; and Student Behavior*, to determine if the allegations in the report require further action under those policies.

Reports of alleged *Title IX 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 shall implement this Title IX Grievance Process for all *Formal Title IX Sexual Harassment Complaints*, which process fully complies with the Title IX implementing regulations, at 34 C.F.R. §106.45.

The Superintendent or designee shall implement administrative procedures or regulations that, at a minimum:

1. Require the Title IX Coordinator to investigate all *Formal Title IX Sexual Harassment Complaints* or appoint a qualified person to undertake the investigation using a Title IX grievance process that fully complies with 34 C.F.R. §106.45.
2. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for *Title IX Sexual Harassment*, and by following a grievance process that complies with the Title IX implementing regulations, 34 C.F.R. §106.45, before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
3. 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.
4. 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 *Title IX 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.
5. Require that any individual designated by the District as an investigator receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
6. 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.
7. 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.
8. Include reasonably prompt timeframes for conclusion of the grievance process.

9. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
10. Base all decisions upon the *preponderance of evidence* standard.
11. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
12. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
13. 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 *Title IX Sexual Harassment* will be subject to disciplinary action up to and including discharge consistent with any applicable laws, policies, or agreements addressing procedures for implementing employee discipline. Any third party who is determined, at the conclusion of the grievance process, to have engaged in *Title IX 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 *Title IX Sexual Harassment* will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with any applicable laws, policies, or procedures addressing procedures for implementing student discipline. Any person making a knowingly false accusation regarding *Title IX 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).

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Board of Education

Exhibit – Title IX Sexual Harassment Glossary of Terms

Use this exhibit to educate employees and students about Title IX terms, and with the required Title IX response and grievance process in Board policy *Title IX Sexual Harassment Grievance Policy*, implemented by administrative procedure *Formal Title IX Sexual Harassment Complaint Grievance Process*.

Glossary of Terms

Actual Knowledge – Notice of sexual harassment or allegations of sexual harassment to any District employee or to the District’s Title IX Coordinator. Assumption of knowledge based solely on the District’s status as an employer or other presumption under law does not constitute actual knowledge. This standard is not met when the only official of the District with actual knowledge is the Respondent. *Notice* as used here includes, but is not limited to, a report or complaint of sexual harassment to the Title IX Coordinator in person, by mail, by telephone, or by email using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. 34 C.F.R. §§ 106.30, 106.8(a).

Appellate Decision-Maker – An individual or group, e.g., a Board-appointed appeal examiner or the Board, which reviews an appeal of the Initial Decision-Maker’s determination regarding responsibility or a dismissal of a Formal Title IX Sexual Harassment Complaint (defined below). The Appellate Decision-Maker cannot be the same person as the Initial Decision-Maker, the Investigator, or the Title IX Coordinator. 34 C.F.R. §106.45(b)(8)(iii)(B). The Appellate Decision-Maker must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. 34 C.F.R. §106.45(b)(1)(iii).

Complainant – An individual who is alleged to be the Complainant of conduct that could constitute sexual harassment. 34 C.F.R. §106.30.

Consent – Knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity. Consent may not be inferred from silence, passivity, or a lack of verbal or physical resistance. A person’s manner of dress does not constitute consent. Past consent to sexual activities, or a current or previous dating relationship, does not imply ongoing or future consent. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person. Consent may be withdrawn at any time. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following: (1) the person is incapacitated due to the use or influence of alcohol or drugs; (2) the person is asleep or unconscious; (3) the person is under age; or (4) the person is incapacitated due to a mental disability. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred. Coercion, force, or the threat of either invalidates consent.

Note: 34 C.F.R. §106.30, added at 85 Fed. Reg. 30574, states that Title IX recipients are not required to adopt a particular definition of consent with respect to sexual assault; however, in its 2020 Title IX rulemaking, the U.S. Dept. of Education (DOE) stated that “recipients must clearly define consent and must apply that definition consistently.” 85 Fed. Reg. 30125. **Consult the Board Attorney if the District would like to customize this definition.**

Education Program or Activity – Includes locations, events, or circumstances in the United States over which the District exercised substantial control over both the Respondent and the context in which the sexual harassment occurred. 34 C.F.R. §106.44(a).

Note: Title IX jurisdiction is geographically limited to discrimination against a person in the United States. 34 C.F.R. §106.8(d). The District's Title IX obligations extend to off-campus sexual harassment incidents "if the off-campus incident occurs as part of the [district]'s 'operations' pursuant to 20 U.S.C. 1687 and 34 CFR 106.2(h)" or if the District "exercised substantial control over the respondent and the context of alleged sexual harassment that occurred off campus pursuant to § 106.44(a)." 85 Fed. Reg. 30196. No single factor is determinative of whether the District exercised *substantial control* or whether an incident occurred as part of the District's *operations*. *Id.* at 30197. *Operations* may include computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in, the District's operations. *Id.* at 30202. **Consult the Board Attorney for further guidance.**

Formal Title IX Sexual Harassment Complaint – 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. At the time of filing a Formal Title IX Sexual Harassment Complaint, a Complainant must be participating in or attempting to participate in the District's education program or activity with which the Formal Title IX Sexual Harassment Complaint is filed.

Note: Whether a Complainant is *attempting to participate* is a fact-specific inquiry. For example, a Complainant who has graduated may still be attempting to participate in an education program where he or she intends to remain involved in alumni programs or activities. 85 Fed. Reg. 30138. **Consult the Board Attorney for further guidance.**

Initial Decision-Maker – An individual designated by the Title IX Coordinator to reach an initial determination regarding responsibility in a Formal Title IX Sexual Harassment Complaint (defined above) by applying the standard of proof set forth in *Formal Title IX Sexual Harassment Complaint Grievance Process*. See 85 Fed. Reg. 30054. The Title IX Coordinator cannot be the Initial Decision-Maker. 34 C.F.R. §106.45(b)(7)(i). The Initial Decision-Maker must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. 34 C.F.R. §106.45(b)(1)(iii).

Investigator – The Title IX Coordinator or an individual designated by the Title IX Coordinator to investigate a *Formal Title IX Sexual Harassment Complaint* (defined above) according to 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*. The Investigator must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. 34 C.F.R. §106.45(b)(1)(iii).

Respondent – An individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment. 34 C.F.R. §106.30.

Supportive Measures – Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a Complainant or 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. Such measures are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of

all parties or the District's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District will maintain as confidential any supportive measures provided to a Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. 34 C.F.R. §106.30.

Sexual Harassment Governed by Laws Other Than Title IX – The District must also address sexual harassment that does not meet the definition of Title IX sexual harassment, including but not limited to sexual harassment in violation of the State Officials and Employees Ethics Act (5 ILCS 430/), Illinois Human Rights Act (775 ILCS 5/), and Title VII of the Civil Rights Act of 1964 (42 U.S.C. §2000e *et seq.*).

For each report or complaint received, the Title IX Coordinator will consider whether any of the Board policy requires action by the District in addition to or at the exclusion of policy 2:265, *Title IX Sexual Harassment Grievance Procedure*:

Title IX Sexual Harassment – Conduct on the basis of sex that satisfies one or more of the following (34 C.F.R. §106.30):

- A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct (employee *quid pro quo*); or
- 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 education program or activity (often referred to as a *Title IX hostile environment*); or
- *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).

For employee *quid pro quo*, *sexual assault*, *dating violence*, *domestic violence*, and *stalking*, it is not necessary to allege that conduct was sufficiently "severe" or "pervasive" to be covered under Title IX; each of these forms of sexual misconduct will constitute a *per se* incident of sexual harassment.

Sexual Assault – means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system (UCR Program) of the Federal Bureau of Investigation (FBI), and includes rape, fondling, incest, and statutory rape. 20 U.S.C. §1092(f)(6)(A)(v); 34 C.F.R. Part 668, Appendix A to Subpart D. For more information regarding the FBI UCR Program, see www.fbi.gov/services/cjis/ucr/. In the Preamble to the Rule at page 547, footnote 791, the Department explains:

The FBI UCR, in turn, consists of two crime reporting systems: The Summary Reporting System (SRS) and the National Incident-Based Reporting System (NIBRS). U.S. Department of Justice, Criminal Justice Information Services, SRS to NIBRS: The Path to Better UCR Data (Mar. 28, 2017). The current Clery Act regulations, 34 CFR 668.46(a), direct recipients to look to the SRS for a definition of rape and to NIBRS for a definition of fondling, statutory rape, and incest as the offenses falling under "sexual assault." The FBI has announced it will retire the SRS and transition to using only the NIBRS in January 2021. Federal Bureau of Investigation, Criminal Justice Information Services, Uniform Crime Reporting (UCR) Program, National Incident-Based Reporting System (NIBRS), <https://www.fbi.gov/services/cjis/ucr/nibrs>. NIBRS' forcible and

nonforcible sex offenses consist of: rape, sodomy, and sexual assault with an object (as well as fondling, statutory rape, and incest, as noted above). Thus, reference to the Clery Act will continue to cover the same range of sex offenses under the FBI UCR regardless of whether or when the FBI phases out the SRS.

The definition of Rape under the SRS is the following: “Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.”

Although the Title IX Rule does not require schools to choose between the SRS and NIBRS, because the FBI is retiring the SRS on January 1, 2021, and the FBI has encouraged users to transition to the NIBRS now, the NIBRS sex offenses, including the definition of rape, are listed below.

“Sex Offenses” under the NIBRS refers to any sexual act including Rape, Sodomy, Sexual Assault With An Object, or Fondling directed against another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent, as well as the “nonforcible” sex offenses of Incest and Statutory Rape. The NIBRS offers the following definitions of sex offenses:

- Rape— (Except Statutory Rape) The carnal knowledge of a person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Sodomy—Oral or anal sexual intercourse with another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Sexual Assault With An Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Fondling—The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Incest—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape—Nonforcible sexual intercourse with a person who is under the statutory age of consent.

Conduct meeting the definition of any of these sex offenses falls under the new Title IX Rule’s definition of “sexual assault” as a type of sexual harassment.

Note that several of the FBI UCR sex offenses that must be considered “sexual assault” involve the element of lack of consent of the Complainant. See the definition of “consent” above.

Dating violence means violence committed by a person: (1) who is or has been in a social relationship of a romantic or intimate nature with the Complainant, and (2) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. 34 U.S.C. §12291(a)(10).

Violence between people who are in a dating relationship is covered by Title IX and individuals have the right under Title IX to report dating violence taking place in a relationship.

Domestic violence includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction, or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. 34 U.S.C. §12291(a)(8).

Violence between people who are in a domestic relationship is covered by Title IX and individuals have the right under Title IX to report violence between people in a relationship.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for his or her safety or the safety of others, or (2) suffer substantial emotional distress. 34 U.S.C. §12291(a)(30).

The new Title IX Rule covers instances of stalking based on sex, including stalking that occurs online or through messaging platforms, commonly known as cyber-stalking, when it occurs in the school's education program or activity.

Board of Education

Administrative Procedure – Title IX Sexual Harassment Grievance Process

This procedure implements the District’s Title IX Sexual Harassment Policy, Board policy 265, with respect to the District’s response to a *Formal Title IX Sexual Harassment Complaint*. See 34 C.F.R. Part 106. Use this “Grievance Process” to comply with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) as applied to sexual harassment reports and complaints. See 34 C.F.R. §106.45. Italicized terms in this procedure are defined in Board policy 265.

This procedure contains a **Table of Contents** and lettered **Sections**.

Table of Contents

- A. Overview of 34 C.F.R. §106.45 Grievance Process
- B. Notice of Allegations
- C. Consolidation of Formal Title IX Sexual Harassment Complaints
- D. Dismissal of Formal Title IX Sexual Harassment Complaint
- E. Informal Resolution of Formal Title IX Sexual Harassment Complaint
- F. Investigation of Formal Title IX Sexual Harassment Complaint
- G. Determination Regarding Responsibility; Remedies
- H. Appeals
- I. Recordkeeping

Sections

A. Overview of 34 C.F.R. §106.45 Grievance Process

The District treats *Complainants* and *Respondents* engaging in the Formal Title IX Sexual Harassment Complaint Grievance Process (Grievance Process) equitably and adheres to the following guidelines in addition to those set forth in this Board policy:

1. Presumption of Non-Responsibility. The *Respondent* is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process. 34 C.F.R. §106.45(b)(1)(iv).
2. Grievance Process Required Before Imposing Sanctions. The District complies with this Grievance Process before imposing any disciplinary sanctions or other actions against a *Respondent*. 34 C.F.R. §106.45(b)(1)(i).
3. Supportive Measures. The District may provide counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures to *Complainants* and/or *Respondents*. 34 C.F.R. §106.45(b)(1)(ix).
4. Evidence Considered. All relevant evidence – including both inculpatory and exculpatory evidence – is objectively evaluated. Credibility determinations are not based on a person’s status as a *Complainant*, *Respondent*, or witness. The District does not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, e.g., attorney-client privilege, doctor-patient privilege, or spousal privilege, unless the person holding such privilege has waived the privilege. 34 C.F.R. §106.45(b)(1)(ii) and (x).
5. Standard of Proof. All determinations are based upon the *preponderance of evidence* standard. 34 C.F.R. §106.45(b)(1)(vii).

6. Right to Appeal. Each party may appeal any determination as described in **Section H. Appeals**, below. 34 C.F.R. §106.45(b)(1)(viii); 34 C.F.R. §106.45(b)(8)(i).
7. Timeline. This Grievance Process should be concluded within 120 school business days after filing or signing of a Formal Title IX Sexual Harassment Complaint. As used in this Grievance Process, *school business days* means days on which the District's main office is open. For good cause, this Grievance Process may be temporarily delayed or extended for a limited time only if the *Complainant* and the *Respondent* are provided written notice of the delay/extension and the reasons for it. Examples of good cause include: the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. 34 C.F.R. §106.45(b)(1)(v).
8. Disciplinary Sanctions and Remedies. Following a determination of responsibility, the District may implement recommended disciplinary sanctions, up to and including: discharge, for a *Respondent*-employee; expulsion, for a *Respondent*-student; and termination of any existing contracts and/or prohibition from District property and activities, for a third-party *Respondent*. 34 C.F.R. §106.45(b)(1)(vi).

Where a determination of responsibility for sexual harassment is made against a , remedies designed to restore or preserve equal access to the District's education program or activities are provided to a *Complainant*. Remedies may include the same individualized services described in *Supportive Measures*, above. Unlike *Supportive Measures*, however, remedies may be disciplinary or punitive, and they may burden the *Respondent*. 34 C.F.R. §106.45(b)(1)(i). The District may implement remedies up to and including the recommended disciplinary sanctions described above. 34 C.F.R. §106.45(b)(1)(vi).

9. Training Requirements. The District requires That any individual designated by the District as a Title IX Coordinator, investigator, decision-maker (including the Initial Decision-Maker and Appellate Decision-Maker), or any person designated by the District to facilitate an informal resolution process will:
 - a. Not have a conflict of interest or bias for or against *Complainants* or *Respondents* generally or an individual *Complainant* or *Respondent*; and
 - b. Receive training on, at minimum, 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 (including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias).

Any individual designated by the District as an investigator receives training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Any individual designated by the District as a decision-maker receives training on issues of relevance of questions and evidence, including training about when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant to the allegations. 34 C.F.R. §106.45(b)(1)(iii).

B. Notice of Allegations

Upon signing a Formal Title IX Sexual Harassment Complaint or receiving a Formal Title IX Sexual Harassment Complaint filed by a *Complainant*, the Title IX Coordinator:

1. Ensures that the *Complainant*, at the time of filing the complaint, was participating in or attempting to participate in an *Education Program or Activity* of the District. If not, the *Complainant* will be notified that Title IX does not apply to the complaint. The matter will be evaluated under and addressed using other District policies and procedures, if relevant.
2. Provides written notice to all known parties of the following information:

- a. This procedure 2:265-AP1, and information about any available informal resolution process.
 - b. The allegations of sexual harassment potentially constituting Title IX sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Title IX sexual harassment, and the date and location of the alleged incident, if known.
 - c. That the *Respondent* is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Grievance Process.
 - d. That all parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
 - e. That all parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Title IX Sexual Harassment Complaint (including evidence the District does not intend to rely on in determining responsibility, and inculpatory or exculpatory evidence) so that each party can meaningfully respond to the evidence before the investigation concludes.
 - f. That the District's behavior policies prohibit knowingly making false statements or knowingly submitting false information during the Grievance Process.
3. Provides a second written notice to all known parties if, during the investigation, the District decides to investigate allegations not included in the first written notice.
 4. Decides whether to personally conduct the investigation or appoint a qualified investigator. If the Title IX Coordinator appoints a qualified investigator, provides written notice of the appointment to the Investigator.

When the *Complainant's* Identity Is Unknown

If the *Complainant's* identity is unknown, such as where a third party reports that a *Complainant* was victimized by sexual harassment but does not reveal the *Complainant's* identity or where a *Complainant* reports anonymously, the Grievance Process may proceed if the Title IX Coordinator determines it is necessary to sign a Formal Title IX Sexual Harassment Complaint, even though the written notice provided in **Section B.1**, above, will not include the *Complainant's* identity. 85 Fed. Reg. 30133. If the *Complainant's* identity is later discovered, the Title IX Coordinator provides another written notice to the parties. *Id.* at f/n 594.

When the *Respondent's* Identity is Unknown

If the *Respondent's* identity is unknown, such as where a *Complainant* does not know the *Respondent's* identity, the Grievance Process shall proceed because an investigation might reveal the *Respondent's* identity, even though the written notice provided in **Section B.1**, above, will not include the *Respondent's* identity. If the *Respondent's* identity is later discovered, the Title IX Coordinator provide another written notice to the parties. 85 Fed. Reg. 30138.

C. Consolidation of Formal Title IX Sexual Harassment Complaints

When multiple Formal Title IX Sexual Harassment Complaints contain allegations of sexual harassment arising out of the same facts or circumstances, the Title IX Coordinator may consolidate the complaints even if the complaints contain different *Respondents* and *Complainants* or allegations between parties. 34 C.F.R. §106.45(b)(4).

D. Dismissal of Formal Title IX Sexual Harassment Complaint

If the Title IX Coordinator or designee determines that conduct alleged in a Formal Title IX Sexual Harassment Complaint would not constitute Title IX sexual harassment even if proved, is not alleged

to have occurred in the District's *Education Program or Activity*, or is not alleged to have occurred against a person in the United States, then the Title IX Coordinator or designee dismisses the Formal Title IX Sexual Harassment Complaint with regard to that conduct for purposes of Title IX Sexual Harassment only. Such a dismissal does not preclude action under another applicable District policy or procedure.

The Title IX Coordinator may dismiss a Formal Title IX Sexual Harassment Complaint or any allegations contained in it if any of the following occur:

1. The Complainant requests in writing to the Title IX Coordinator s to withdraw the Formal Title IX Sexual Harassment Complaint or any allegations contained in it;
2. The *Respondent* is no longer enrolled or employed by the District; or
3. Specific circumstances prevent the District from gathering enough evidence to reach a determination as to the Formal Title IX Sexual Harassment Complaint or allegations in it.

Upon dismissal, the Title IX Coordinator promptly sends simultaneous written notice to the parties of the dismissal, reason(s) for the dismissal, and the right to appeal the dismissal. 34 C.F.R. §106.45(b)(3).

E. Informal Resolution of Formal Title IX Sexual Harassment Complaint

If a Formal Title IX Sexual Harassment Complaint has been filed by a Complainant or signed by t the Title IX Coordinator or designee and no determination regarding responsibility has been reached, the District may facilitate informal resolution of a Formal Title IX Sexual Harassment Complaint, such as mediation, that does not involve a full investigation and adjudication, provided that the District (34 C.F.R. §106.45(b)(9)):

1. Provides the parties written notice disclosing:
 - a. The allegations in the Title IX Sexual Harassment Complaint;
 - b. The requirements of the informal resolution process, including the circumstances in which parties who have elected to use informal resolution may not resume the Grievance Process for the Formal Title IX Sexual Harassment Complaint. This includes the limitation that once the parties have agreed to a resolution in informal resolution, the parties are precluded from resuming that Grievance Process for the allegations in the Formal Title IX Sexual Harassment Complaint and allegations of conduct arising from the same allegations as those in the Formal Title IX Sexual Harassment Complaint.
 - c. Notice that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process, in which case the Grievance Process for the Formal Title IX Sexual Harassment Complaint will resume; and
 - d. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained and could be shared;
2. Obtains the parties' voluntary, written consent to the informal resolution process; and
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

F. Investigation of Formal Title IX Sexual Harassment Complaint

The Investigator follows these steps when investigating the allegations in a Formal Title IX Sexual Harassment Complaint.

Actor	Action
Investigator or Title IX Coordinator	During an investigation and throughout the Grievance Process (34 C.F.R. §106.45(b)(5)):

Actor	Action
	<ol style="list-style-type: none"> 1. Ensures that the burden of proof and burden of gathering evidence rest on the District and not the parties involved. 34 C.F.R. §106.45(b)(5)(i). 2. Provides an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. 34 C.F.R. §106.45(b)(5)(ii). 3. Refrains from restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. 34 C.F.R. §106.45(b)(5)(iii). 4. Provides the parties the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice (who may, but is not required to, be an attorney). 34 C.F.R. §106.45(b)(5)(iv). However, the District can restrict the extent to which the advisor may participate in the proceedings if its restrictions apply equally to both parties. 34 C.F.R. §106.45(b)(5)(iv). 5. Provides, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings, with sufficient time for the party to prepare to participate. 34 C.F.R. §106.45(b)(5)(v). 6. Provides the parties an equal opportunity to inspect and review any evidence obtained during the investigation that is directly related to the Formal Title IX Sexual Harassment Complaint's allegations (including evidence the District does not intend to rely on in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence). 34 C.F.R. §106.45(b)(5)(vi). 7. Prior to the completion of the investigative report, sends to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy and provides each party with 10 school business days to submit a written response. <u>Id.</u> 8. Upon receipt of a party's written response to the evidence, reviews the response and sends a copy to the other party in an electronic format or a hard copy. 9. Prepares an investigative report summarizing all relevant evidence. 34 C.F.R. §106.45(b)(5)(vii). 10. Sends to each party and the party's advisor, if any, the investigative report in an electronic format or hard copy, for their review and written response. <u>Id.</u> <p style="text-align: center;">Note: This step must occur at least 10 school business days before the Initial Decision-Maker's determination regarding responsibility. <u>Id.</u></p>

Actor	Action
	<p>11. At the conclusion of the investigation, sends to the Initial Decision-Maker in an electronic format or hard copy:</p> <ol style="list-style-type: none"> a. The Formal Title IX Sexual Harassment Complaint; b. All evidence gathered during the investigation that is directly related to the Formal Title IX Sexual Harassment Complaint's allegations (including evidence the District does not intend to rely on in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence); and c. The investigative report.

G. Determination Regarding Responsibility; Remedies

Initial Decision-Maker	<p>The Title IX Coordinator will appoint an Initial Decision-Maker for each Formal Title IX Sexual Harassment Complaint. The Initial Decision-Maker may not be the Title IX Coordinator or any designee who worked on the complaint or the investigator assigned to the same complaint.</p> <p>Throughout the decision-making process, the Initial Decision-Maker:</p> <p>Reviews Investigative Report and Corresponding Materials; Opportunity for Parties to Submit Questions</p> <ol style="list-style-type: none"> 1. Reviews all materials received from the Investigator. 2. Provides the parties with written notice of the opportunity to submit to the Initial Decision-Maker written, relevant questions that a party wants the Initial Decision-Maker to ask another party or witness. 34 C.F.R. §106.45(b)(6)(ii). In the written notice, informs the parties that: <ol style="list-style-type: none"> a. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless they: (i) are offered to prove that someone other than the <i>Respondent</i> committed the conduct alleged by the <i>Complainant</i>; or (ii) concern specific incidents of the <i>Complainant's</i> prior sexual behavior with respect to the <i>Respondent</i> and are offered to prove consent. <u>Id.</u> b. Any questions must be submitted to the Initial Decision-Maker within five (5) school business days. 3. Reviews any questions received from each party for submission to any party or witness. 4. Determines which questions are relevant questions that must be forwarded to the other party or witness for answers. If any proposed questions are excluded as not relevant or under an exception, provides the proposing party with a written explanation of the decision to exclude a question. <u>Id.</u>
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	<ol style="list-style-type: none"> 5. Forwards relevant questions to the appropriate party or witness with instructions to submit answers to the Initial Decision-Maker within five (5) school business days. 6. Upon receipt of answers to questions, provides each party with copies of the answers. <i>Id.</i> 7. Provides the parties with written notice of the opportunity to submit to the Initial Decision-Maker, additional, limited follow-up written, questions that a party wants the Initial Decision-maker to ask another party or witness. <i>Id.</i> Informs the parties that any questions must be submitted to the Initial Decision-Maker within five (5) school business days. 8. Upon receipt of answers to the additional questions, provides each party with copies of them and considers whether it is appropriate to allow any additional follow-up questions. <p>Determination and Written Notice of Determination</p> <p>Basing all decisions on the <i>preponderance of evidence</i> standard, simultaneously issues to the parties a written determination regarding responsibility that (34 C.F.R. §106.45(b)(7)(ii)):</p> <ol style="list-style-type: none"> 1. Identifies the allegations potentially constituting Title IX sexual harassment; 2. Describes the procedural steps taken from the receipt of the Formal Title IX Sexual Harassment Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence; 3. Contains findings of fact supporting the determination; 4. Contains conclusions regarding the application of the District's policies and procedures to the facts; 5. Contains a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any recommended disciplinary sanctions for the District to impose on the <i>Respondent</i>, and whether remedies designed to restore or preserve equal access to the District's <i>Education Program or Activity</i> will be provided by the District to the <i>Complainant</i>; and 6. Outlines the District's procedures and permissible bases for the <i>Complainant</i> and <i>Respondent</i> to appeal.
Title IX Coordinator	Implements any remedies for the <i>Complainant</i> as ordered by the Initial Decision-Maker if no appeal is timely filed or after the resolution of any appeals. 34 C.F.R. §106.45(b)(7)(iv).

H. Appeals

The determination regarding responsibility becomes final either on the date that the Appellate Decision-Maker provides the parties with the written decision of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. 34 C.F.R. §106.45(b)(7)(iii).

Actor	Action
<i>Complainant or Respondent</i>	<p>Within 10 school business day after receiving either the Initial Decision-Maker's written determination regarding responsibility or a notice of dismissal of Formal Title IX Sexual Harassment Complaint, makes a written request to Title IX Coordinator appealing the determination/dismissal based on:</p> <ol style="list-style-type: none"> 1. Procedural irregularity that affected the outcome. 2. New evidence now available that could affect the outcome but that was not reasonably available at the time the determination. 3. The Title IX Coordinator, Investigator, or Initial Decision-Maker had a conflict of interest or bias for or against <i>Complainants</i> or <i>Respondents</i> generally or the individual <i>Complainant</i> or <i>Respondent</i> that affected the outcome. 34 C.F.R. §106.45(b)(8)(i).
Title IX Coordinator	<p>Within five (5) school business days of the deadline for receipt of an appeal from the parties, the Title IX Coordinator will appoint an Appellate Decision-Maker, who may not be the Title IX Coordinator or any designee who worked on the complaint, the investigator assigned to the same complaint, or the Initial Decision-Maker assigned to the same complaint.</p>
Appellate Decision-Maker	<p>The Appellate Decision-Maker:</p> <ol style="list-style-type: none"> 1. Within five (5) school business days of appointment, notifies both parties of the following: <ol style="list-style-type: none"> a. That one or more appeals have been filed. b. That each party has five (5) school business days to submit a written statement in support of or challenging the outcome of the appeal. 2. Within 30 school business days, affirms, reverses, or amends the written determination regarding responsibility or the notice of dismissal. 3. Within five (5) school business days after its decision, simultaneously issues a written decision to both parties that describes the result of the appeal and the rationale for the result. 34 C.F.R. §106.45(b)(8)(iii)(E), (F).

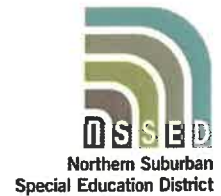
I. Recordkeeping

Actor	Action
Title IX Coordinator	<p>Creates and maintains, for a period of at least seven (7) years from the date that a report or complaint of Title IX Sexual Harassment is resolved, records of any actions, including any <i>Supportive Measures</i>, taken in response to a report or formal complaint of sexual harassment, documenting in each case the basis for the conclusion that the responses was not deliberately indifferent, that it has taken measures designed to restore or preserve equal access to the recipient's <i>Education Program</i> or</p>

	<p><i>Activity</i> and, if the District does not provide a <i>Complainant</i> with <i>Supportive Measures</i>, the reasons why such a response was not clearly unreasonable in light of the known circumstances. (34 C.F.R. §106.45(b)(10)(ii). This includes (34 C.F.R. §106.45(b)(10)(i):</p> <ol style="list-style-type: none"> 1. The sexual harassment investigation, including any determination regarding responsibility, any disciplinary sanctions imposed on the <i>Respondent</i>, and any remedies provided to the <i>Complainant</i> designed to restore/preserve equal access to the District's <i>Education Program or Activity</i>; 2. Any appeal and its result; 3. Any informal resolution and its result; and 4. All materials used to train the Title IX Coordinator, investigators, decision-makers, and any person who facilitates an informal resolution. <p>See policies related to <i>Personnel Records</i> addressing the identification, storage, and access to personnel records.</p> <p>See policies related to <i>Student Records</i> addressing the District's legal obligations regarding the identification, confidentiality, safeguarding, access, and disposal of school student records.</p> <p>The Title IX Coordinator will ensure that all materials required to be updated in policies and procedures and posted on the District's website by the Title IX regulations are addressed. This includes:</p> <ol style="list-style-type: none"> 1. Posting all materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process on the District's website. 2. Prominently displaying the contact information for the Title IX Coordinator, including name or title, mailing address, email address, and telephone number, on its website. This information should also be included in any handbook or catalog that the District makes available to students, parents, employees, or other members of the District community. 3. Posting a copy of these procedures on the District's website or in the District's Board Policy Handbook.
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NSSD LEADERSHIP COUNCIL MEETING

October 7, 2020



Superintendent's Report

Site Visits & District Outreach (Unity Goal)

Dr. Kurt A. Schneider, Superintendent, reported that he prioritized visiting all NSSED program sites, making sure protocols and procedures were in place as students began to return to in-person learning. Additionally, he attended regional superintendent meetings along with Lake and Cook county health departments, and regional superintendent meetings. NSSED cabinet members and Dr. Schneider also virtually held meetings with member-district stakeholder groups (CSBO, Superintendent, and Special Education Administrators).

Assessment Schedule

The cooperative shared a schedule for state-mandated assessments; NSSED administers these assessments to students in our programs. Results are reported to a student's home district and are included in calculations for school and district report cards, as well as in calculations for the Every Student Succeeds Act (ESSA) accountability framework. The fact data is not reported to the cooperative limits the cooperative's ability to have regional conversations around data topics; NSSED continues to work with member districts in this area.

Board Governance

Last spring, the Governing Board began to engage in a self-assessment process that included the administration of a feedback survey, along with the identification of an outside facilitator to assist with discussions and goal setting. As a result of the pandemic, not all Governing Board members were able to complete the self-assessment instrument, and the executive session that included an outside facilitator to assist with crafting goals and expectations did not occur. President Sands asked Governing Board members to complete the survey again, and will follow up with discussion on next steps at a future meeting.

Branding Initiative Process Update (Relationships and Communication)

As previously presented, NSSED has engaged in a multi-year branding initiative process, which includes the recommendation of a new district name (TrueNorth Educational Cooperative 804). Last November and April, when final concepts were fully developed, this work was taken to the NSSED Advisory Committee (Ed Feld, District 27; Bill Hayes, District 29; Ted Moorman, District 115; Dr. Trisha Kocanda, District 36; Dr. Scott Herrmann, District 106; and Dr. Brian Wegley, District 30) for feedback. With the support of the Advisory Committee to provide a recommendation to the Leadership Council for discussion, last May and June, the Leadership Council engaged in two lengthy informational item discussions related to the [recommended branding concept/initiative](#).

Following the Leadership Council meetings, and feedback and support to continue moving forward, the administration held a summer NSSED Policy Committee meeting in July to review the draft changes to the Articles of Agreement and process as recommended by legal counsel. At the conclusion of the policy meeting, the NSSED Policy Committee forwarded their finalized recommendation of revisions to the Articles of Agreement for placement on the August Leadership Council agenda, and the revisions were shared and the opportunity for feedback was provided.

Since August's meeting, the Articles of Agreement have been on public display for the required 60 days. Furthermore, included in September's member-district stakeholder meetings with superintendents and

special education administrators, the drafted Articles of Agreement, along with supporting historical branding initiative documents, were again provided.

At November's Leadership Council meeting, the Articles of Agreement will be listed as an action item which, if approved, would provide the administration the necessary guidance and direction to plan for the roll-out of the new district brand next school year.

Facility Study (Fiscal Responsibility and Resource Allocation)

Work is progressing with Green Associates, the architectural firm leading the NSSSED facility study. To date, administrative staff members have been interviewed and preliminary concepts are in process for presentation to the NSSSED facility committee in coming weeks. Once a concept is fully developed, it will be shared with the NSSSED finance committee for feedback prior to being shared with the Leadership Council for feedback and guidance.

Finance Model Reference Document (Fiscal Responsibility and Resource Allocation)

The Finance Model Reference Document is now available on the [NSSSED website](#). This document will be updated annually to reflect the changing dynamics of our cooperative.

MIDAS Education Update (Culture of Excellence)

We continue to improve our implementation of MIDAS Education, enterprise software for school districts. We now are conducting all employee evaluations, including administration, using the Educator Growth module, and conducting all aspects of registration, enrollment and attendance for our professional learning opportunities using the Professional Development module.

Organizational Culture Survey (Culture of Excellence)

NSSSED is continuing to partnering with HUMANeX to assess our organization's culture. Even during a pandemic, it is important to continue actively surveying all of our staff to determine their overall level of engagement and work satisfaction. This year results of the survey will be used to help each program or service area set goals all staff can work on to enhance culture and climate. As we did last year, we look forward to sharing the results of the survey and goals at a future meeting.

Profile Meetings (Relationships and Communication)

Profile meetings are scheduled in October and November. The profile meeting will focus on data related to the Least Restrictive Environment (LRE), including examining specific disability categories and students in separate facilities. Additionally, we will discuss partnership opportunities to support member-district growth for students with disabilities, including social-emotional learning, professional development, systems assessment tool interests, and COVID-19 impacts.

ROE Annual Health and Life Safety Inspection

Pursuant to school code, the Lake County Regional Office of Education (ROE) conducted the annual health and life safety inspection was conducted on September 30, 2020. Documents inspected include: life/safety verification form, school drill documentation, emergency lighting logs, stage flameproof curtain certification, and safety reference plans. Although final written results of the inspection have yet to be received, verbal acknowledgement from Dr. John Benedetti, Education Consultant - Life Safety/New Construction with the ROE, indicated a favorable outcome.

State Complaint Update

ISBE consultant, Mark Conyers, has communicated that there are no plans for in-person site visits; there will be conference call status reports in October and January.

Technology Evaluation

We are at the early stages of exploring options for conducting a technology evaluation; we have connected with technology administrators in our member districts for recommendations. Our outcomes are to assess infrastructure necessary for any facility reconfigurations, explore device inventory efficiencies, review required cybersecurity protocols and other related items.

Transportation Update

NSSED has a one-year contract with Septran expiring in August 2021. Based on feedback from our member-district stakeholders, our positive relationship with Septran, and consistent quality service received, we are exploring the option of renewing our contract. We have not been approached by any other comparable vendors requesting the opportunity to bid at this time.

Reopening Update

Dr. Kurt A. Schneider and other administrators presented an overview of operations and student learning in the Blended Remote Learning model. While the cooperative will remain in the Blended Remote Learning model until at least November 2, 2020, all NSSED programs are working to enhance in-person learning opportunities for students.

E-Learning Resolution

Dr. Schneider reported that the cooperative will submit an E-learning plan to the Leadership Council in November, and then to the Lake County Regional Office of Education (ROE), for approval. Approval allows districts the option to provide electronic learning to students on emergency days, such as those related to inclement weather. Once approved by both the school board and the ROE, plans are valid for three years.

Culture of Excellence: Professional Learning Framework

Ms. Lindsay Kiraly, Director of Professional Development and Coaching, shared the work of the Professional Learning Innovation team. The focus of this team has been to develop a system of professional learning that is transparent in how decisions are made and allocates resources equitably based on the greatest needs of students and educators. The team, which is composed of diverse representation from across districts and programs/services, is charged with (i) recommending how professional learning resources are allocated and (ii) continuously monitoring the system for improvement.

Relationships and Communication: BoardDocs Review

Ms. Peggy Miller, Executive Assistant/Recording Secretary, reviewed the [BoardDocs](#) software and the various items available through BoardDocs, such as the cooperative's policy manual, Leadership Council committee materials, and previous Board Briefs.

FY22 Budget Calendar and Arctic Snow Removal Contract Approval

The Leadership Council approved (i) the FY22 Budget calendar, and (ii) a two year contract between NSSSED and Arctic Snow & Ice Control, Inc. for snow removal service. NSSSED has contracted with Arctic Snow and Ice Removal for the past five years. Like this agreement, the previous contract renewals were for two year periods. The agreement reflects a 2% increase in fees which is 3% less than the vendor's original proposal.

Policy Adoption

The Leadership Council adopted 11 policies with changes in text, five policies with changes in legal references, and four policies that are part of a 5-year review cycle, with no recommended changes.

Next Leadership Council Meeting: November 4th at 7:00 p.m

**SUNSET RIDGE DISTRICT 29
ENROLLMENT REPORT
November 10, 2020**

August 25 – November 20

<u>Grade</u>	<u>Sections</u>	<u>In-Person/ Remote</u>
K	(12/3, 13/4, 13/3, 11/4)	49/14
1	(16/2, 14/4, 14/3)	44/9
2	(12/5, 16/1, 15/1)	43/7
3	(14/2, 12/3, 12/3)	38/8

**Totals: 174/38
(82.1% In Person)**

November 30 – December 18

<u>Sections</u>	<u>In-Person/ Remote</u>
(12/4, 13/4, 13/3, 11/4)	49/15
(13/4, 15/3, 13/4)	42/11
(11/6, 16/1, 14/2)	41/9
(15/1, 13/2, 11/4)	39/7

**Totals: 171/42
(80.1% In Person)**

January 11 – March 12

<u>Sections</u>	<u>In-Person/ Remote</u>
(15/1, 16/1, 15/1, 12/3)	58/6
(15/2, 16/2, 14/3)	46/7
(13/4, 17/0, 15/1)	45/5
(15/1, 13/2, 13/2)	41/5

**Totals: 190/23
(89.2% In Person)**

4	(14/2, 15/0, 13/3)	42/5
5	(15/0, 13/2, 14/2)	42/4
6	(12/0, 11/1, 11/3, 11/0)	45/4
7	(14/5, 10/3, 11/0, 15/0)	50/8
8	(10/1, 13/1, 13/1, 13/0)	49/3

**Totals: 228/24
(90.5% In Person)**

(12/4, 14/1, 13/3)	39/8
(14/1, 12/3, 13/3)	39/7
(11/1, 9/3, 9/5, 9/2)	38/11
(12/7, 11/3, 8/2, 14/1)	45/13
(7/3, 13/1, 11/3, 12/1)	43/8

**Totals: 204/47
(81.3% In Person)**

(15/1, 15/0, 14/2)	44/3
(15/0, 15/0, 15/1)	45/1
(12/0, 9/3, 12/2, 11/0)	44/5
(17/2, 12/2, 10/0, 15/0)	54/4
(10/0, 13/1, 14/0, 13/0)	50/1

**Totals: 237/14
(94.4% In Person)**



SUNSET RIDGE SCHOOL DISTRICT 29

525 Sunset Ridge Road • Northfield, Illinois • 60093

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Cultivating a learning community that engages the hearts and minds of students, one child at a time

TO: District 29 Board of Education

FROM: Edward J. Stange 

DATE: November 10, 2020

SUBJECT: 2020-2021 Staffing Update

This following delineates staffing matters for the 2020-2021 school year. Documents related to specific individuals are provided in your closed session packet.

Recommendation for Board Approval

Employment of Rosemary Prommer (Teaching Assistant)

Approved by Board

Employment of Katharine Schmidt (Teaching Assistant)

Employment of Angelena Colon (Teaching Assistant)

Employment of Monika Shah (Teaching Assistant)

Resignation of Joy Kunny (Teaching Assistant)

Employment of Gloria Ramos (Sunset Ridge School Spanish Teacher)

Employment of Marci Peck (Sunset Ridge School Nurse)

Employment of Sean Hardiman (Teaching Assistant)

Employment of Michele Girdon (Teaching Assistant)

Transfer of Matt Wilkinson (Advanced Learning Program Teacher – Humanities)

Employment of Carly Cohen (7th Grade Student Services Teacher)

Transfer of Hillary Davis (2nd Grade Teacher)

Employment of Kathleen Downs (School Psychologist Intern)

Resignation of Amanda Martinsen (Junior High Math Teacher)

Employment of Margaret Michalek (Kindergarten Teacher)

Employment of Jillian Wiedrich (1st Grade Teacher)

Employment of Betsy Swanson (Sunset Ridge Art Teacher)

Employment of Shannon Tremont (Sunset Ridge Math Teacher)

Resignation of Linda Curry (Sunset Ridge School Nurse)

Retirement of Lynn Horne (Sunset Ridge Art Teacher)

Resignation of Evelyn Levin (Sunset Ridge School Spanish Teacher)

Resignation of Alicia Cohen (Middlefork School Teaching Assistant)

Leave of Absence for Caitlyn Leary (3rd Grade Teacher) –September 2020

Leave of Absence for Kellie Johnson (Middlefork Library) –October 2020

Leave of Absence for Kim Albright (Computer Science) –October 2020

Leave of Absence for Sarah Dengsavang (2nd Grade Teacher) – Anticipated November 2020




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TO: District 29 Board of Education

FROM: Edward J. Stange 

DATE: November 10, 2020

SUBJECT: Fall 2020 NWEA MAP Testing Results

This following information is a high-level overview of the fall 2020 NWEA MAP testing results.

In the summer of 2020, I disseminated an article from the NWEA that predicted a decrease in student growth and achievement in reading and mathematics as a result of school closures related to the COVID-19 pandemic (deemed the “COVID-19 Slide”). Their statistical modeling predicted a decrease in growth/achievement of 5-10 points in mathematics and 3-6 points in reading.

Since District 29 did not completed NWEA MAP testing in the Spring of 2020, we have no way of knowing the level of “COVID-19 Slide” from the 2019-2020 school year. However, data from the District 29 fall 2020 administration of the NWEA MAP tests does provide insight into how students started the current school year compared to national norms and previous District 29 cohorts.

As indicated in the graphs below, the aggregate performance of District 29 students on the fall 2020 administration of the NWEA MAP test for mathematics indicate that most grade level cohorts began the 2020-2021 school year 2-4 points below the District 29 norm. In comparison, the performance of District 29 students on the fall 2020 administration of the NWEA MAP test for reading indicate that most grade level cohorts began the 2020-2021 school year at a level that was commensurate with, or higher than, previous District 29 cohorts.

In sum, the data suggest the presence of a “COVID-19 Slide” in the area of mathematics. However, this “Slide” was not as significant in District 29 as was predicted by the NWEA research. Further, the fall 2020 testing data does not reflect a pervasive “Slide” in the area of reading.

