



Tuesday, August 18, 2026

Regular Board of Education Meeting, 6:00 p.m. Open Session

Location: District Administrative Center, 515 W. Main Street, Barrington, IL 60010, and live view at bit.ly/220schoolboardlive.

Page

1. AUGUST 18, 2026 REGULAR BOARD OF EDUCATION MEETING - AGENDA

1.01 Call to Order

2. 4:00 p.m. - CLOSED SESSION - For the purpose of discussing: Employment matters, performance of a specific employee, collective negotiating matters, self-evaluation, litigation matters, security procedures, student disciplinary matters, the placement of individual students in special education programs, and other matters relating to individual students, and the purchase, lease, or sale price of real property.

3. 6:00 p.m. - OPEN SESSION

3.01 Roll Call

3.02 Pledge of Allegiance

3.03 Recognition: Elevate the Arts

3.04 Report: President, Board of Education - Sandra Bradford

3.05 Public Comment

3.06 Report: Superintendent of Schools - Dr. Craig Winkelman

3.07 Informational Reports

[26-27 FOIA Reports.pdf](#) 

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3.08 Board Committee Reports: Finance Committee, Facilities Committee, Policy Committee, Legislative Committee, Equity Committee, Health Insurance Committee, Referendum Construction Steering Committee, Safety & Security Committee, Student Disciplinary Committee

4. CONSENT AGENDA

4.01 Minutes

Closed and Open Minutes from July 23, 2026

4.02 Finance Reports

1. July Reports

a. Wage Report

	b. Revenues and Expenditures c. Treasurer's Report	
	2. August Reports	
	a. Bill List	
4.03	Personnel Report	11
	Revised Personnel Report 8-18-2026.pdf 	

5. ACTION ITEMS

5.01	Consideration to Approve Second Reading of Board Policy Policy Committee Attorney Attorney (remove) 2:260 Uniform Grievance Procedure 6:315 High School Credit for Students in Grade 7 or 8 2260 First Reading ATTY edits.pdf  2260 Second Reading ATTY edits 08062026.pdf  2260 Second Reading 08122026.pdf  6315 Second Reading.pdf 	14
5.02	Consideration to Approve BSEO Contract	
5.03	Consideration to Approve the Release of Confidentiality of Closed Session Minutes July 1, 2025 through December 31, 2025	
5.04	Consideration to Approve the Destruction of Verbatim Recordings January 1, 2023 through June 30, 2023	
5.05	Consideration to Approve Terms of IGA for Proposed Village of South Barrington Higgins Corridor TIF District	

6. DISCUSSION ITEMS

6.01	Intentional Use of Technology	
6.02	2026-27 Tentative Budget	
6.03	Framework 220 Update and 2026-27 Priorities	
6.04	First Reading of Board Policy Policy Committee Attorney Attorney (remove)	41

2:105 Ethics and Gift Ban

8:25 Advertising and Distributing Materials in Schools Provided by Non-School
Related Entities

[First Reading Policy 2 105 ATTY EDITS.pdf](#) 

[First Reading Policy 8 25.pdf](#) 

6.05 Proposed Village of South Barrington Higgins Corridor TIF District

7. Adjourn

7.01 Adjourn Meeting

FREEDOM OF INFORMATION ACT REQUESTS

August 18, 2026

Date Received:	Request:	Status:	Requested By:
6/18/26	All products from: Frontline Education, Powerschool, Red Rover Technologies, Tyler Technologies, and OpenAI/Claude We aim to find records from 2022 to now that would reflect the pricing structure of any engagement with the above vendors. This may include subscription or licensing terms, implementation fees, and/or per-unit costs. The types of records we are interested in include: • Contracts, service agreements, and order forms • Purchase orders associated with the above vendors • RFP or solicitation documents • Task orders issued under cooperative purchasing agreements We are flexible on format and can accept records in whichever way your office already keeps them, such as: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any existing summary-level purchasing records your office already maintains (request denied- suspected AI, could not verify human requester)	Response completed: 7/21/26 (commercial)	Alexander Taylor The Data Branch
6/19/26	All products from: Gorgias, Intercom, Sierra, Futurefit AI, Overgrad, Powerschool, Schoollinks, and Xello We hope to obtain records from 2022 to now reflecting how these engagements are priced — for example, licensing or subscription structures, per-unit rates, and any associated implementation or setup fees. We are looking for the following types of records: • Contracts, service agreements, order forms • Purchase orders relating to the above vendors • RFP or solicitation documents • Task orders issued against cooperative purchasing agreements To make fulfillment as easy as possible, we are willing to receive records in whatever format is most convenient, including: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any summary-level purchasing records your office already keeps on hand (request denied- suspected AI, could not verify human requester)	Response completed: 7/21/26 (commercial)	Sophia Price The Data Branch
6/22/26	All products from: ESS/ESI, Kokua Education, Scoot Education, Zed Educate, and BuildEd We aim to find records from 2022 to now that would reflect the pricing structure of any engagement with the above vendors. This may include subscription or licensing terms, implementation fees, and/or per-unit costs. The types of records we are interested in include: • Contracts, service agreements, and order forms • Purchase orders associated with the above vendors • RFP or solicitation documents • Task orders issued under cooperative purchasing agreements We are flexible on format and can accept records in whichever way your office already keeps them, such as: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any existing summary-level purchasing records your office already maintains (request denied- suspected AI, could not verify human requester)	Response completed: 7/21/26 (commercial)	Beau Calloway The Data Branch

6/25/26	All purchasing records from vendors (if existing): Verkada, Triton Sensors, Soter Tech, Motorola, IPVideo Corporation, Vocabulary.com. We aim to find records from 2022 to now that would reflect the pricing structure of any engagement with the above vendors. This may include subscription or licensing terms, implementation fees, and/or per-unit costs. This request covers records such as: • Contracts, service agreements, order forms • Purchase orders relating to the listed vendors • RFP or solicitation documents • Task orders issued against cooperative purchasing agreements (request denied- suspected AI, could not verify human requester)	Response completed: 7/27/26 (commercial)	Sophia Price The Data Branch
7/2/26	We are requesting all purchase orders issued between January 1, 2023, and the present, reflecting purchasing or procurement activity across all departments, divisions, and offices. If your office does not maintain a centralized report, we are glad to accept: • Department-level or segmented purchasing data • Any readily available reports • Records grouped by department, if that is how they are stored To the extent readily accessible, we are interested in records that include: • Purchase order number (or equivalent) • Purchase date • Vendor ID or name • Department or issuing entity (if available) • Line item description • Quantity • Unit price • Total price If purchase orders are not maintained, we are willing to narrow this request to the smallest set of records that reconstructs spending and contract awards over the most recent 12–24 months. This could include: • PO register (PO #, date, vendor, description, fund/GL, amount) • AP check register or payment ledger (vendor, invoice #, amount, date) • P-Card transaction logs (cardholder, MCC/merchant, date, amount) • Any other documents that show vendor names alongside prices We are flexible on format and can accept records in whichever way your office already keeps them, such as: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any existing summary-level purchasing records your office already maintains (request denied- suspected AI, could not verify human requester)	Response completed: 8/3/26 (commercial)	Jillian Mercer The Data Branch
7/6/26	All products from: Helios Ed/Core, Droplet, Docusign. We hope to obtain records from 2022 to now reflecting how these engagements are priced — for example, licensing or subscription structures, per-unit rates, and any associated implementation or setup fees. Relevant records may include: • Contracts, service agreements, and order forms • Purchase orders involving the above vendors • RFP or solicitation documents • Task orders issued under cooperative purchasing agreements We are flexible on format and can accept records in whichever way your office already keeps them, such as: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any existing summary-level purchasing records your office already maintains (request denied- suspected AI, could not verify human requester)	Response completed: 8/7/26 (commercial)	Jessie Swan The Data Branch

7/8/26	All products from: Rapid Identity, Tools4Ever, Classlink, Clever, Learn21, ManageAD, Tenfold Security, CPSI Publishing. Our goal is to identify records from 2022 to now that show the pricing arrangements associated with these vendors, such as licensing or subscription terms, per-unit costs, and any implementation or setup fees that may apply. The types of records we are interested in include: • Contracts, service agreements, and order forms • Purchase orders associated with the above vendors • RFP or solicitation documents • Task orders issued under cooperative purchasing agreements We are flexible on format and can accept records in whichever way your office already keeps them, such as: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any existing summary-level purchasing records your office already maintains (request denied- suspected AI, could not verify human requester)	Response completed: 8/7/26 (commercial)	Tanner Sullivan The Data Branch
7/9/26	The following requests are made under the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. For each request below, “Communications” are defined as any and all correspondence, including but not limited to electronic mail, text messages, letters, memoranda, attachments, and records, including communications via personal email or text message, between any employee or representative of Barrington 220 Community Unit School District (“District”) and any employee or representative of Quest Food Management Services, LLC (“Quest”) regarding, if applicable, the National School Lunch Program, the Districtwide Free Lunch Program, Breakfast Program, Early Learning Center Snack Program and generally, the District’s contracted food service vendor from January 1, 2020 to present unless otherwise specified. For the avoidance of doubt, where a request below seeks communications relating to procurement, vendor selection, pricing, financial analysis, renewal, performance, or food-service-related improvements, “Communications” also includes communications with any former, current, or prospective food service vendor, and any architect, consultant, contractor, construction manager, or equipment supplier whose records concern the subject matter of the request. To the extent responsive records are maintained electronically, please produce them in native electronic format, including spreadsheets in Excel or CSV format where available, together with all responsive attachments and referenced enclosures. If any records are withheld in whole or in part, please identify the specific basis for withholding. Request #1: All contracts, agreements, amendments, and renewals between the District and Quest, including all executed amendments, renewals, extensions, and any related agreements. Request #2: Produce all contracts, agreements, amendments, and renewals between the District and any food service vendor within the past five (5) years, including but not limited to Quest, Sodexo, Aramark, Chartwells, or similar providers Request #3: All documents, communications, memoranda, reports, or evaluations discussing or analyzing the basis for the final determination of procuring any food service contract or renewal, including documents relating to Requests for Proposals (RFPs), Requests for Procurement, competitive bidding processes, vendor evaluations, or any written justification for the procurement method used. Request #4: All documents or communications discussing the decision to renew or enter into a food service contract without issuing a Request for Proposals or conducting competitive bidding. Request #5: All communications between District and any food service vendor relating to vendor-funded facility improvements associated with food service operations, including but not limited to cafeteria renovations, café construction, equipment purchases, or other financial arrangements tied to such improvements. Request #6: All documents, agreements, memoranda, or communications describing the financial structure of any vendor-funded facility improvements associated with food service contracts, including documents relating to repayment obligations, amortization schedules, commission adjustments, revenue-sharing changes, or other financial arrangements tied to such improvements.	Response sent to narrow request 8/3/26	John Ellis

Request #7: Any documents, memoranda, reports, or communications analyzing the financial performance or projected financial impact of any Quest food service contract with the District. This request includes, without limitation, documents evaluating the profitability of the contract, comparisons between competing vendors, and any financial projections, analyses, or evaluations used by the District in deciding whether to enter into or renew the agreement. Request #8: Documents sufficient to identify any contracts entered into by the District within the past five (5) years that include five-year terms or renewals and were awarded without competitive bidding, including any contracts structured to include vendor-funded improvements, capital investments, or other financial arrangements in lieu of competitive procurement. Request #9: Any Board of Education presentations, memoranda, board packets, meeting minutes, or communications discussing the award or renewal of food service contracts, vendor-funded facility improvements, or the decision to enter into or renew a food service contract without competitive bidding. Request #10: Any documents or communications received by the District from parents, students, taxpayers, or staff relating to complaints or concerns regarding food service vendors, including complaints regarding pricing, food quality, service issues, or vendor performance. Request #11: Produce all documents or communications discussing the decision to enter into or renew the District’s food service contract with Quest without issuing a Request for Proposals, Request for Procurement, or conducting competitive bidding. Request #12: Produce all documents reflecting how any funds, credits, or other financial benefits received from Quest were recorded or characterized in the District’s accounting records, including ledger entries, journal entries, accounting summaries, fund classifications, or similar financial records. Request #13: Produce any District accounting summary (such as ledger summary pages or fund classification reports) reflecting receipt and classification of funds described in Request No. 12. Request #14: Produce all documents reflecting payments made to Quest pursuant to its food service contract, including but not limited to invoices, payment records, reimbursement requests, accounting records. Request #15: Produce any final written agreement or executed document reflecting a transfer of funds or financial benefit from Quest to the District outside of ordinary monthly meal service payments, including but not limited to any advance, loan, credit, rebate, capital contribution, equipment contribution, or similar financial arrangement. Request #16: Produce all documents and communications relating to any vendor-funded, vendor-managed, or vendor-associated facility improvements to food service operations from January 1, 2018 to present, including cafés, coffee bars, concession conversions, serving line renovations, utility work, signage, counters, cabinetry, seating, and equipment acquisitions. Request #17: Produce all proposals, drawings, layouts, plans, budgets, estimates, schedules, and presentations regarding any improvements identified in Request No. 16, including materials prepared by Quest or any architect, engineer, construction manager, consultant, or contractor. Request #18: Produce all executed contracts, purchase orders, work orders, change orders, invoices, pay applications, receipts, warranties, closeout materials, and documents sufficient to identify each contractor, subcontractor, architect, equipment supplier, or consultant involved in any vendor-funded, vendor-managed, or vendor-associated facility improvements to food service operations identified in Request No. 16. Request #19: Produce all documents describing the financial structure of any food-service-related facility improvement, including direct investments, capital contributions, loans, advances, amortization schedules, offsets, rent or commission adjustments, reimbursement obligations, early termination repayment provisions, or any allocation of title, ownership, or warranty rights in equipment or improvements. Request #20: Produce all documents or communications discussing whether competitive bidding, quotation, or other procurement procedures applied to any improvements identified in Request No. 16, including any basis asserted for proceeding without competitive bidding or for treating the work for improvements as part of an existing food service contract. Request #21: Produce all District accounting records sufficient to show any payments to Quest or any other vendor relating to improvements identified in		
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	Request No. 16, and any funds, credits, or benefits received from Quest relating to such improvements, including ledger entries, journal entries, fund classifications, and capital asset records. Request #22: Produce all documents sufficient to identify food-service-related equipment acquired or installed at District facilities within the past seven years, including equipment lists, serial-number lists, asset tags, warranty registrations, vendor quotes, invoices, and title or ownership records. Request #23: Produce all Board agenda materials, memoranda, presentations, meeting minutes, and non-privileged communications discussing the planning, approval, financing, procurement, or performance of any food-service-related café, coffee bar, or similar buildout or enhancement project. Request #24: Produce all communications between the District and Quest regarding the selection, retention, recommendation, or use of any architect, engineer, contractor, construction manager, equipment vendor, or supplier for food-service-related improvements identified in Request No. 16.		
7/9/26	All products from: Centegix, Raptor Technologies, Singlewire, Boxlight, Quicklert, Vivi, Audio Enhancement, CareHawk, Valcom. We are looking for records from 2022 to now that capture the pricing details of any engagement, which may include (where applicable) subscription terms, licensing fees, per-unit costs, and implementation charges. The types of records we are interested in include: • Contracts, service agreements, and order forms • Purchase orders associated with the above vendors • RFP or solicitation documents • Task orders issued under cooperative purchasing agreements We are flexible on format and can accept records in whichever way your office already keeps them, such as: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any existing summary-level purchasing records your office already maintains (request denied- suspected AI, could not verify human requester)	Response completed: 8/11/26 (commercial)	April Conway The Data Branch
7/14/26	All products from: 95 Percent Group, Core Learning Edmentum, , iStation, IXL Learning, Amplify, Curriculum Associates (i-Ready Learning), Imagine Learning. We are interested in records from 2022 to now that document the financial terms of any engagement with the vendors listed above. Where available, this may include per-unit pricing, subscription or licensing fees, and any implementation or onboarding costs. Relevant records may include: • Contracts, service agreements, and order forms • Purchase orders involving the above vendors • RFP or solicitation documents • Task orders issued under cooperative purchasing agreements To make fulfillment as easy as possible, we are willing to receive records in whatever format is most convenient, including: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports • Any summary-level purchasing records your office already keeps on hand	Response in progress (commercial)	Ava Bennette The Data Branch
7/14/26	1. For school years ending 2018 - 2026 Athletics participation by sex for each school . 2. For school years ending 2018 - 2026 Cheer participation by sex for each middle school. (responsive records sent)	Response completed: 7/21/26	Lee Bennett
7/22/26	I am requesting copies of any and all records regarding formal complaints, grievances, or reports brought under the District’s Uniform Grievance Procedure (Board Policy 2:260 or applicable procedural rules) filed against any current member(s) of the Barrington 220 Board of Education.	Response completed: 7/27/26	James Hammond

	To narrow the scope, this request is limited to grievances received from April 1, 2025, through the date of this request. The specific records requested include, but are not limited to: 1. The initial written grievance or complaint forms submitted under the Uniform Grievance Procedure naming a school board member(s). 2. Any external or internal investigative reports, findings of fact, or written conclusions generated in response to these complaints. 3. Final written decisions, board resolutions, or notifications issued by the Board of Education regarding the disposition of these complaints. (links to public website Diligent sent)		
7/24/26	Under the Freedom of Information Act, I'm requesting the complaints against Leah Collister-Lazzari, Barry Altshuler and Sandra Ficke-Bradford. I'm also requesting the results of the investigations and the reports of the investigations. (links to public website Diligent sent)	Response completed: 7/27/26	Steve Zalusky The Daily Herald
7/31/26	All products from: Apptegy, ParentSquare, National Time & Signal, and Pyramid Time Systems We are looking for records from 2022 to now that capture the pricing details of any engagement, which may include (where applicable) subscription terms, licensing fees, per-unit costs, and implementation charges. This request covers records such as: Contracts, service agreements, order forms Purchase orders relating to the listed vendors RFP or solicitation documents Task orders issued against cooperative purchasing agreements We are flexible on format and can accept records in whichever way your office already keeps them, such as: Spreadsheet exports (preferred) PDF or Word documents Standard ERP or finance system reports Any existing summary-level purchasing records your office already maintains	Response in progress (commercial)	Autumn Hayes The Data Branch
8/3/26	All products from: Naviance, Schoolinks, Xello, Youscience, and MajorClarity We hope to obtain records from 2022 to now reflecting how these engagements are priced — for example, licensing or subscription structures, per-unit rates, and any associated implementation or setup fees. We are looking for the following types of records: -Contracts, service agreements, order forms -Purchase orders relating to the above vendors -RFP or solicitation documents -Task orders issued against cooperative purchasing agreements To make fulfillment as easy as possible, we are willing to receive records in whatever format is most convenient, including: -Spreadsheet exports (preferred) -PDF or Word documents -Standard ERP or finance system reports -Any summary-level purchasing records your office already keeps on hand	Response in progress (commercial)	Meredith Collins The Data Branch
8/5/26	I am writing to request any exterior camera footage from Barbara Rose Elementary School on May 22, 2026 between 9:20 - 9:25am. Specifically, footage of the parking lot and Penny Road in front of the school. Additionally, please provide any records of the school schedule from May 22, 2026, which would indicate whether or not students were outside between 9:20 - 9:25am. (no responsive video records, sent public links to school calendar)	Response completed: 8/12/26	Kelly Minta
8/6/26	All products from: dataminr, recorded future, and Shadow Dragon We aim to find records from 2022 to now that would reflect the pricing structure of any engagement with the above vendors. This may include subscription or licensing terms, implementation fees, and/or per-unit costs. Records we are looking for include: • Contracts, service agreements, order forms • Purchase orders relating to the above vendors • RFP or solicitation documents • Task orders issued against cooperative purchasing agreements To make fulfillment as easy as possible, we are willing to receive records in whatever format is most convenient, including: • Spreadsheet exports (preferred) • PDF or Word documents • Standard ERP or finance system reports	Response in progress (commercial)	Presley Vaughn The Data Branch

	Any summary-level purchasing records your office already keeps on hand		
8/6/26	All products from: Bobrick, Excel Dryer, Georgia Pacific, Kimberly Clark, and World Dryer Our goal is to identify records from 2022 to now that show the pricing arrangements associated with these vendors, such as licensing or subscription terms, per-unit costs, and any implementation or setup fees that may apply. Records we are looking for include: - Contracts, service agreements, order forms - Purchase orders relating to the above vendors - RFP or solicitation documents - Task orders issued against cooperative purchasing agreements To keep this easy on your office, we are happy to receive records in whichever of the following formats works best: - Spreadsheet exports (preferred) - PDF or Word documents - Standard ERP or finance system reports - Any summary-level purchasing records your office already maintains	Response in progress (commercial)	Rachel Harris The Data Branch

Revised Personnel Report 8/18/2026



Personnel Report

Department of Human Resources + Talent Acquisition || 2025-2026



Chelsea Hedges | Asst. Superintendent of HR + Talent Acquisition



Megan Russell | Director of Human Resources



Licensed Staff

Name	Building	Position	Calendar	FTE	Lane	Step	Salary	Effective Date
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EMPLOYMENT

Amber Gustafson	Grove	1st Grade	182	1.0	BA	3	\$63,205.00	8/14/2026
Brad Ketchmark	Barrington High School	History	182	0.6	BA	4	\$38,335.20	8/17/2026
Nicole Smith	Lines	Psychologist	182	1.0	MA+45	11	\$85,468.00	8/14/2026

ADJUSTMENT

Sarah Ogan	Prairie Campus	Art (additional FTE)	182	0.16	MA+45	22.04	\$21,817.61	8/14/2026
Yang Yang	Barrington High School	ML (additional FTE)	182	0.4	MA+45	12.6	\$36,422.32	8/14/2026

RESIGNATION

None

Revised Personnel Report 8/18/2026



Personnel Report

Department of Human Resources + Talent Acquisition || 2025-2026

Chelsea Hedges | Asst. Superintendent of HR + Talent Acquisition

Megan Russell | Director of Human Resources



Non-Licensed Staff

Name	Building	Position	Calendar	FTE	Hours per Day	Lane	Step	Hourly Rate	Effective Date
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EMPLOYMENT

Bennett Amoroso	Barrington High School	Intensive Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Samuel Freeman	Station Campus	Intensive Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Anne Gierthy	Hough	Kindergarten Assistant	188	0.5	4	TBD	TBD	TBD	8/14/2026
Blake Kuffel	Station Campus	Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Sarah Martinez	Roslyn Road	Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Maria Saucedo	Station Campus	Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Emily Schaffer	Prairie Campus	Special Education Paraprofessional	187	1.0	7	TBD	TBD	TBD	8/17/2026
Mary Strzalka	Roslyn Road	Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Katherine Taylor	Barrington Transition Program	Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026

RE-EMPLOYMENTS FOR 26-27 School Year

Sandy Bautista	Sunny Hill	Classroom Assistant	188	1.0	7	TBD	TBD	TBD	8/14/2026
Katherine Gajewski	Countryside	Classroom Assistant	188	1.0	7	TBD	TBD	TBD	8/14/2026

ADJUSTMENT

Dionne Boulos	Grove	Classroom Assistant	188	1.0	7	TBD	TBD	TBD	8/14/2026
Tina Kubon	Lines	Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Elizabeth Losch	Early Learning Center	Special Education Paraprofessional	188	1.0	7	TBD	TBD	TBD	8/14/2026
Jennifer Schneider	North Barrington	Kindergarten Assistant	188	1.0	7	TBD	TBD	TBD	8/14/2026
Kacee Thompson	Barrington High School	District Tech Support Technician Tier 2	260	1.0	8	TBD	TBD	TBD	8/3/2026

RESIGNATION

Shannon Fuller	Early Learning Center	Student Services Assistant	8/6/2026
Brooke Haller	North Barrington	Kindergarten Assistant	7/20/2026
Robin Mayher	Station Campus	Intensive Support Assistant	8/3/2026
Brianda Montesinos Corro	Countryside	Intensive Support Assistant	8/14/2026
Anna Tran	Barrington High School	Administrative Assistant to the Assistant Principal	7/24/2026

RETIREMENT

Nona Leidig-Arnold	Barrington High School	Administrative Asst to Executive Director of Facilities	7/6/2029
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SEPARATION

Heley Lumme	Lines	Student Services Assistant	8/18/2026
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SECTION 2 - BOARD OF EDUCATION**2:260 Uniform Grievance Procedure**

A student, parent/guardian, employee, or community member should notify any Complaint Manager if they believe that the Board of Education, its employees, or its agents have violated their rights guaranteed by the [State](#) or federal [Constitution](#), State or federal statute, or Board policy, or has a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, [42 U.S.C. §12101](#) *et seq.*
2. Title IX of the Education Amendments of 1972, [20 U.S.C §1681](#) *et seq.*, excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §791](#) *et seq.*
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, [775 ILCS 5/](#); Title VI of the Civil Rights Act of 1964, [42 U.S.C. §2000d](#) *et seq.*; and/or Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)
5. Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, [5 ILCS 430/70-5\(a\)](#); Illinois Human Rights Act, [775 ILCS 5/](#); and Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (Title IX sexual harassment complaints are addressed under Board policy 2:265, *Title IX Grievance Procedure*)
7. Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
8. Bullying, [105 ILCS 5/27-23.7](#)
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
12. Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
13. Provision of services to homeless students
14. Illinois Whistleblower Act, [740 ILCS 174/](#)
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, [410 ILCS 513/](#); and Titles I and II of the Genetic Information Nondiscrimination Act, [42 U.S.C. §2000ff](#) *et seq.*
16. Employee Credit Privacy Act, [820 ILCS 70/](#).

The Complaint Manager will attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under

Policy Committee

Attorney

Attorney (remove)

this policy may forgo any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardian); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of the complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, "school business days" means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail himself or herself of this grievance procedure may do so by filing a complaint with any Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with the parent(s)/guardian(s) of a student. The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager or designee shall process and review the complaint under Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

For any complaint alleging sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681](#) *et seq.*), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the

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complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, in addition to any response required by this policy.

For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

Complaints may be reported to any District Complaint Manager or Nondiscrimination Coordinator. Upon receipt of a complaint under this policy, the Complaint Manager assigned will contact the Complainant and, if the Complainant is a student, their parent(s)/guardian(s). The Complaint Manager may ~~shall~~ require the Complainant to submit a written complaint and/or participate in an initial intake meeting. The District may issue a notice dismissing the complaint if the Complainant refuses to participate in an intake meeting and/or share information needed to investigate and respond to the complaint

For purposes of the Uniform Grievance Procedure, a complainant must identify themselves to the District ~~except as otherwise provided for herein~~. The District will make reasonable efforts to maintain the confidentiality of complainants and witnesses to the extent permitted by law and consistent with the District's obligation to conduct a thorough investigation and provide due process.

Individuals may submit anonymous reports of alleged discrimination, harassment, retaliation, or other misconduct. The District may review and investigate such reports as appropriate; however, the notices, updates, findings, appeal rights, or other steps otherwise required under this procedure may not apply to anonymous reports ~~shall not be processed through the formal Uniform Grievance Procedure because the District is unable to provide the~~ where a complainant with the notices, updates, findings, and appeal rights required under this procedure. is not identified.

Complaints by students, parents/guardians, employees, or community members regarding violations of Board of Education policies that do not address rights guaranteed by the State or federal Constitution, or rights provided by State or federal statute, should be directed to the school staff member responsible for implementing the policy in question. For example, a complaint about a grade should first be directed to the teacher. If not resolved at that level, the Complainant would follow the applicable chain of command to seek resolution (e.g. ~~department chair~~, associate principal, principal, director of curriculum and instruction). Where a Complainant is uncertain about where to direct a complaint of this type, the building principal should be contacted. Please review the District Communication Guidelines on the Barrington 220 website for the appropriate District contact and order of contacts.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. The complaint and identity of the Complainant will not be disclosed except (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant. Notifications to parents/guardians will be consistent with Policy

7:180 Prevention of and Response to Bullying, Intimidation, and Harassment.

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

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time from the Superintendent.

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

Decision and Appeal

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

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

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Attorney

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Within 30 school business days after an appeal of the Superintendent's decision, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days after the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall provide its written decision to the Complainant and the accused as well as to the Complaint Manager.

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

Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

The Superintendent shall appoint at least one Complaint Manager to administer this policy. If possible, the Superintendent will appoint two Complaint Managers, each of a different gender. The Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

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

Nondiscrimination Coordinator:

Ms. Chelsea Hedges

515 W. Main Street, Barrington, IL 60010

chedges@barrington220.org

847-381-6300

Title IX Coordinator:

Ms. Chelsea Hedges **(Primary)**

515 W. Main Street, Barrington, IL 60010

chedges@barrington220.org

847-381-6300

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~~Attorney (remove)~~

Dr. Josh Carpenter (**Secondary**)

515 W. Main Street, Barrington, IL 60010

jcarpenter@barrington220.org

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Complaint Managers:

Ms. Chelsea Hedges

Dr. Josh Carpenter

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515 W. Main Street, Barrington, IL 60010

chedges@barrington220.org

jcarpenter@barrington220.org

847-381-6300

847-381-6300

Dismissal of Complaints

In accordance with state and federal law, the District may dismiss a complaint of discrimination, harassment, or bullying under the formal Uniform Grievance Procedure before an investigation has occurred, before taking any initial steps identified herein, or at any time prior to a determination being issued, if:

1. The District is unable to identify a Complainant and/or Respondent after taking reasonable steps to do so.
2. The Respondent is not participating in the District's education program or activity and is not employed by the District.
3. The Complainant voluntarily withdraws an individual allegation within a complaint or all of the allegations in the complaint, or refuses to provide known information necessary to investigate the complaint, and the District determines that, without the Complainant's withdrawn allegations or based on the Complainant's refusal to provide necessary information, the conduct that remains alleged in the complaint, if any, would not constitute discrimination, harassment, or bullying under any relevant laws or policies even if proven, or would not constitute a violation of any other law or policy raised in the complaint; or
4. The District determines the conduct alleged in the complaint, even if proven, would not constitute discrimination, harassment, bullying, or other applicable prohibited conduct under the State and federal statutes addressed by this policy, or constitute a violation of rights set forth by the State or federal Constitution.

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Before dismissing the complaint, the District will make reasonable efforts to clarify the allegations with the Complainant.

The Complaint Manager will provide written notice of the District's determination to dismiss the complaint to the Complainant and the Respondent, if the Respondent was notified of the Complaint prior to dismissal. This will be forwarded to the Superintendent. The Complainant may appeal such dismissal by submitting a written request to the Superintendent, with a copy to the Complaint Manager, within five school business days of receipt of the written notice of dismissal. The Superintendent shall render a decision in writing, which shall be the final administrative decision of the District and conclusive on all matters presented.

LEGAL REF.:

[8 U.S.C. §1324a](#) *et seq.*, Immigration Reform and Control Act.

[20 U.S.C. §1232g](#), Family Education Rights Privacy Act.

[20 U.S.C. §1400](#), The Individuals with Disabilities Education Act.

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Education Amendments; [34 C.F.R. Part 106](#).

[29 U.S.C. §206](#)(d), Equal Pay Act.

[29 U.S.C. §621](#) *et seq.*, Age Discrimination in Employment Act.

[29 U.S.C. §791](#) *et seq.*, Rehabilitation Act of 1973.

[29 U.S.C. §2612](#), Family and Medical Leave Act.

[42 U.S.C. §2000d](#) *et seq.*, Title VI of the Civil Rights Act of 1964.

[42 U.S.C. §2000e](#) *et seq.*, Title VII of the Civil Rights Act of 1964.

[42 U.S.C. §2000ff](#) *et seq.*, Genetic Information Nondiscrimination Act.

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[42 U.S.C. §12101](#) *et seq.*, Americans With Disabilities Act; [28 C.F.R. Part 35](#).

[105 ILCS 5/2-3.8](#), [5/3-10](#), [5/10-20](#), [5/10-20.5](#), [5/10-20.7a](#), [5/10-20.60](#), [5/10-20.69](#), [5/10-20.75](#), [5/10-22.5](#), [5/22-19](#), [5/22-95](#), [5/22-110](#), [5/24-4](#), and [5/27-1](#).

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[105 ILCS 45/](#), Education for Homeless Children Act.

[5 ILCS 415/10\(a\)\(2\)](#), Government Severance Pay Act.

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

[410 ILCS 513/](#), Ill. Genetic Information Privacy Act.

[740 ILCS 174/](#), Whistleblower Act.

[740 ILCS 175/](#), Ill. False Claims Act.

[775 ILCS 5/](#), Ill. Human Rights Act.

[820 ILCS 70/](#), Employee Credit Privacy Act.

[820 ILCS 112/](#), Equal Pay Act of 2003.

[820 ILCS 180/](#), Victims' Economic Security and Safety Act; [56 Ill.Admin.Code Part 280](#).

[23 Ill.Admin.Code §§1.240](#), [200.40](#), [226.50](#), and [226.570](#).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED: July 1, 2001

REVISED: December 8, 2003; July 6, 2004; February 5, 2008; April 19, 2011; September 19, 2017, March 30, 2018; November 6, 2018; January 14, 2020; October 20, 2020; May 3, 2022; May 7, 2024; September 3, 2024; March 18, 2025; July 15, 2025; April 21, 2026

Barrington 220 School District

SECTION 2 - BOARD OF EDUCATION

2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any Complaint Manager if they believe that the Board of Education, its employees, or its agents have violated their rights guaranteed by the [State](#) or federal [Constitution](#), State or federal statute, or Board policy, or has a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, [42 U.S.C. §12101](#) *et seq.*
2. Title IX of the Education Amendments of 1972, [20 U.S.C §1681](#) *et seq.*, excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §791](#) *et seq.*
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, [775 ILCS 5/](#); Title VI of the Civil Rights Act of 1964, [42 U.S.C. §2000d](#) *et seq.*; and/or Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)
5. Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, [5 ILCS 430/70-5\(a\)](#); Illinois Human Rights Act, [775 ILCS 5/](#); and Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (Title IX sexual harassment complaints are addressed under Board policy 2:265, *Title IX Grievance Procedure*)
7. Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
8. Bullying, [105 ILCS 5/27-23.7](#)
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
12. Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
13. Provision of services to homeless students
14. Illinois Whistleblower Act, [740 ILCS 174/](#)
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, [410 ILCS 513/](#); and Titles I and II of the Genetic Information Nondiscrimination Act, [42 U.S.C. §2000ff](#) *et seq.*
16. Employee Credit Privacy Act, [820 ILCS 70/](#).

Complaints by students, parents/guardians, employees, or community members regarding violations of Board of Education policies that do not address rights guaranteed by the State or federal Constitution, or rights provided by State or federal statute, should first be directed to the

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school staff member responsible for implementing the policy in question. For example, a complaint about a grade should first be directed to the teacher. If not resolved at that level, the Complainant should follow the applicable chain of command to seek resolution (e.g. department chair, associate principal, principal, director of curriculum and instruction). Where a Complainant is uncertain about where to direct a complaint of this type, the building principal should be contacted. Please review the District Communication Guidelines on the Barrington 220 website for the appropriate District contact and order of contacts.

The Complaint Manager will attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forgo any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardian); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of the complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, "school business days" means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail himself or herself of this grievance procedure may do so by filing a complaint with any Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with the parent(s)/guardian(s) of a student. The Complaint Manager shall assist the Complainant as needed.

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For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager or designee shall process and review the complaint under Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

For any complaint alleging sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681](#) *et seq.*), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, in addition to any response required by this policy.

For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

Complaints may be reported to any District Complaint Manager, ~~or~~ Nondiscrimination Coordinator, or designee. Any complaint containing allegations involving the Superintendent shall be immediately forwarded to the Board President. Any complain containing allegations involving a Board member(s) shall be immediately forward to the Superintendent. For all other complaints, upon receipt of a complaint under this policy, the Complaint Manager assigned will contact the Complainant and, if the Complainant is a student, their parent(s)/guardian(s). The Complaint Manager may ~~shall~~ request ~~ire~~ that the Complainant ~~to~~ submit a written complaint and/or participate in an initial intake meeting. The District may issue a notice dismissing the complaint if the Complainant refuses to ~~participate in an intake meeting and/or~~ share additional information needed to investigate and respond to the complaint, in accordance with the Dismissal provisions set forth herein.

~~For purposes of the Uniform Grievance Procedure, a complainant must identify themselves to the District except as otherwise provided for herein. The District will make reasonable efforts to maintain the confidentiality of complainants and witnesses to the extent permitted by law and consistent with the District's obligation to conduct a thorough investigation and provide due process.~~

Individuals may submit anonymous reports of alleged discrimination, harassment, retaliation, or other misconduct. The District may review and investigate such reports as appropriate; however,

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the notices, updates, findings, appeal rights, or other steps otherwise required under this procedure may not apply to anonymous reports shall not be processed through the formal Uniform Grievance Procedure because the District is unable to provide the where a complainant with the notices, updates, findings, ad appeal rights required under this procedure. is not identified.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. The complaint and identity of the Complainant will not be disclosed except (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant. Notifications to parents/guardians will be consistent with Policy 7:180 *Prevention of and Response to Bullying, Intimidation, and Harassment*.

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

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time from the Superintendent.

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

Decision and Appeal

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

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

Within 30 school business days after an appeal of the Superintendent's decision, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days after the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall provide its written decision to the Complainant and the accused as well as to the Complaint Manager.

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

Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

The Superintendent shall appoint at least one Complaint Manager to administer this policy. If possible, the Superintendent will appoint two Complaint Managers, each of a different gender. The Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

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

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Nondiscrimination Coordinator:

Ms. Chelsea Hedges
515 W. Main Street, Barrington, IL 60010
chedges@barrington220.org
847-381-6300

Title IX Coordinator:

Ms. Chelsea Hedges **(Primary)**
515 W. Main Street, Barrington, IL 60010
chedges@barrington220.org
847-381-6300

Dr. Josh Carpenter **(Secondary)**
515 W. Main Street, Barrington, IL 60010
jcarpenter@barrington220.org
847-381-6300

Complaint Managers:

Ms. Chelsea Hedges
515 W. Main Street, Barrington, IL 60010
chedges@barrington220.org
847-381-6300

Dr. Josh Carpenter
515 W. Main Street, Barrington, IL 60010
jcarpenter@barrington220.org
847-381-6300

Dismissal of Complaints

In accordance with state and federal law, the District may dismiss a complaint of discrimination, harassment, or bullying under the formal Uniform Grievance Procedure before an investigation has occurred, before taking any initial steps identified herein, or at any time prior to a determination being issued, if:

1. The District is unable to identify a Complainant and/or Respondent after taking reasonable steps to obtain additional information to do so, and such identification is necessary to investigate the complaint.
2. The Respondent is not participating in the District's education program or activity and is not employed by the District.
3. The Complainant voluntarily withdraws an individual allegation(s) within a complaint or all of the allegations in the complaint, refuses to provide known information necessary to investigate the complaint, and the District determines that, without the Complainant's withdrawn allegations or based on the Complainant's refusal to provide necessary information, the conduct that remains alleged in the complaint, if any, would not constitute discrimination, harassment, or bullying under any relevant laws or policies even if proven, or would not constitute a violation of any other law or Board policy even if proven; raised in the complaint; or

4. The District determines the conduct alleged in the complaint, even if proven, would not constitute a violation of the law or policy alleged to have been violated in the complaint; ~~discrimination, harassment, bullying, or other applicable prohibited conduct under the State and federal statutes addressed by this policy, or constitute a violation of rights set forth by the State or federal Constitution.~~
5. A complaint containing allegations involving the Superintendent is determined by the Board President, in consultation with legal counsel (where applicable), to meet one of the conditions for dismissal set forth above; or
6. A complaint containing allegations involving a Board member(s) is determined by the Superintendent, in consultation with legal counsel (where applicable), to meet one of the conditions for dismissal set forth above.

Before dismissing the complaint, the District will make reasonable efforts to clarify the allegations with the Complainant.

The Complaint Manager will provide written notice of the District's determination to dismiss the complaint to the Complainant and the Respondent, if the Respondent was notified of the Complaint prior to dismissal. This will be forwarded to the Superintendent. The Complainant may appeal such dismissal by submitting a written request to the Superintendent, with a copy to the Complaint Manager, within five school business days of receipt of the written notice of dismissal. The Superintendent shall render a decision in writing, which shall be the final administrative decision of the District and conclusive on all matters presented.

For complaints containing allegations involving the Superintendent, prior to the dismissal of any such complaints, the Board President shall first present a recommendation for dismissal to the Board, which shall make a determination regarding dismissal in accordance with this section. If the Board makes a determination to dismiss the Complaint, the Board President shall provide written notice of the Board's determination to dismiss the complaint to the Complainant. If the Respondent(s) was notified of the complaint prior to dismissal, then the Board President shall also provide written notice of the Board's determination to the Respondent(s).

For complaints containing allegations involving a Board member(s), prior to the dismissal of any such complaints, the Superintendent shall first present a recommendation for dismissal to the Board, which shall make a determination regarding dismissal in accordance with this section. If the Board makes a determination to dismiss the Complaint, the Superintendent shall provide written notice of the Board's determination to dismiss the complaint to the Complainant. If the Respondent(s) was notified of the complaint prior to dismissal, then the Superintendent shall also provide written notice of the Board's determination to the Respondent(s).

LEGAL REF.:

[8 U.S.C. §1324a](#) *et seq.*, Immigration Reform and Control Act.

[20 U.S.C. §1232g](#), Family Education Rights Privacy Act.

[20 U.S.C. §1400](#), The Individuals with Disabilities Education Act.

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Education Amendments; [34 C.F.R. Part 106](#).

[29 U.S.C. §206](#)(d), Equal Pay Act.

[29 U.S.C. §621](#) *et seq.*, Age Discrimination in Employment Act.

[29 U.S.C. §791](#) *et seq.*, Rehabilitation Act of 1973.

[29 U.S.C. §2612](#), Family and Medical Leave Act.

[42 U.S.C. §2000d](#) *et seq.*, Title VI of the Civil Rights Act of 1964.

[42 U.S.C. §2000e](#) *et seq.*, Title VII of the Civil Rights Act of 1964.

[42 U.S.C. §2000ff](#) *et seq.*, Genetic Information Nondiscrimination Act.

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[42 U.S.C. §12101](#) *et seq.*, Americans With Disabilities Act; [28 C.F.R. Part 35](#).

[105 ILCS 5/2-3.8](#), [5/3-10](#), [5/10-20](#), [5/10-20.5](#), [5/10-20.7a](#), [5/10-20.60](#), [5/10-20.69](#), [5/10-20.75](#), [5/10-22.5](#), [5/22-19](#), [5/22-95](#), [5/22-110](#), [5/24-4](#), and [5/27-1](#).

[105 ILCS 45/](#), Education for Homeless Children Act.

[5 ILCS 415/10](#)(a)(2), Government Severance Pay Act.

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

[410 ILCS 513/](#), Ill. Genetic Information Privacy Act.

[740 ILCS 174/](#), Whistleblower Act.

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Attorney

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[740 ILCS 175/](#), Ill. False Claims Act.

[775 ILCS 5/](#), Ill. Human Rights Act.

[820 ILCS 70/](#), Employee Credit Privacy Act.

[820 ILCS 112/](#), Equal Pay Act of 2003.

[820 ILCS 180/](#), Victims' Economic Security and Safety Act; [56 Ill.Admin.Code Part 280](#).

[23 Ill.Admin.Code §§1.240](#), [200.40](#), [226.50](#), and [226.570](#).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED: July 1, 2001

REVISED: December 8, 2003; July 6, 2004; February 5, 2008; April 19, 2011; September 19, 2017, March 30, 2018; November 6, 2018; January 14, 2020; October 20, 2020; May 3, 2022; May 7, 2024; September 3, 2024; March 18, 2025; July 15, 2025; April 21, 2026

Barrington 220 School District

SECTION 2 - BOARD OF EDUCATION

2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any Complaint Manager if they believe that the Board of Education, its employees, or its agents have violated their rights guaranteed by the [State](#) or federal [Constitution](#), State or federal statute, or Board policy, or has a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, [42 U.S.C. §12101](#) *et seq.*
2. Title IX of the Education Amendments of 1972, [20 U.S.C §1681](#) *et seq.*, excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §791](#) *et seq.*
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, [775 ILCS 5/](#); Title VI of the Civil Rights Act of 1964, [42 U.S.C. §2000d](#) *et seq.*; and/or Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)
5. Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, [5 ILCS 430/70-5\(a\)](#); Illinois Human Rights Act, [775 ILCS 5/](#); and Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (Title IX sexual harassment complaints are addressed under Board policy 2:265, *Title IX Grievance Procedure*)
7. Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
8. Bullying, [105 ILCS 5/27-23.7](#)
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
12. Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
13. Provision of services to homeless students
14. Illinois Whistleblower Act, [740 ILCS 174/](#)
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, [410 ILCS 513/](#); and Titles I and II of the Genetic Information Nondiscrimination Act, [42 U.S.C. §2000ff](#) *et seq.*
16. Employee Credit Privacy Act, [820 ILCS 70/](#).

Complaints regarding violations of Board of Education policies that do not address rights guaranteed by the State or federal Constitution, should first be directed to the school staff member responsible for implementing the policy in question. For example, a complaint about a

grade should first be directed to the teacher. If not resolved at that level, the Complainant should follow the applicable chain of command to seek resolution (e.g. department chair, associate principal, principal, director of curriculum and instruction). Where a Complainant is uncertain about where to direct a complaint of this type, the building principal should be contacted. Please review the District Communication Guidelines on the Barrington 220 website for the appropriate District contact and order of contacts.

The Complaint Manager will attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forgo any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardian); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of the complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, "school business days" means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail himself or herself of this grievance procedure may do so by filing a complaint with any Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with the parent(s)/guardian(s) of a student. The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager or designee shall process and review the complaint under Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

For any complaint alleging sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681](#) *et seq.*), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, in addition to any response required by this policy.

For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

Complaints may be reported to any District Complaint Manager, Nondiscrimination Coordinator, or designee. Any complaint containing allegations involving the Superintendent shall be immediately forwarded to the Board President. Any complaint containing allegations involving a Board member(s) shall be immediately forward to the Superintendent. For all other complaints, upon receipt of a complaint under this policy, the Complaint Manager assigned will contact the Complainant and, if the Complainant is a student, their parent(s)/guardian(s). The Complaint Manager may request that the Complainant submit a written complaint or participate in an initial intake meeting. The District may issue a notice dismissing the complaint if the Complainant refuses to share additional information needed to investigate and respond to the complaint, in accordance with the Dismissal provisions set forth herein.

Individuals may submit anonymous reports of alleged discrimination, harassment, retaliation, or other misconduct. The District may review and investigate such reports as appropriate; however, the notices, updates, findings, appeal rights, or other steps otherwise required under this procedure may not apply to anonymous reports where a complainant is not identified.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an

equal opportunity to present evidence during an investigation. The complaint and identity of the Complainant will not be disclosed except (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant. Notifications to parents/guardians will be consistent with Policy 7:180 *Prevention of and Response to Bullying, Intimidation, and Harassment*.

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

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time from the Superintendent.

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

Decision and Appeal

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

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

Within 30 school business days after an appeal of the Superintendent's decision, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days after the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall provide its written decision to the Complainant and the accused as well as to the Complaint Manager.

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

Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

The Superintendent shall appoint at least one Complaint Manager to administer this policy. If possible, the Superintendent will appoint two Complaint Managers, each of a different gender. The Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

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

Nondiscrimination Coordinator:

Ms. Chelsea Hedges
515 W. Main Street, Barrington, IL 60010
chedges@barrington220.org
847-381-6300

Title IX Coordinator:

Ms. Chelsea Hedges (**Primary**)
515 W. Main Street, Barrington, IL 60010
chedges@barrington220.org
847-381-6300

Dr. Josh Carpenter (**Secondary**)
515 W. Main Street, Barrington, IL 60010
jcarpenter@barrington220.org
847-381-6300

Complaint Managers:

Ms. Chelsea Hedges
515 W. Main Street, Barrington, IL 60010
chedges@barrington220.org
847-381-6300

Dr. Josh Carpenter
515 W. Main Street, Barrington, IL 60010
jcarpenter@barrington220.org
847-381-6300

Dismissal of Complaints

In accordance with state and federal law, the District may dismiss a complaint under the formal Uniform Grievance Procedure before an investigation has occurred, before taking any initial steps identified herein, or at any time prior to a determination being issued, if:

1. The District is unable to identify a Complainant or Respondent after taking reasonable steps to obtain additional information to do so, and such identification is necessary to investigate the complaint.
2. The Respondent is not participating in the District's education program or activity and is not employed by the District.
3. The Complainant voluntarily withdraws an allegation(s) within a complaint or refuses to provide known information necessary to investigate the complaint, and the District determines that, without the Complainant's withdrawn allegations or based on the Complainant's refusal to provide necessary information, the conduct that remains alleged in the complaint, if any, would not constitute a violation of law or policy even if proven;
4. The District determines the conduct alleged in the complaint, even if proven, would not constitute a violation of the law or policy alleged to have been violated in the complaint;
5. A complaint containing allegations involving the Superintendent is determined by the Board President, in consultation with legal counsel (where applicable), to meet one of the conditions for dismissal set forth above; or
6. A complaint containing allegations involving a Board member(s) is determined by the Superintendent, in consultation with legal counsel (where applicable), to meet one of the conditions for dismissal set forth above.

Before dismissing the complaint, the District will make reasonable efforts to clarify the allegations with the Complainant.

The Complaint Manager will provide written notice of the District's determination to dismiss the complaint to the Complainant and the Respondent, if the Respondent was notified of the Complaint prior to dismissal. This will be forwarded to the Superintendent. The Complainant may appeal such dismissal by submitting a written request to the Superintendent, with a copy to the Complaint Manager, within five school business days of receipt of the written notice of dismissal. The Superintendent shall render a decision in writing, which shall be the final administrative decision of the District and conclusive on all matters presented.

For complaints containing allegations involving the Superintendent, prior to the dismissal of any

such complaints, the Board President shall first present a recommendation for dismissal to the Board, which shall make a determination regarding dismissal in accordance with this section. If the Board makes a determination to dismiss the Complaint, the Board President shall provide written notice of the Board's determination to dismiss the complaint to the Complainant. If the Respondent(s) was notified of the complaint prior to dismissal, then the Board President shall also provide written notice of the Board's determination to the Respondent(s).

For complaints containing allegations involving a Board member(s), prior to the dismissal of any such complaints, the Superintendent shall first present a recommendation for dismissal to the Board, which shall make a determination regarding dismissal in accordance with this section. If the Board makes a determination to dismiss the Complaint, the Superintendent shall provide written notice of the Board's determination to dismiss the complaint to the Complainant. If the Respondent(s) was notified of the complaint prior to dismissal, then the Superintendent shall also provide written notice of the Board's determination to the Respondent(s).

LEGAL REF.:

[8 U.S.C. §1324a](#) *et seq.*, Immigration Reform and Control Act.

[20 U.S.C. §1232g](#), Family Education Rights Privacy Act.

[20 U.S.C. §1400](#), The Individuals with Disabilities Education Act.

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Education Amendments; [34 C.F.R. Part 106](#).

[29 U.S.C. §206](#)(d), Equal Pay Act.

[29 U.S.C. §621](#) *et seq.*, Age Discrimination in Employment Act.

[29 U.S.C. §791](#) *et seq.*, Rehabilitation Act of 1973.

[29 U.S.C. §2612](#), Family and Medical Leave Act.

[42 U.S.C. §2000d](#) *et seq.*, Title VI of the Civil Rights Act of 1964.

[42 U.S.C. §2000e](#) *et seq.*, Title VII of the Civil Rights Act of 1964.

[42 U.S.C. §2000ff](#) *et seq.*, Genetic Information Nondiscrimination Act.

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[42 U.S.C. §12101](#) *et seq.*, Americans With Disabilities Act; [28 C.F.R. Part 35](#).

[105 ILCS 5/2-3.8](#), [5/3-10](#), [5/10-20](#), [5/10-20.5](#), [5/10-20.7a](#), [5/10-20.60](#), [5/10-20.69](#), [5/10-20.75](#), [5/10-22.5](#), [5/22-19](#), [5/22-95](#), [5/22-110](#), [5/24-4](#), and [5/27-1](#).

[105 ILCS 45/](#), Education for Homeless Children Act.

[5 ILCS 415/10](#)(a)(2), Government Severance Pay Act.

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

[410 ILCS 513/](#), Ill. Genetic Information Privacy Act.

[740 ILCS 174/](#), Whistleblower Act.

[740 ILCS 175/](#), Ill. False Claims Act.

[775 ILCS 5/](#), Ill. Human Rights Act.

[820 ILCS 70/](#), Employee Credit Privacy Act.

[820 ILCS 112/](#), Equal Pay Act of 2003.

[820 ILCS 180/](#), Victims' Economic Security and Safety Act; [56 Ill.Admin.Code Part 280](#).

[23 Ill.Admin.Code §§1.240](#), [200.40](#), [226.50](#), and [226.570](#).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED: July 1, 2001

REVISED: December 8, 2003; July 6, 2004; February 5, 2008; April 19, 2011; September 19, 2017, March 30, 2018; November 6, 2018; January 14, 2020; October 20, 2020; May 3, 2022; May 7, 2024; September 3, 2024; March 18, 2025; July 15, 2025; April 21, 2026

Barrington 220 School District

SECTION 6 - INSTRUCTION**6:315 High School Credit for Students in Grade 7 or 8**

The Superintendent or designee may investigate, coordinate, and implement a program for students in grades 7 and 8 to enroll in a course required for a high school diploma.

If a program is available, students in grades 7 and 8 may enroll in a course required for a high school diploma when the course is offered by the district that the middle school student would attend and one of the following is satisfied: (1) the student participates in the course at the high school and the middle school student's enrollment in the course would not prevent a high school student from being able to enroll, or (2) the student participates in the course where the student attends school as long as the student passes the course and the end-of-course examination given at the high school granting the credit for the same course, demonstrating proficiency at the high school level, or (3) the course is taught by a teacher who holds a professional educator license with an endorsement for the grade level and content area of the course.

A student who successfully completes a course required for a high school diploma while in grades 7 and 8 shall receive academic credit for the course. That academic credit shall satisfy the requirements of [105 ILCS 5/27-615](#) for purposes of receiving a high school diploma unless evidence about the course's rigor and content show that the course did not address the relevant Illinois learning standard at the level appropriate for the high school grade during which the course is usually taken. The student's grade in the course shall also be included in the student's grade point average.

LEGAL REF.:

[105 ILCS 5/10-22.43](#) and [5/27-615](#).

[23 Ill.Admin.Code §1.460](#).

CROSS REF: 6:135 (Accelerated Placement Program), 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-entering Students), 6:320 (High School Credit for Proficiency)

ADOPTED: June 5, 2018

REVIEWED: February 2, 2021

REVISED: December 16, 2025

Barrington 220 School District

SECTION 2 - BOARD OF EDUCATION

2:105 Ethics and Gift Ban

Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and Board of Education members:

1. No employee shall intentionally perform any *political activity* during any *compensated time*, as those terms are defined herein.
2. No Board member or employee shall intentionally use any District property or resources in connection with any political activity.
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or employee shall intentionally solicit or accept any *gift* from any *prohibited source*, as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.

2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss District business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.
7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. Catered means food or refreshments that are purchased ready to consume, which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.

10. Intra-governmental and inter-governmental gifts. Intra-governmental gift means any gift given to a Board member or employee from another Board member or employee, and inter-governmental gift means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under [26 U.S.C. §501\(c\)\(3\)](#).

Enforcement

The Board President and Superintendent shall seek guidance from the Board Attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board Attorney, either place the alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, the Board may it shall notify the State's Attorney and/or consider disciplinary action, where appropriate for the employee.

Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, [5 ILCS 430/1-5](#).

Political activity means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, *compensated time* includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

Prohibited source means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

Gift means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act ([5 ILCS 430/70-5](#)), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Board President shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. If the allegations concern the

Policy Committee

Attorney

Attorney (remove)

President, or the President is a witness or otherwise conflicted, the Vice President shall make the appointment. If the allegations concern both the President and Vice President, and/or they are witnesses or otherwise conflicted, the Board Secretary shall make the appointment. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.:

[105 ILCS 5/22-93.](#)

[5 ILCS 430/](#), State Officials and Employees Ethics Act.

[10 ILCS 5/9-25.1](#), Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest)

ADOPTED: July 1, 2001

REVISED: June 9, 2003; June 15, 2004; March 2, 2010; June 3, 2014; December 20, 2016; November 6, 2018; January 14, 2020; December 21, 2021; December 20, 2022; December 17, 2024

Barrington 220 School District

SECTION 8 - COMMUNITY RELATIONS

8:25 Advertising and Distributing Materials in Schools Provided by Non-School Related Entities

No material or literature shall be posted or distributed that would: (1) disrupt the educational process, (2) violate the rights or invade the privacy of others, (3) infringe on a copyright or trademark, or (4) be defamatory, obscene, vulgar, or indecent, to be determined at the sole discretion of the District. Such advertising (and advertisers) should be consistent with the educational goals and values of the District. No material, literature, or advertisement shall be posted or distributed without advance approval as described in this policy. At any time, the District retains the right to withdraw advertising if it determines, at its sole discretion, that the advertising (or advertiser) has become inconsistent with the educational goals and values of the District.

No commercial publications shall be posted or distributed unless their purpose is to further a school activity such as graduation, class pictures, class rings, or on-site before and after school care.

Commercial Companies and Political Candidates or Parties

Commercial companies may purchase advertising at, in or on: (1) athletic field fences; (2) athletic, theater, or music programs; (3) student newspapers or yearbooks; (4) scoreboards; (5) digital and audio transmissions broadcast outside of the school day at high school athletic or fine arts events; or (6) other appropriate locations, where available. The advertisements must be consistent with this policy and its implementing procedures and be appropriate for display in a school context. Prior approval from the Board is needed for fixed advertisements on athletic fields, scoreboards, or other building locations. Prior approval is needed from the Superintendent or designee for advertisements such as athletic, theater, or music programs; student newspapers and yearbooks; and any commercial material related to graduation, class pictures, or class rings.

No individual or entity may advertise or promote its interests by using the names or pictures of the School District, any District school or facility, staff members, or students except as authorized by and consistent with administrative procedures and approved by the Board. The foregoing is directed toward intentional usage only.

Policy Committee
Attorney
~~Attorney (remove)~~

Candidates and political parties will not be accepted for posting or distribution, except when used as part of the curriculum. Distribution of material under this policy will be done by the Building Principal or designee.

LEGAL REF.:

[Lamb's Chapel v. Center Moriches Union Free Sch. Dist.](#), 508 U.S. 384 (1993).

Berger v. Rensselaer Central Sch. Corp., 982 F.2d 1160 (7th Cir. 1993), cert. denied, 113 S.Ct. 2344 (1993).

Sherman v. Community Consolidated Sch. Dist. 21, 8 F.3d 1160 (7th Cir. 1993), cert. denied, 8 F.3d 1160 (1994).

Hedges v. Wauconda Community Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).

Victory Through Jesus Sports Ministry v. Lee's Summit R-7 Sch. Dist., 640 F.3d 329 (8th Cir. 2011), cert. denied, 565 U.S. 1036 (2011).

DiLoreto v. Downey Unified Sch. Dist., 196 F.3d 958 (9th Cir. 1999).

CROSS REF.: 7:325 (Student Fundraising Activities), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED: July 1, 2001

REVISED: April 18, 2017; May 21, 2019

REVIEWED: September 5, 2023

Barrington 220 School District