

OFFICIAL MINUTES OF THE BOARD OF EDUCATION
SCHOOL DISTRICT 68, COOK COUNTY, ILLINOIS

Regular Board of Education Meeting – June 19, 2012

The Board of Education of School District 68, Cook County, Illinois, met on the 19th day of June, 2012, in regular session at the Educational Service Center, according to the rules of the Board.

The meeting was called to order at 7:32 p.m. by the president of the Board, David Beller, who presided. Members of the Board were present as follows:

Present: Amy Anson
Katrina Bell-Jordan
David Beller
Richard Berk
Hank Schneider
Darius Zakeri

Absent: Una McGeough

Administrative staff members were present as follows:

Frances McTague, Superintendent
Leslie Gordon, Highland School Principal
Robyn Hawley, Old Orchard Junior High School Principal
Laurie Heinz, Assistant Superintendent for Instruction
Jac McBride, Director of Special Services
Rob McElligott, Old Orchard Junior High School Assistant Principal
Beth Millard, Assistant Superintendent for Business
Randy Needlman, Devonshire School Principal
Susan O'Neil, Jane Stenson School Principal
Irina Ziemann, Director of Technology

Absent: None

Visitors: Ryan Berry
Marilyn Soglin
Elizabeth Soglin

1. INTRODUCTION OF BOARD MEMBERS AND VISITORS AND PUBLIC COMMENT

President Beller asked Board members and administrators at the head table to introduce themselves. There were no comments.

2. CONSENT AGENDA

It was moved by Member Schneider, seconded by Member Zakeri, that the Board of Education approve the items on the Consent Agenda, which contained the following:

- a. Minutes
Regular Board of Education Meeting – May 15, 2012
Closed Board of Education Meeting – May 15, 2012
- b. Personnel: Certified Appointment: R. Garay, M. Preis, K. Short, M. Thompson;
Certified Resignation: E. Haring-Switzer, L. Westman; Personal Absence Leave/ Family
Medical Leave: R. Brownell; Classified Resignation: R. Hansen, E. Holland, P. Park,
K. Trier; Classified Appointment: F. Ahmad, K. Patel, M. Russell; Employment
Termination: T. Dorado
- c. Financial Reports
- d. Bill Summary
- e. Workers' Compensation Insurance Coverage renewal for 2012-13 with Accident Fund
National Insurance for the estimated premium of \$85,526
- f. Prevailing Wage Resolution (see attachment A)
- g. Resolution to Transfer Monies from the Working Cash Fund to the Education Fund
(see Attachment B)

Upon roll call, the members voted as follows:

AYE: Anson, Bell-Jordan, Beller, Berk, Schneider, Zakeri

NAY: None.

Motion carried.

3. ELL PARENT CENTER REPORT

Center Director Corrie Wallace described a number of programs and services provided by the ELL Parent Center. She noted that District 68 parents are frequent users of the Center. Several District 68 parents spoke about their experiences at the Center and the impact it has had on their lives. Several Board members expressed their support for the Center. President Beller thanked Director Wallace and the parents who spoke.

4. 2012 SPRING MAP REPORT

Assistant Superintendent Heinz presented an overview of the recent MAP testing. She explained how the test works and provided historical data on fall to spring growth compared to national norms as well as current scores broken down by various sub-categories. There was discussion about the value of test data versus having too much testing. President Beller thanked Dr. Heinz for her report.

5. GRADES 6-8 MATHEMATICS LEARNING TEAM UPDATE

Assistant Superintendent Heinz summarized the recommendations that were made last year by the Math Learning Team. She noted that the K-5 grade levels moved forward at that time with the selection of *Math in Focus*. However, grades 6-8 chose to wait for development of additional options. Several programs were piloted in 2011-12 and two more will be piloted this fall with a planned selection by early 2013 for 2013-14 implementation. President Beller thanked Dr. Heinz for her report.

6. END-OF-YEAR PROGRESS ON ANNUAL PRIORITIES: 2011-12

Superintendent McTague summarized this year's progress on the strategic initiatives from the 2006 Strategic Plan as well as other big initiatives for the year. She presented the updated Performance Scorecard data. There was discussion about meeting the needs of our diverse sub-groups. President Beller thanked Dr. McTague for her report.

7. NILES TOWNSHIP DISTRICT FOR SPECIAL EDUCATION #807

Member Berk reported on the May 24, 2012 meeting of the Niles Township District for Special Education.

8. REVIEW OF POLICIES: 6170 – SPECIAL EDUCATION SERVICES; 6170.1 - BEHAVIORAL INTERVENTIONS FOR STUDENTS WITH DISABILITIES; 6170.2 - PSYCHOTROPIC OR PSYCHOSTIMULANT MEDICATION AND DISCIPLINE; 6170.3 - STUDENT SOCIAL AND EMOTIONAL DEVELOPMENT; 6171.2 - NON-ENROLLED STUDENT'S ELIGIBILITY FOR SPECIAL EDUCATION SERVICES

Superintendent McTague reviewed the proposed changes to several policies. They will be presented for approval at the next meeting.

9. ADOPTION OF 2012-13 CONTRACTS AND SALARIES

It was moved by Member Anson, seconded by Member Schneider, that the Board of Education approve the 2012-13 contracts and salaries as listed in Attachment C.

Upon roll call, the members voted as follows:

AYE: Anson, Bell-Jordan, Beller, Berk, Schneider, Zakeri

NAY: None.

Motion carried.

10. REVISION OF POLICIES

It was moved by Member Bell-Jordan, seconded by Member Berk, to revise policies 5118 – Determination Of Residency; 5125 – Student Records; 5130 – Student Conduct And Discipline; 5139 – Management Of Life-Threatening Food Allergies; 5140 – Administration Of Medication To Students/Self-Administration Of Asthma And/Or Allergy Medications; 5143 – Use Of Lockers; 5145 – Abused And Neglected Child as follows:

Determination of Residency for School Enrollment

5118

Only students who are residents of District 68 may attend school within the District without a tuition charge, except as authorized by State law and except as provided for herein.

Generally, Illinois law provides that the residence of a student is deemed to be the same as the residence of the person who has legal custody of the student and permits only students who are residents of the School District to enroll and attend on a tuition-free basis. The person claiming legal custody must ~~also~~ typically reside in the School District. The grounds for legal custody are

set forth in the School Code along with certain exceptions to legal custody and residence requirements.

The criteria for determining the residency of special education students and homeless students are set forth in the School Code and must be applied in place of the criteria and procedures generally applicable to students, when appropriate.

Tuition for Non-Residents

Under Section 10-22.5 of the Illinois School Code, the Board of Education may, but is not required to, admit non-resident students. It is generally the policy of the Board to deny admission to non-resident students. If in exceptional circumstances a non-resident student is permitted to enroll or if a ~~non-authorized~~ non-resident student attends **without authorization**, the student must be charged tuition in accordance with the mandate of the School Code. A regular education student who becomes a non-resident during the school term may attend school until the completion of the school term in June on a tuition-free basis so long as there is no break in enrollment after becoming a non-resident. However, the attendance and tuition obligations of a special education student who becomes a non-resident during the school year shall be determined in accordance with the provisions of Article 14 of the Illinois School Code.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within 60 days after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

When a student's change of residence is due to the military service obligation of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

Payment of Tuition

Tuition shall be paid by certified or cashier's check in advance on a semester-by-semester basis. However, non-resident students whose parents or legal guardians demonstrate sufficient intent to establish residency within 31 calendar days from the student's first day of attendance shall be permitted to attend subject to the payment of tuition in advance by cashier's or certified check for the number of school days within the 31 calendar day period. Demonstration of sufficient intent must be by a real estate purchase contract with all significant contingencies satisfied, a closing statement or a lease, showing entitlement to possession within the 31 day period. If residency is not established within the 31 day period, the student shall be disenrolled effective at the end of the 31 day period or as soon thereafter as reasonably possible, subject to the payment of tuition for any additional days of attendance beyond the 31 days. If residency is established within the 31 day period, the tuition for this period will be refunded.

Residency Investigation

The Superintendent may investigate **or cause to be investigated** and determine the residency of any student before or after enrollment in accordance with the applicable provisions of Illinois law and may require the involved persons to provide additional information to be considered by the District in determining residency. Such information may include, but is not limited to, real estate contracts, leases, financial documents, voter registration, tax documents, bills, and vehicle registrations and licenses. The investigation may include, but is not limited to, interviews, completion of questionnaires, observations and home visits. Whenever the Superintendent receives information believed to be reliable questioning the residency of the student, the Superintendent shall conduct **or cause to be conducted** an investigation to determine whether the student is a resident of the district.

If a student has not begun attendance in school when residency is questioned, the Superintendent shall generally deny attendance pending determination of the student's residency; however, students who are considered homeless under the School Code must be enrolled immediately. At the conclusion of the investigation and after providing the student and the student's parents or other appropriate person an opportunity to discuss the matter, the Superintendent shall make a decision as to the student's residency. If the Superintendent determines that the student is not a resident, the Superintendent will take appropriate action which may include refusing to enroll the student.

If the Superintendent determines that a student already enrolled is not a resident of the School District, notice of the decision and an opportunity for a hearing shall be given, a hearing held before the Board or its hearing officer if timely requested, and a decision made in accordance with the procedures specified in the School Code. The student may be disenrolled and tuition charged for the period of non-residency, if non-residency is found by the Superintendent, subject to appeal to, and/or affirmation by, the Board. However, pending any appeal to, and/or affirmation by, the Board of the Superintendent's determination of non-residency, a student enrolled and attending school in the district may continue to attend school. The person responsible for the student is also responsible for tuition pending an appeal if non-residency is found by the Board, as well as tuition for the balance of the period of non-residency.

As used in this policy, the term "Superintendent" includes the Superintendent's designee.

Criminal Punishment for Misrepresentation of Residency

Illinois law has made it a crime, punishable by imprisonment and fine, to knowingly or willfully present any false information regarding the residency of a student for purposes of enabling that student to attend on a tuition-free basis or to knowingly enroll or attempt to enroll a student on a tuition-free basis when the student is known to be a non-resident of the District. The Superintendent is authorized to seek prosecution to the full extent of the law of any person who the Superintendent believes has committed any residency-related crime. Civil proceedings may also be initiated with the approval of the Board.

Residency for Summer School

Non-resident children may be accepted provided:

- a. Residents are given priority;
- b. There is sufficient space in the program; and
- c. The enrollment of the non-resident student is approved by the Summer School Director;
- d. Tuition is paid in accordance with established deadlines.

GUIDELINES FOR DETERMINING STUDENT RESIDENCY

Residency Categories

Generally, a student will be regarded as a resident and enrolled on a tuition-free basis if the student falls within one of the following categories:

1. The student and the person with legal custody of the student live in the school district on a full-time and indefinite length of time basis. If the residency in the District of the person with whom the student lives is on a temporary basis, it must not be as a visitor or for educational purposes. A person usually will be deemed to have custody of the student when the person is an adult and has immediate and predominant authority and control over most of the major aspects of the student's life. Major aspects of the student's life include medical treatment, discipline, financial support, education, social activities and day-to-day nourishment, care and sleeping arrangements. Legal custody exists in any one of the following circumstances:

- a. Custody is exercised by a natural or an adoptive parent with whom the student resides.
 - b. Custody has been granted by court order to a person with whom the student resides for reasons other than to have access to the educational programs of this District.
 - c. Custody is exercised under a short-term guardianship for reasons other than to have access to the educational programs of this District. Short-term guardianship is transferred by a document containing information specified by law and signed by the parent transferring guardianship to another person. Unless Court approval is obtained, the transfer cannot exceed 60 days.
 - d. Custody is exercised by a caretaker adult relative who is receiving aid under the Illinois Public Aid Code for the student who resides with that caretaker for purposes other than to have access to the educational programs of this District.
 - e. Custody is exercised by an adult who demonstrates that, in fact, he or she has assumed and exercises legal responsibility for the student and provides the student with a regular fixed nighttime dwelling for purposes other than to have access to the educational programs of this District.
2. The student is a foreign exchange student in a program approved by the State Board and the Superintendent.
 3. The student has been placed with a foster parent or child care facility by the Department of Children and Family Services outside this District, but DCFS has determined it to be in the best interests of the student to maintain attendance in this District. In this instance, the School District will look to DCFS to provide or fund transportation for the student.
 4. An enrolled resident student becomes a non-resident during the school term. The student may continue to attend tuition-free until the end of the regular school term in June so long as the student maintains enrollment.
 5. The student is homeless.
 6. A dependent child of military personnel and is housed in temporary housing located outside of the District, but will be living within the District within 60 days after the time of initial enrollment.

If the student does not meet one of these criteria, the student should not be enrolled, or the disenrollment process should be started if the student has already been attending school.

Residency Investigation

A residency investigation:

1. should be conducted if any of categories 1(a) - (d), 3, 4, or 5 are applicable, but not clearly satisfied;
2. should be conducted if category 1(e) or 5 is claimed as the basis for residency;
3. need not be undertaken with respect to category 4;
4. need not be conducted if category 2 applies, but approval of the exchange program by the ISBE and Superintendent should be confirmed.

As part of the investigation, facts should be gathered through completion of residency questionnaires, review of additional documents relating to residency, interviews, a visit to the residence and/or observations as appropriate to the situation.

Residency of Special Education Students

The residency of a special education student involves a separate set of criteria. A student with an active IEP or who has been identified as eligible for special education services will be regarded as a resident and enrolled on a tuition-free basis in any one of the following circumstances:

1. The student's parent with legal guardianship of the student, or an individual guardian who has been appointed for the student by the courts, resides in the School District.
2. The student's parents are legally separated or divorced, both parents retain legal guardianship or custody and the student's parent who provides the student's primary regular fixed nighttime abode resides in the School District. However, the election of the resident district by the parents may be made only once per school year.
3. An Illinois public agency has guardianship of the student and
 - a. the student and parent both reside in the School District; or
 - b. the agency has placed the student residentially in the School District; or
 - c. the student has been residentially placed outside the State and the School District was the last school district to provide at least 45 days of educational service to the student.
4. An Illinois court has ordered residential placement of the student, but the student's parent has legal guardianship and resides in the School District.
5. The student resides in the School District and:
 - a. a parent or court appointed guardian has legal guardianship, but the location of the parent or guardian is unknown; or
 - b. the student is age 18 or older and no legal guardian has been appointed; or
 - c. the student is legally an emancipated minor.

When the parent, or other person, with legal guardianship lives outside the State, the parent, legal guardian, or other placing agent is responsible for making arrangements to pay the School District for the educational services rendered to a special education student.

Homeless Students

A homeless student is one who:

1. lacks a fixed, regular and adequate nighttime place of abode; or
2. has a primary nighttime place of abode that is:
 - a. a supervised publicly or privately operated shelter designated to provide temporary living accommodations (including welfare hotels, congregate shelters, and transitional housing);
 - b. an institution that provides a temporary residence for individuals intended to be institutionalized; or
 - c. a public or private place not designated for or ordinarily used as a regular sleeping accommodation for human beings.

A parent or guardian of a homeless student may enroll that student in either the "school of origin" or in the school for the attendance area in which the student actually lives. "School of

origin" is the school that the student attended when permanently housed or the school in which the student was last enrolled.

Homeless students shall be enrolled immediately, even if they are unable to provide records normally required for enrollment, and will be referred promptly for necessary immunizations in order to facilitate their prompt admission.

Guidelines Regarding Custody and Control

Like most aspects of student residency issues, the question whether custody and control of a student has been transferred by a custodial parent or guardian of the student to another person with whom the student lives in the school district must be answered by collection and analysis of facts. Although no single fact factor is necessarily determinative ~~nor do~~, factors other than those listed below may be considered, and all of the following facts ~~have to~~ factors need not be present. The following facts ~~suggest~~ factors may support a finding that there has been a change in custody and control sufficient to establish residency for purposes of tuition-free attendance at school:

1. The custodial parent or guardian seldom sees the student on weekends, at mealtimes, overnight, or on school holidays and vacations.
2. The custodial parent or guardian seldom converses by telephone with the student or the person with whom the student lives in the school district.
3. The custodial parent or guardian lives such a distance from the student that effective control over the student is unlikely.
4. The person with whom the student lives, and not the custodial parent or guardian:
 - a. disciplines the student;
 - b. arranges for medical care;
 - c. determines when the student comes and goes from the place of residence;
 - d. determines who the student sees as friends;
 - e. provides meals for the student;
 - f. meets much of the day-to-day financial needs of the student.
5. The student lives apart from the custodial parent or guardian for reasons other than attendance at school, such as financial difficulties of the custodial parent or guardian, marital or family strife in the home of the custodial parent or guardian, inability of the custodial parent or guardian to control the student, emotional, alcohol or drug-related problems of the student or the custodial parent or guardian.
6. The custodial parent or guardian does not claim the student as a dependent on his or her federal income tax return.

In addition to the factors summarized listed above or other relevant factors, the student must live in the school district on a full-time and indefinite length of time basis.

Enrollment/Disenrollment Decisions

Generally, a student should not be enrolled until the investigation is completed and a final decision made. A final decision should generally not be made on residency until the results of the investigation are discussed with the person seeking to enroll the student. However, if a student is enrolled, the student should not be disenrolled until after a conference is held with the

parent and the person with whom the student lives and the School Code procedures set forth in the next section are followed. If the student is an adult, the student should be included in the conference.

If the School District denies enrollment to a child claiming to be homeless, the parent or guardian must be referred to the Regional Superintendent and to sources of low-cost or free legal or other advocacy services in the community.

Notice and Hearing Procedure Prior to Disenrollment

1. Notice of **Hearing and** Tuition Due

Upon determining that a currently enrolled student is not a resident of the School District, the Board, or the Superintendent on behalf of the Board, must give notice to the person who enrolled the student of **the intention to disenroll the student**, the amount of tuition owed to the School District and, ~~if applicable, the intention to disenroll the student~~ **the right to request a hearing**. The notice must be given by certified mail, return receipt requested.

2. Request for Review

The **person** who enrolled the student may request a review hearing within 10 days of receipt of the **hearing and** tuition notice. If a hearing is requested, the Board, or the Superintendent, must notify the requestor within 10 days, by certified mail, of the time and place of the hearing. The hearing must be not less than 10 and not more than 20 days after the date of the notice of hearing.

3. Hearing Procedure

The Board may hold the hearing itself or designate a hearing officer to do so. The requestor may also be represented by the representative of its choice, and has the burden of providing evidence of the pupil's residency. The hearing procedure will be substantially as follows:

- a. Opening statements.
- b. Presentation of evidence by the person who enrolled the student/cross-examination.
- c. Presentation of evidence by the school administration/cross-examination.
- d. Rebuttal/cross-examination.
- e. Closing statements.

4. Post-Hearing Procedure

If a hearing officer conducted the hearing, the hearing officer must send his or her findings to the Board and the person who enrolled the pupil within 5 days after the close of the hearing. The person who enrolled the pupil may file written objections to the hearing officer's findings with the Superintendent within 5 days of receiving the findings. Within 15 days of the hearing, the Board must make a final determination as to the pupil's residency and send its decision to the person who enrolled the pupil.

Policy adopted by the Board of Education on 2/27/62, Revised 4/15/08 **6/19/12**

School student records are confidential and information from them shall not be released other than as provided by law. Any record that contains personally identifiable information or other information that would link the document to an individual student is a school student record if maintained by the District, except (1) records that are kept in the sole possession of a school staff member, are destroyed not later than the student’s graduation or permanent withdrawal, and are not accessible or revealed to any other person except a temporary substitute teacher, and (2) records kept by law enforcement officials working in the school.

State and federal laws grant students and parent(s)/guardian(s) ~~certain rights, including~~ the right to inspect, copy, and challenge school records. The information contained in school student records shall be kept current, accurate, clear and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child.

The District may release directory information as permitted by law, including the student’s name, address, gender, grade level, birth date and place, parents’ names and addresses, academic awards and honors, dates of attendance, and information related to school-sponsored activities, unless the student’s parent/guardian requests in writing that such information not be released.

The Superintendent shall develop procedures to implement this policy and designate a *records custodian* ~~who shall~~ to maintain student records. The Superintendent or designee shall inform staff members of this policy and the implementing procedures., and **The Superintendent or designee** shall inform students and their parent(s)/guardian(s) of ~~it~~ **this policy**, as well as their rights regarding student school records.

LEGAL REF.: Family Educational Rights and Privacy Act, 20 U.S.C. §1232(g); 34 C.F.R. Part 99; Ill. School Student Records Act, 105 ILCS 10/1-10/14.1; ~~105 ILCS 5/10 21.8 and 10/1 et seq.;~~ 23 Ill. Admin. Code §375. 20 U.S.C. § 7908; 105 ILCS 5/10 20.5a; ~~20 U.S.C. §1232; 34 C.F.R. Part 99; 34 C.F.R. § 9; 105 ILCS 5/14 1.01 et seq. and 10/1 et seq.;~~ 50 ILCS 205/7, 5/10 21.8; ~~23 Ill. Admin. Code §§226 and 375.~~

Policy adopted by the Board of Education on 1/18/75
Revised 4/20/04 **6/19/12**

Student Conduct and Discipline

High standards for the behavior of students ~~in keeping~~ **consistent** with their level of maturity ~~is~~ **are** necessary ~~in order~~ to carry on an efficient and effective educational program. To that end, the Board has developed policies regarding student behavior which encourage the development of good character, the efficient use of classroom time, and the attainment of self-discipline.

The District Discipline Committee shall meet annually to advise on policy guidelines for student discipline. The Committee shall report to the Board on issues regarding student discipline and conduct.

Application of Grounds for Disciplinary Action

Students may be ~~suspended or expelled~~ **disciplined** for gross disobedience or misconduct which occurs:

- A. on school grounds,
- B. at school-sponsored activities,
- C. in connection with student transportation,
- D. on public or private property adjacent to school grounds as identified by the Superintendent or the Building Principal as property on which student activities have a reasonable relationship to **the** school, or
- E. at any place when the misconduct has a reasonable relationship to school.

Prohibited Student Conduct

- A. Gross disobedience or misconduct includes, but is not limited to, the following actions or attempted actions:

- 1. Disruption --

Conduct which materially and substantially threatens to or actually disrupts the educational process or interferes with the liberty, property, or other rights of a school employee, student, or person on school premises or attending a school activity.

- 2. Alcohol, Drugs, **Tobacco** and Other Substances --

Use, possession, transfer, arranging to transfer, sale, **purchase**, or being under the influence of:

- a. any illegal drug or controlled substance, including marijuana,
- b. **alcohol**,
- c. ~~unlawful drugs~~ **tobacco**,
- d. “look-alike” drugs, or
- e. any other substance not prescribed for the student that is used or typically intended to be used to achieve a high or altered mental or physical state, **or**
- f. **paraphernalia, items used or customarily intended for use in the administration of items referenced above.**

Being under the influence includes, but is not limited to, the emission of the odor of any of these substances, such as having alcohol on the breath, or any impairment of normal functioning, such as slurred speech, inability to walk properly or dilated pupils.

- 3. Aggressive Behavior **and Bullying** –

Using any form or type of aggressive behavior that does physical or psychological harm to someone else and/or urging other students to engage in such conduct.

Prohibited ~~aggressive behavior~~ **conduct** includes, without limitation, the use of violence, force, noise, coercion, threats, intimidation, fear, **bullying harassment, public humiliation, theft or destruction of property**, or other comparable conduct.

~~Bullying and/or intimidation of others includes, but is not limited to, any aggressive or negative gesture, or written, verbal, or can be written (including electronic, verbal, physical act or a negative or aggressive gesture).~~ **Bullying is conduct that places another student in reasonable fear of harm to his or her person or property, or that has the effect of insulting or demeaning any student in such a way as to disrupt or interfere with the school’s educational mission or the education of any student that causes a substantially detrimental effect on a student’s physical or mental health, substantially interferes with a student’s academic performance, or that substantially interferes with a student’s ability to participate in or benefit from the services,**

activities, or privileges offered by a school. Bullying or and intimidation most often will occur when a student asserts physical or psychological power over, or is cruel to, another student perceived to be weaker. ~~Such behavior may include, but is not limited to: pushing, hitting, threatening, name-calling, or other physical or verbal conduct of a~~ for instance, conduct that is belittling or browbeating nature.

4. Weapons –

Possession, use, transfer, or sale of a weapon. Weapons include, but are not limited to:

- a. guns, knives, explosive devices, any other item which is typically used to cause bodily harm and any other item defined by law to be a weapon;
- b. items such as baseball bats, pipes, bottles, locks, sticks, compasses, pencils, and pens if used, or attempted to be used, to cause bodily harm; and
- c. look-alike weapons.

Possession and/or use of weapons may result in a minimum one-year expulsion in accordance with the federal Gun-Free Schools Act and the related provisions of the Illinois School Code.

The Board and the Superintendent, in consultation with the Board, may modify the requirement for a minimum one-year expulsion on a case-by-case basis. The Superintendent or designee may grant an exception to this prohibition on weapons where the weapon is to be used in connection with a student activity such as ~~for a school play~~ theatre or cooking, provided the item is not intended to do bodily harm.

5. Disrespect to Employees --

Any conduct or act which is abusive of, or disrespectful to, a teacher or other employee of the District.

~~6. Interference with Employees --~~

~~Interference with school personnel~~ employees in the performance of their duties.

6. Insubordination --

Refusal to comply with rules of student conduct or the reasonable instructions of school personnel.

7. Appearance --

Dress or appearance which presents a health or safety hazard, which materially and substantially disrupts the educational process, or which is prohibited by school dress requirements.

8. Distribution of Materials --

The violation of the time, place, and manner in which the Building Principal designates that written or printed materials may be distributed by students ~~in the school building, on school grounds or at a school-related activity.~~

9. Truancy and Tardiness --

Excessive truancy or tardiness.

10. Fire --

Unauthorized use of a fire extinguisher, falsely activating a fire alarm, or ~~arson~~ setting fires.

11. Vandalism --

Vandalizing school property or private property which is lawfully on school premises.

12. Trespassing --

Trespassing on school grounds or in the buildings.

13. Theft and Destruction of Property --
Burglary, robbery, or theft, as well as causing damage to school property or another person's property.
14. Coercion --
Extortion, blackmail, or coercion by force or threat of force.
15. Bombs --
Making any a bomb threat or initiating a false report of a bomb on school premises.
16. Explosives --
Possession, sale or use of fireworks, explosives, or other flammable substances not authorized by proper school personnel.
17. Gambling --
Gambling in any of its various forms.
18. Academic Dishonesty --
Cheating, plagiarism, or any form of academic dishonesty.
19. Computers --
Unauthorized use of computers or violation of the District's network/internet use policy.
20. School Records --
Unauthorized access to, possession of, or alteration of school records.
21. Secret Societies --
Soliciting membership in, promising to join, or joining a sorority, fraternity, or secret society.
22. Language --
Profane or offensively lewd, vulgar, or indecent language, gestures or behavior and slander, libel, or obscenity in any form.
23. Laws --
The commission of any act punishable by any national, state, or local law or regulation.
24. Hazing --
"Hazing" means any act directed against a student for the purpose of being initiated into, affiliated with, holding office in, or maintaining membership in any organization, club or athletic team, whose members include other students.
25. Gang Activity --
A "gang" means any ongoing organization, association, or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more criminal acts or acts in violation of school rules, which has an identifiable name or identifying sign or symbol, and whose members individually or collectively engage in, or have engaged in, a pattern of criminal gang activity or activity relating to the violation of school rules. Gang activity includes, but is not limited to, any act in furtherance of the gang and possession or use of gang symbols, such as drawings, hand signs and attire.
26. Electronic Communication Devices --
Using or possessing a cellular telephone, electronic signaling and cellular radio-telecommunication devices, paging device, two-way radio, or video recording device, unless authorized and approved by the Building Principal. Electronic signaling devices include pocket and all similar electronic paging devices.

27. Harassment -- Harassment or intimidation of another student based upon a student's sex, race, religion, national origin, disability, or other protected group status. The District will not tolerate any harassing or intimidating conduct, whether verbal, physical or visual, that affects ~~tangible~~ **the** benefits of education, unreasonably interferes with a student's educational performance, or creates an intimidating, hostile, or offensive educational environment.

28. Laser Pointers --

Use or possession of a laser pointer unless under a staff member's supervision in the context of instruction.

29. Terrorist-Type Activities --

Any act, threat, hoax or prank of a terrorist nature, especially involving weapons, explosives, biological agents, other dangerous materials or look-alikes of any such items.

~~31. Paraphernalia --~~

~~— Possession, sale, purchase, use, transfer or arranging to transfer any paraphernalia which is used or customarily intended for use in the administration of a substance referenced in #2 above.~~

~~32. Tobacco --~~

~~— Possession, sale, purchase, use or transfer of tobacco.~~

30. Fighting --

Any fighting, assault, or battery, or other conduct ~~which~~ **that** a student may reasonably be expected to know may endanger the health or safety of **another** ~~students, school personnel, or other persons.~~

31. Invasion of Privacy --

Any invasion of the privacy of another, including but not limited to using a cellular telephone, personal digital assistant (PDA), or any other electronic or photographic device to take and/or transmit pictures of another without that person's consent. This prohibition does not include images taken in circumstances where the person has no reasonable expectation of privacy, such as **when** a spectator at, or participant in, an athletic contest.

32. Internet Threats --

Explicit threats to school employees, students, or school-related personnel on Internet websites accessible to such people.

B. Additional Definitions:

1. "Possession" means having any knowledge of, and any control over, an item. Control includes, but is not limited to, having access to an item in a school locker, personal effects, a **or** vehicle, ~~or other place where the item is located.~~ It is not necessary that a student intend to control the item. A student may acquire knowledge of an item visually, by being told about the item, or through other sensory perception. A student's knowledge will be determined based on the surrounding circumstances, not just the student's statements. For example, "forgetting" that an item is in one's locker, personal effects, or vehicle does not constitute lack of knowledge. Also, for example, coming onto school grounds or to a school-sponsored event in a vehicle which the student knows contains an item constitutes possession of that item, even if the vehicle or the item is not the student's. ~~This provision on possession applies to any policy or rule which regulates or prohibits possession of any item, such as weapons or drug paraphernalia, and such substances as tobacco, alcohol, drugs and look-alikes of such items or substances~~

2. A “look-alike” is any substance or item ~~which is not, but~~ that reasonably appears to be or is represented to be, ~~the real substance or item~~ something it is not. Examples include:
 - a. a toy gun which is very difficult to distinguish, except upon close examination, from an actual gun,
 - b. a green leafy plant material which that is not marijuana, but is claimed, believed, or intended to appear to be marijuana,
 - c. a white powdered substance ~~which is not, but~~ that is claimed, believed, or intended to appear to be a toxic chemical or biological agent, though it is not.
- C. The Superintendent may establish additional rules, through administrative regulations, and may approve rules adopted at the building level, which that further clarify and/or define the general norms of behavior and grounds for expulsion and suspension contained in this policy and/or which that provide for the orderly operation of the schools.
- D. A student handbook, including the District disciplinary policies and rules, shall be distributed to the students’ parents/guardians within 15 days of the beginning of the school year or a student’s enrollment.

III. Disciplinary Consequences

A. Disciplinary consequences include:

1. Behavior report.
2. ~~Telephone contact.~~
2. Parent/guardian notification.
3. Parent/guardian conference.
4. Disciplinary conference.
5. Seizure of contraband.
6. Withholding of privileges, including participation in extracurricular activities.
7. Removal from classroom.
8. Detention, provided the student’s parent(s)/guardian(s) have been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used.
9. In-school suspension for a period not to exceed 5 consecutive school days per incident.
10. Suspension from school and all school-sponsored events for up to 10 days per incident, provided that appropriate procedures are followed. A suspended student is prohibited from being on school grounds and at school activities and events.
11. Suspension of bus riding privileges, provided that appropriate procedures are followed.
12. Expulsion by the Board from school and all school-sponsored activities and events for a definite time period not to exceed 2 calendar years, provided that the appropriate procedures are followed. An expelled student is prohibited from being on school grounds or and at school-sponsored activities and events.
13. Notification of law enforcement authorities whenever the conduct involves illegal drugs (controlled substances), look-alikes, alcohol, weapons, threats, or battery against staff members, and in other appropriate circumstances.

These consequences may be applied in combination and in any order as appropriate to the behavior involved.

- B. At times in this policy and/or in school handbooks, consequences are specified for certain types of misconduct. These consequences will generally be followed, however, in appropriate circumstances, any violation of this policy or school handbook may be considered gross disobedience or misconduct for which a student may be suspended or expelled. Repeated violations may also be considered gross disobedience or misconduct for which a student may be suspended or expelled, even though any particular violation by itself might not warrant suspension or expulsion. Finally, any extreme misbehavior may be considered gross disobedience or misconduct for which a student may be suspended or expelled, even if not addressed by this policy or a ~~student~~ **school** handbook.
- C. Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, **in-school suspension**, ~~or~~ expulsion, **or** corporal punishment ~~or in-school suspension~~, which is appropriate and in accordance with the policies and rules on student discipline. Teachers may remove students from a classroom for disruptive behavior, subject to administrative direction. Teachers, other certificated employees, and other persons providing a related service for or with respect to a student, may use reasonable force to prevent a student from completing an act that would **potentially** result in ~~potential~~ physical harm to him/~~self~~, herself, or another or damage to property ~~or to remove a disruptive student who is unwilling to leave the area voluntarily.~~
- D.** Corporal punishment shall not be used. Corporal punishment includes slapping, paddling, ~~or~~ prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force ~~as needed~~ **used** to maintain safety ~~for other students, school personnel, or persons,~~ or for the purpose of self-defense or the defense of property.
- ~~D~~ **E.** The Superintendent, Building Principal, Assistant Principal, and Dean of Students are authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct on an in or out of school basis and from riding the school bus, up to 10 school days for each incident, provided the appropriate procedures are followed. The Board of Education may suspend a student from riding the bus in excess of 10 days for safety reasons.
- ~~E~~ **F.** Efforts, including, where appropriate, the use of early intervention and progressive discipline, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or ~~physiological~~ **psychological** harm to someone else. The Superintendent or designee shall establish procedures to ~~help~~ ensure that the parent(s)/guardian(s) of a student who engages in aggressive behavior are notified of the incident. The failure to provide such notification does not limit the Board's or school officials' authority to impose discipline, including suspension or expulsion, for such behavior.
- ~~F~~ **G.** The Superintendent shall develop regulations and/or guidelines to provide for appropriate due process in serious student disciplinary matters, including suspension and expulsion. Suspension review hearings and expulsion hearings shall be conducted by one of the Board's hearing officers selected by the Superintendent, unless otherwise expressly provided by the Board. Upon receipt of the hearing officer's report, the Board shall take such action as it deems appropriate. Only the Board may expel a student.

Legal References: 105 ILCS 5/27-23.7; 5/10-20.14, 5/10-22.6, 5/24-24.

Policy adopted by the Board of Education on 4/20/04

Replaced Policy 5130, 5131, 5131.1, 5131.2, 5143

Revised 6/19/12

Management of Life-Threatening Food Allergies

5139

An important goal of the School District is to address and minimize the risks faced by students with life-threatening food allergies at school and school-related activities, although these risks cannot be completely eliminated. The Superintendent shall implement a Food Allergy Management Program designed to achieve this goal. The program shall include education and training, implementation of individualized health care and food allergy action plans, procedures for responding to life-threatening allergic reactions to food, and protocols to avoid exposure to food allergens. The program shall be, in substance, consistent with the Illinois State Board of Education/Illinois Department of Public Health "Guidelines for Managing Life-Threatening Food Allergies in Illinois Schools," as may be modified from time to time.

Reviewed 11/16/10

Policy adopted by the Board of Education on 12/14/10

Administration of Medication to Students by District Health Personnel and Self-Administration of Asthma and/or Allergy Medication

5140

Administration of medication by District health personnel shall occur only in exceptional circumstances where the prescribed medication interval requires that medication be administered during school hours. No student shall possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy.

Teachers and other non-administrative school employees, except registered certified school nurses and non-certified registered professional nurses, shall not be required to administer medication to students. However, nothing in this policy or its implementing procedures shall prohibit any school employee from providing emergency assistance to students, including administering medication.

A student may possess and self-administer asthma medication and/or use an epinephrine auto-injector without supervision once the student's parent(s)/ guardian(s) has complied with the requirements set out in the procedures established to implement this policy.

The Superintendent shall establish procedures to implement this policy.

Schools may maintain an emergency supply of epinephrine auto-injectors, which shall be stored in a locked, secure location. The school supply of epinephrine auto-injectors may be provided to and utilized by any student authorized to self-administer an epinephrine auto-injector or by any personnel authorized under a student's Individual Health Care Action Plan, Illinois Food Allergy Emergency Action Plan and Treatment Authorization Form, or Section 504 Plan to administer an epinephrine auto-injector to the student, provided that the school epinephrine auto-injector matches the student's prescription on file. When a student does not have an epinephrine auto-injector or a prescription for an epinephrine auto-injector on file, the school nurse may utilize the school supply of epinephrine auto-injectors to respond when he/she in good faith professionally believes the student is having an anaphylactic reaction.

The District and its employees incur no liability, except for willful and wanton conduct, as a result of any injury arising from the self-administration of medication or the use of an epinephrine auto-injector.

Legal Reference 105 ILCS 5/10-20.14b; 5/10-22.21b; and 5/22-30.

Policy adopted by the Board of Education on 6/18/91
Revised 4/20/04, 8/15/06, 12/14/10, 6/19/12

Use of Lockers

5143

The District shall furnish lockers and desks (as well as other storage areas) to students, when available in building facilities, in order to provide safe and secure storage of school-related materials and personal items which that the student is legally entitled by law and school rules to have in his or her possession. No other materials shall be kept in student lockers or desks.

Ownership of lockers and desks is maintained by the District. The assignment of a locker or desk to a student and use by the student is made subject to the right of the administration's right to have access to and search the locker or desk without notice to or the consent of the student at any time for cleaning the locker, investigating apparent dangers to health or safety, or when the school administration has good reason to believe that a locker contains material that a student would not be legally entitled to have in his or her possession. Students have no reasonable expectation of privacy in lockers, desks, or items therein.

Legal Reference: 105 ILCS 5/10-22.10a-22(e)

Policy adopted by the Board of Education on 2/22/72
Revised and renumbered from 3260.1 – 4/26/05
Renumbered from 5145 – 7/18/06
Revised 6/19/12

5145

Abused and Neglected Child Reporting

All District personnel, including all administrators, ~~certificated~~ certified, and non-certificated certified employees, who suspect or receive knowledge that a student known to them in their professional capacity may be an abused or neglected child or an adult student with a disability shall immediately report such a case to the Illinois Department of Children and Family Services (DCFS) on its abuse hotline. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. All District employees shall sign the "Acknowledgement of Mandated Reporter Status" form provided by DCFS the Illinois Department of Child and Family Services and the The Superintendent or designee shall provide staff development opportunities for school personnel working with students in grades kindergarten through 8 in the detection, reporting, and prevention of child abuse and neglect.

If during either an open or closed session of a Board meeting, a Board member hears an allegation of suspected child abuse of an enrolled student, that Board member is obligated to direct the Superintendent (or another school administrator equivalent to the Superintendent) to report the suspected abuse to the DCFS Hotline. School Board members may directly report suspected abuse to DCFS, but are not obligated to do so under the law.

Legal Reference: Ill. Abused and Neglected Child reporting Act; 325 ILCS 5/4 et seq.
Public Act 94-0888

Policy adopted 8/15/06
Revised 6/19/12

Upon roll call, the members voted as follows:
AYE: Anson, Bell-Jordan, Beller, Berk, Schneider, Zakeri
NAY: None.
Motion carried.

11. COMMUNICATIONS

The Board reviewed several Communication items.

12. ADJOURNMENT TO CLOSED SESSION

It was moved by Member Zakeri, seconded by Member Anson, to adjourn to closed session at 10:40 p.m.

Upon roll call, the members voted as follows:
AYE: Anson, Bell-Jordan, Beller, Berk, Schneider, Zakeri
NAY: None.
Motion carried.

Beth Millard, Board Secretary

David Beller, President

**RESOLUTION PERTAINING TO THE PAYMENT OF
PREVAILING RATES OF WAGES IN CONTRACTS**

WHEREAS, the State of Illinois has enacted “An Act regulating wages of laborers, mechanics and other workers employed in any public works by the state, county, city or any public body or any political subdivision or by any one under contract for public works,” approved June 26, 1941, as amended, being Chapter 820 ILCS 130/1-12, Illinois Compiled Statutes; and

WHEREAS, the aforesaid Act requires that the Cook County School District 68 of Skokie, Illinois investigate and ascertain the prevailing rate of wages as defined in said Act for laborers, mechanics and other workers in the locality of said Village employed in performing construction of public works, for said Village.

NOW THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF EDUCATION OF COOK COUNTY SCHOOL DISTRICT 68:

SECTION 1: To the extent and as required by “An Act regulating wages of laborers, mechanics and other workers employed in any public works by the state, county, city or any public body or any political subdivision or by any one under contract for public works,” approved June 26, 1941, as amended, the general prevailing rate of wages in this locality for laborers, mechanics and other workers engaged in the construction of public works coming under the jurisdiction of this school district hereby ascertained to be the same as the prevailing rate of wages for construction work in the Cook County area as determined by the Department of Labor of the State of Illinois as of June, 2012, a copy of that determination being attached hereto and incorporated herein by reference. The definition of any terms appearing in this Ordinance which are also used in aforesaid Act shall be the same as in said Act.

SECTION 2: Nothing herein contained shall be construed to apply said general prevailing rate of wages as herein ascertained to any work or employment except public works construction of this school district to the extent required by the aforesaid Act.

SECTION 3: The Secretary of the Board of Education shall publicly post or keep available for inspection by any interested party in the main office of this school district this determination of such prevailing rate of wage. A copy of this determination or of the current revised determination of prevailing rate of wages then in effect shall be attached to all contract specifications.

SECTION 4: The Secretary of the Board of Education shall mail a copy of this determination to any employer, and to any association of employers, and to any person or association of employees who have filed or file their names and addresses, requesting copies of any determination stating the particular rates and the particular class of workers whose wages will be affected by such rates.

SECTION 5: The Secretary of the Board of Education shall promptly file a certified copy of this Ordinance with both the Secretary of State Index Division and the Department of Labor of the State of Illinois.

SECTION 6: The Secretary of the Board of Education shall cause to be published in a newspaper of general circulation within the area a copy of this Ordinance, and such publication shall constitute notice that the determination is effective and that this is the determination of this public body.

Passed this 19th day of June, 2012

APPROVED:

/s/ _____

President, Board of Education
Skokie School District 68

ATTEST:

/s/ _____

Secretary, Board of Education
Skokie School District 68

RESOLUTION

WHEREAS, the Board of Education (the “Board”) of School District Number 68, Cook County, Illinois (the “District”), has heretofore created and established a Working Cash Fund in and for the District (the “Fund”); and

WHEREAS, the Board has determined and does hereby determine that it is necessary and in the best interests of the District that the Fund be abated; and

WHEREAS, Section 20-9 of the School Code of the State of Illinois, as amended (the “Code”), authorizes the Board to abate the Fund:

NOW, THEREFORE, Be It and It Is Hereby Resolved by the Board of Education of School District Number 68, Cook County, Illinois, as follows:

Section 1. Incorporation of Preambles. The Board hereby finds that all of the recitals contained in the preambles to this Resolution are full, true and correct and does incorporate them into this Resolution by this reference.

Section 2. Amount of Abatement. The Fund shall be abated as of the date hereof by the amount of \$3,000,000.00 (the “Abatement Amount”).

Section 3. Permanent Transfer. The School Treasurer of the District is hereby authorized and directed to forthwith permanently transfer the Abatement Amount to the Education Fund of the District, the same being the fund of the District hereby determined by the Board to be the fund most in need of the funds being transferred pursuant to this Resolution.

Section 4. Outstanding Loans. If necessary to effectuate such abatement and permanent transfer, outstanding loans from the Fund to any other funds of the District in an amount, together with any cash immediately transferred pursuant to Section 2 above, equal in the aggregate to the Abatement Amount shall be paid to the education fund of the District, and any remaining outstanding loans shall be paid to the Fund at the time and in the manner required by the Code.

Section 5. Severability. If any section, paragraph, clause or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

Section 6. Repealer and Effective Date. All resolutions or parts thereof in conflict herewith be and the same are hereby repealed and that this Resolution shall be in full force and effect forthwith upon its adoption.

Adopted this 19th day of June, 2012

Ayes: 6
Nays: 0
Absent: 1

/s/ David Beller, President
/s/ Beth Millard, Secretary

**COOK COUNTY SCHOOL DISTRICT 68
Skokie, Illinois
2012-13 Classified Salary Schedule**

OFFICE PERSONNEL																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
O-1*	11.53	11.93	12.35	12.78	13.23											
O-2	15.61	15.97	16.41	16.84	17.28	17.72	18.18	18.67	19.13	19.76	20.57	21.28	22.16	22.94		
O-3	16.39	16.84	17.28	17.70	18.18	18.67	19.12	19.66	20.16	20.83	21.57	22.27	23.04	23.70	24.26	
O-4	18.72	19.18	19.69	20.20	20.72	21.26	21.82	22.40	22.96	23.61	24.18	24.86	25.53	26.19	26.89	27.65
O-5	23.16	23.84	24.57	25.30	26.09	26.82	27.65	28.47	29.33	30.00	30.72	31.40	32.06	32.73	33.38	34.08

Bookkeeper	O-5	Secretary to Dir. Of Special Services (ECC)	O-4
Secretary to Assistant Superintendent	O-5	Student Services Secretary (JH)	O-4
Technology Support	O-5	School Office Assistant	O-3
Transportation Coordinator/Dispatch	O-5	Interscholar Delivery Driver/General Clerical	O-2
Secretary to the Principal	O-4	Temporary/Substitute*	O-1
Technology Assistant	O-4		

STUDENT CARE AND PARA-PROFESSIONALS																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
S-1*	11.53	11.93	12.35	12.78	13.23											
S-2	16.65	17.07	17.54	18.02	18.45	18.96	19.43	19.91	20.46	21.14	21.96	22.74	23.67	24.51		
S-3	18.34	18.91	19.46	20.09	20.70	21.38	22.01	22.69	23.40	24.00	24.80	25.49	26.31	26.92		
S-4	19.32	20.03	20.69	21.42	22.17	22.94	23.75	24.59	25.43	25.93	26.67	27.21	27.89	28.34		
S-5	20.61	21.22	21.88	22.56	23.29	24.00	24.73	25.52	26.31	27.02	27.62	28.18	28.97	29.60	30.24	
S-6	22.85	23.53	24.24	24.98	25.74	26.48	27.26	28.10	28.97	29.64	30.41	30.98	31.62	32.60	32.92	33.60

Health Services Coordinator (JH)	S-6	Library Media Center Assistant	S-2
Computer Lab Supervisor (JH)	S-6	Teaching Assistant / Special Educ. Teaching Asst.	S-2
Pre-K/Pre-School Instructor	S-5	ECC Assistant	S-2
Child Care Leader	S-4	Playground Supervisor / Bus Aide	S-2
Health Clerk (K-5)	S-3	Summer School Assistant	S-2
		Temporary/Substitute*	S-1

OPERATIONS AND MAINTENANCE																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
B-1*	11.53	11.93	12.35	12.78	13.23											
B-2	15.10	15.62	16.15	16.65	17.21	17.79	18.36	18.98	19.64	20.20	20.66	21.13	21.63	22.20		
B-3	16.46	16.87	17.31	17.77	18.22	18.71	19.19	19.70	20.20	20.82	21.45	22.13	22.83	23.56	24.29	
B-3**	17.81	18.25	18.72	19.22	19.71	20.23	20.75	21.31	21.84	22.52	23.20	23.93	24.69	25.48	26.28	
B-4	22.81	23.50	24.20	24.93	25.68	26.43	27.21	28.06	28.89	29.55	30.24	31.01	31.72	32.25	32.95	33.59
B-5	23.49	24.20	24.92	25.68	26.45	27.22	28.03	28.91	29.75	30.43	31.14	31.94	32.67	33.21	33.94	34.59
B-6	25.51	26.25	27.07	27.88	28.71	29.57	30.47	31.37	32.33	33.06	33.84	34.59	35.41	36.22	37.00	37.74

Head of Maintenance	B-6	Custodian	B-3
Head Custodian (JH)	B-6	Part-time Custodian	B-2
Maintenance	B-5	Temporary Maintenance (Step 1)	B-2
Head Custodian (K-5)	B-4	Temporary Custodial/Substitute*	B-1

** Available only to custodians employed before 6/30/11, new full time custodians placed in new B-3

TRANSPORTATION					
	1	2	3	4	5
T-1	20.16				
T-2	20.16	21.22	22.34	23.51	24.75
T-3	21.16	22.28	23.45	24.66	26.00

LUNCH PROGRAM - District Employees	
New employees hired by contractor	
Cook, Server, Cashier	20.19

Special Education Bus Driver	T-3
Bus Driver	T-2
Substitute Bus Driver	T-1

5/20/12

* Current employees serving in another department may be paid at Grade 2 based on relevancy of experience to assignment
Substitutes or temporary workers must work at least 40 days in a year to move the next step the following year