

BOARD OF EDUCATION

2:220 Board of Education Meeting Procedure

Agenda

The Board of Education President is responsible for focusing the Board meeting agendas on appropriate content. The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Any Board member may submit suggested agenda items to the Board President for his or her consideration for an upcoming meeting. District residents may suggest inclusions for the agenda. Discussion items may be added to the agenda at the beginning of a regular meeting. The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of Board of Education Meetings*.

The Board President shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the

request but a denial is subject to being overturned by a majority vote of the members present.

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary. The minutes include:

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;
6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion; and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

Every six months, or as soon after as is practicable, in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) determines which, if any, no longer require confidential treatment and are available for public inspection. This is also referred to as a *semi-annual review*. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release, but it reports its determination in open session.

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained within the District's administrative offices or their official storage location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

Quorum

~~A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.~~

Quorum and Participation by Audio or Video Means

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, (3) a family or other emergency, or (4) unexpected childcare obligations. If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

No Physical Presence of Quorum and Participation by Audio or Video; Disaster Declaration

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster declaration related to a public health emergency. The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President determines that an in-person meeting or a meeting conducted under the **Quorum** subhead above, is not practical or prudent because of the disaster declaration; if neither the President nor Vice President are present or able to perform this determination, the Superintendent shall serve as the duly authorized designee for purposes of making this determination. The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes, and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum.

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use the most recent edition of Robert's Rules of Order Newly Revised, as a guide when a question arises concerning procedure.

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

LEGAL REF.:

[5 ILCS 120/2a](#), [120/2.02](#), [120/2.05](#), [120/2.06](#), and [120/7](#), Open Meetings Act.

[105 ILCS 5/10-6](#), [5/10-7](#), [5/10-12](#), and [5/10-16](#).

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:150 (Committees), 2:200 (Types of Board of Education Meetings), 2:210 (Organizational Board of Education Meeting), 2:230 (Public Participation at Board of Education Meetings and Petitions to the Board)

ADOPTED: August 5, 2024

Springfield School District 186

BOARD OF EDUCATION

3:52 Administrative Personnel Recruitment and Residency

In order to secure the most qualified individuals for all administrative and supervisory positions, the Human Resources Department may recruit applicants from both inside and outside the District by appropriate notification of vacancy. Such recruitment will be consistent with the District's affirmative action plan. The Superintendent shall provide opportunities for Board input and involvement in screening final candidates for administrative positions at the executive level.

Residency Requirements (established July 18, 2016)

Residency is defined as maintaining a primary domicile within the boundaries of District 186 as demonstrated by producing three (3) types of proof as defined by the policy for students to establish residency, excluding pay stubs. Such proof must be presented each year no later than March 1.

New administrators and supervisors appointed by the Board of Education with a regular contractual start date shall have until March 1 of that school year to present proof of residency. New administrators and supervisors appointed by the Board with a start date after the regular contractual date shall have one (1) year upon appointment to establish residency within the District. **Some extensions may be allowed based on the housing market if proof of active searching is provided.**

Administrators and supervisors who fail to comply will be released or, if tenured as a teacher, will be offered a non-administrative position at the appropriate rate of pay.

Administrators and supervisors are defined as personnel having the authority to recommend the hiring or discharge of other employees or having the authority to assign, transfer, promote, or discipline other employees or having the responsibility to make other recommendations therein, ~~and any other certified and non-certified personnel spending over 51% or more of the school day in administrative duties.~~ The following positions are included: **This includes certified and all cabinet level positions with the following titles:**

- Superintendent
- Assistant Superintendents
- Executive Directors
- Directors
- Chief Officers
- Assistant Directors
- Managers
- Coordinators
- Assistant Managers
- Assistant Coordinators

- Principals
- Assistant Principals
- Deans
- Site Administrators
- Principal Assistants
- Special Education Supervisors

The Board of Education may consider individual cases for extenuating circumstances including but not limited to:

1. Hires that support the Desegregation Order of 1976 where previous, long-term residency is established. Documentation will be required. If residency changes, the administrator must move within District boundaries within one year
2. Hires when the spouse has a previous standing residency requirement in another school district or municipality/entity. A letter from the other employer will be required. If the spouse's requirements change, the administrator must move within District boundaries within one year.

ADOPTED:

Springfield School District 186

BOARD OF EDUCATION

5:128 Professional Image Guidelines

All District 186 employees are expected to present themselves in a professional manner ~~at all time by dressing and dress~~ neatly and appropriately while at work. Employee attire should reflect cleanliness and good grooming to enhance and maintain an atmosphere most conducive to teaching and learning.

The Professional Image Guidelines listed below apply to teachers, administrators, clerical support staff, professional and technical staff, educational support personnel, paraprofessionals, food service employees, custodians, SCOPE staff, substitute teachers, student teachers and interns.

The guidelines should be adhered to except on “spirit days” which may be determined by individual schools. Employees on field trips would also be exempt for the day or duration of the trip if the nature/destination of the field trip calls for an exception. If for religious, medical, or cultural reasons an employee is unable to comply with the policy, the employee must ~~discuss with their request a waiver in writing from his/her~~ immediate supervisor.

APPROPRIATE ATTIRE

The following are examples of appropriate attire:

- Blouses and shirts (~~woven, knit, polo, turtleneck~~)
- Slacks and denim slacks other than blue denim jeans
- Skorts/walking shorts, and business shorts that are knee length or longer
- Dresses, skirts, and jumpers that extend to the knee or longer
- Suits, sport coats, blazers, shirts and ties
- T-shirts and sweatshirts that have seasonal, curricular, university, and school logos and/or designs
- **District or school apparel**

In addition to the general guidelines, the following employee groups are expected to adhere to certain specific guidelines based on work requirements:

Physical Education Teachers

- May wear jogging suits/sweat suits and coaching apparel.

Operation & Maintenance Employees

- Blue denim jeans
- **T-shirts or sweatshirts**
- ~~Any District or school logo apparel~~

- ~~Short sleeve or cotton/knit shirts — Prints or design may not refer to alcohol, drugs, sexually suggestive or sexually explicit themes~~

Food Service Employees

- Casual or denim slacks in black, blue or khaki color
- Apron (provided by the District)
- Solid color shirt in coordinating color
- Appropriate hair guard items such as hair net or ball cap
- Rubber soled shoes
- Food service staff must comply with all requirements of the Illinois Department of Health's Food & Sanitation Code.
- **No open toe or open back shoes**

Civilian Security

- Shirts and/or heavier clothing or jackets approved and provided by the District
- School shirts with appropriate security markings
- Denim pants (no cut offs, cotton joggers/ sweatpants)
- Rubber soled shoes

INAPPROPRIATE ATTIRE

The following are examples of inappropriate attire:

- **Ripped jeans/pants/clothing or cut-off pants or shorts that are not hemmed**
- Halter tops, muscle shirts, and crop tops
- Tank tops that have shoulder straps less than two inches wide when worn alone
- Strapless dresses, dresses with spaghetti straps, or sleeveless undershirts unless worn under another shirt or jacket
- Low cut, tight or revealing clothing
- Undergarments which are exposed
- **Piercings that are excessive or disrupt the learning environment**
- Beach-wear flip flops that are made of rubber or plastic
- ~~T-shirts with designs other than listed in the appropriate dress section~~
- Extremely short skirts, shorts, or skirts
- **Attire shall not advertise, promote or picture alcoholic beverages, tobacco, illegal drugs, illegal or violent behavior, or lewd, vulgar, obscene or plainly-offensive language or symbols**
- Hats, caps, bandanas, hoods
- ~~Leggings~~
- ~~Fish-net tights~~

In addition to these guidelines, all employees are expected to observe the student dress code described in the Student and Family Handbook.

Consequence for Non-compliance

Failure to comply with the Professional Image Guidelines shall be deemed a violation of Board Policy. The employee will be counseled by his/her immediate supervisor and asked to change or correct the attire. If the employee refuses to comply, he/she will be subject to progressive discipline in accordance with any applicable collective bargained agreement with the District.

ADOPTED:

Springfield School District 186

COMMUNITY RELATIONS

8:30 Visitors to and Conduct on School Property

The following definitions apply to this policy:

School property - District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a Board of Education meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities.

Visitor - Any person other than an enrolled student or District employee.

All visitors to school property are required to report to the Building Principal's office and receive permission to remain on school property. All visitors must sign a visitors' log, show identification, and wear a visitor's badge. When leaving the school, visitors must sign out. On those occasions when large groups of parents/guardians, friends, and/or community members are invited onto school property or when community members are attending Board meetings, visitors are not required to sign in but must follow school officials' instructions. Persons on school property without permission will be directed to leave and may be subject to criminal prosecution.

Except as provided in the next paragraph, any person wishing to confer with a staff member should contact that staff member to make an appointment. Conferences with teachers are held, to the extent possible, outside school hours or during the teacher's conference/preparation period.

Requests to access a school building, facility, and/or educational program, or to interview personnel or a student for purposes of assessing the student's special education needs, should be made at the appropriate building. Access shall be facilitated according to guidelines from the Superintendent or designee.

The School District expects mutual respect, civility, and orderly conduct among all people on school property or at a school event. No person on school property or at a school event (including visitors, students, and employees) shall perform any of the following acts:

1. Record District staff without previous notification and written consent.
- 1-2. Strike, injure, threaten, harass, or intimidate a staff member, Board member, sports official or coach, or any other person.
- 2-3. Behave in an unsportsmanlike manner, or use vulgar or obscene language.
- 3-4. Unless specifically permitted by State law, possess a weapon, any object that can reasonably be considered a weapon or looks like a weapon, or any dangerous device.
- 4-5. Damage or threaten to damage another's property.

- ~~5-6.~~ _____ Damage or deface school property.
- ~~6-7.~~ _____ Violate any Illinois law, or town or county ordinance.
- ~~7-8.~~ _____ Smoke or otherwise use tobacco products.
- ~~8-9.~~ _____ Distribute, consume, use, possess, or be impaired by or under the influence of an alcoholic beverage, cannabis, other lawful product, or illegal drug.
- ~~9-10.~~ _____ Be present when the person's alcoholic beverage, cannabis, other lawful product, or illegal drug consumption is detectible, regardless of when and/or where the use occurred.
- ~~10-11.~~ _____ Use or possess medical cannabis, unless he or she has complied with policy 7:270, *Administering Medicines to Students*, implementing *Ashley's Law*.
- ~~11-12.~~ _____ Impede, delay, disrupt, or otherwise interfere with any school activity or function (including using cellular phones in a disruptive manner).
- ~~12-13.~~ _____ Enter upon any portion of school premises at any time for purposes other than those that are lawful and authorized by the Board.
- ~~13-14.~~ _____ Operate a motor vehicle: (a) in a risky manner, (b) in excess of 20 miles per hour, or (c) in violation of an authorized District employee's directive.
- ~~14-15.~~ _____ Engage in any risky behavior, including roller-blading, roller-skating, or skateboarding.
- ~~15-16.~~ _____ Violate other District policies or regulations, or a directive from an authorized security officer or District employee.
- ~~16-17.~~ _____ Engage in any conduct that interferes with, disrupts, or adversely affects the District or a School function.

Convicted Child Sex Offender

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender is:

1. A parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference at the school with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. Has permission to be present from the Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent, or designee who is a certified employee, shall supervise a child sex offender whenever the offender is in a child's vicinity.

Exclusive Bargaining Representative Agent

Please refer to the applicable collective bargaining agreement(s).

For employees whose collective bargaining agreement does not address this subject:

Upon notifying the Building Principal's office, authorized agents of an exclusive bargaining representative will be provided reasonable access to employees in the bargaining unit they represent in accordance with State law. Such access shall be conducted in a manner that will not impede the normal operations of the District.

Enforcement

Any staff member may request identification from any person on school property; refusal to provide such information is a criminal act. The Building Principal or designee shall seek the immediate removal of any person who refuses to provide requested identification.

Any person who engages in conduct prohibited by this policy may be ejected from or denied admission to school property in accordance with State law. The person also may be subject to being denied admission to school athletic or extracurricular events for up to one calendar year in accordance with the procedures below.

Procedures to Deny Future Admission to Athletic or Extracurricular School Events

Before any person may be denied admission to athletic or extracurricular school events, the person has a right to a hearing before the Board. The Superintendent may refuse the person admission pending such hearing. The Superintendent or designee must provide the person with a hearing notice, delivered or sent by certified mail with return receipt requested, at least ten days before the Board hearing date. The hearing notice must contain:

1. The date, time, and place of the Board hearing;
2. A description of the prohibited conduct;
3. The proposed time period that admission to school events will be denied; and
4. Instructions on how to waive a hearing.

LEGAL REF.:

Nuding v. Cerro Gordo Community Unit School Dist., 313 Ill. App.3d 344 (4th Dist. 2000).

[20 U.S.C. §7971](#) *et seq.*, Pro-Children Act of 2001.

[105 ILCS 5/10-20.5](#), [10-20.5b](#), [5/10-22.10](#), [5/22-33](#), [5/24-25](#), and [5/27-23.7\(a\)](#).

[115 ILCS 5/3\(c\)](#), Ill. Educational Labor Relations Act.

[410 ILCS 130/](#), Compassionate Use of Medical Cannabis Program Act.

[410 ILCS 705/](#), Cannabis Tax and Regulation Act.

[430 ILCS 66/](#), Firearm Concealed Carry Act.

[720 ILCS 5/11-9.3](#), [5/21-1](#), [5/21-1.2](#), [5/21-3](#), [5/21-5](#), [5/21-5.5](#), [5/21-9](#), and [5/21-11](#).

CROSS REF.: 2:200 (Types of Board of Education Meetings), 2:230 (Public Participation at Board of Education Meetings and Petitions to the Board), 4:170 (Safety), [5:20 \(Workplace Harassment Prohibited\)](#), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:190 (Student Behavior), 7:270 (Administering Medicines to Students), 8:20 (Community Use of School Facilities)

ADOPTED: August 5, 2024

Springfield School District 186