



November 19, 2015

Veretta Rice Yancey, President
DuPage County NAACP
PO Box 475 - Wheaton, IL 60189
T: 630.448.2220

VIA EMAIL – vyancev@dupagecountynacp.org
EMAIL #2 – schools@dupagecountynaacp.org

Re: FOIA Request Dated August 24, 2015 and received August 24, 2015 FOIA ID #15-34

Subject: Submitting a request for the following documents or documents containing the following information be provided to the NAACP for your district.

- A Discipline Handbook or information (.pdf file or hard copy) that is available to parents pertaining to discipline and policies. One from the following school type in your district: early childhood, elementary, middle, high school or alternative schools
- 2009-2014 statistical information on number of students who were suspended, expelled, arrested at school and referred to an alternative school or special needs program in your district categorized by 1) Race 2) Age 3) Grade 4) Gender 5) Offense
- 2014-2015 data on number of employees in the district categorized by 1) Gender 2) Race 3) Salary 4) Title/Role
- 2014-2015 data on number of board members in the district categorized by 1) Gender 2) Race
- 2014-2015 data on number of students in the district categorized by 1) gender 2) grade 3) race
- A list of programs being used to improve discipline at all grade levels, such as PBIS.
- A list of black history curriculum being taught at all grade levels

Dear Mrs. Yancey:

This letter will serve as Community Unit School District 308's response to your August 24, 2015 request under the Freedom of Information Act (5ILCS 140/1 et seq.), in which you asked for the above referenced information. The information responsive to your request is attached.

To promote district transparency and assist others who may have a similar question, this responsive document will be posted online on the district's website. To access it, go to www.sd308.org and select *Our District > Freedom of Information Act Request > FOIA Request Responses*, then select FOIA ID #15-34.

Please be advised that to comply with your FOIA request, the district incurred the expense of \$776.15 comprised of the cost of labor and resources used to search for records responsive to your request. You are not legally required to reimburse the district for the amount incurred.

Please let me know if you have additional questions. Thank you.


Brian Graves
Freedom of Information Officer

SCHOOL DISTRICT 308



STUDENT RIGHTS + RESPONSIBILITIES CODE



COMMUNITY UNIT
SCHOOL DISTRICT
World-Class Schools Serving Caring Communities

2015 - 2016

School and Contact Information

District Administration Center

4175 Route 71, Oswego, IL 60543
P: (630) 636-3080 F: (630) 636-3688
www.SD308.org

District 308 Central Registration

1525 Harvey Road, Oswego, IL 60543
P: (630) 636-2404 F: (630) 636-3691
www.SD308.org

EARLY LEARNING/ KINDERGARTEN

Brokaw Early Learning Center
1000 Fifth Street, Oswego, IL 60543
P: (630) 551-9600 A: (630) 551-9601
www.SD308.org/belc

East View Kindergarten Center
4209 Route 71, Oswego, IL 60543
P: (630) 608-5000 A: (630) 608-5001
www.SD308.org/eastview

ELEMENTARY SCHOOLS

Boulder Hill Elementary
163 Boulder Hill Pass
Montgomery, IL 60538
P: (630) 636-2900 A: (630) 636-2901
www.SD308.org/boulderhill

Churchill Elementary
520 Secretariat Lane, Oswego, IL 60543
P: (630) 636-3800 A: (630) 636-3801
www.SD308.org/churchill

Fox Chase Elementary
260 Fox Chase Dr. N., Oswego, IL 60543
P: (630) 636-3000 A: (630) 636-3001
www.SD308.org/foxchase

Grande Park Elementary
26933 Grande Park Boulevard
Plainfield, IL 60585
P: (630) 551-9700 A: (630) 551-9701
www.SD308.org/grandepark

Homestead Elementary
2830 Hillsboro Blvd., Aurora, IL 60503
P: (630) 636-3100 A: (630) 636-3101
www.SD308.org/homestead

Hunt Club Elementary
4001 Hunt Club Dr., Oswego, IL 60543
P: (630) 636-2800 A: (630) 636-2801
www.SD308.org/huntclub

Lakewood Creek Elementary
2301 Lakewood Creek Drive
Montgomery, IL 60538
P: (630) 636-3200 A: (630) 636-3201
www.SD308.org/lakewoodcreek

Long Beach Elementary
67 Long Beach Road
Montgomery, IL 60538
P: (630) 636-3300 A: (630) 636-3301
www.SD308.org/longbeach

Old Post Elementary
100 Old Post Road, Oswego, IL 60543
P: (630) 636-3400 A: (630) 636-3401
www.SD308.org/oldpost

Prairie Point Elementary
3650 Grove Road, Oswego, IL 60543
P: (630) 636-3600 A: (630) 636-3601
www.SD308.org/prairiepoint

Southbury Elementary
820 Preston Lane, Oswego, IL 60543
P: (630) 551-9800 A: (630) 551-9801
www.SD308.org/southbury

The Wheatlands Elementary
2290 Barrington Drive West
Aurora, IL 60503
P: (630) 636-3500 A: (630) 636-3501
www.SD308.org/thewheatlands

Wolf's Crossing Elementary
3015 Heggs Road, Aurora, IL 60503
P: (630) 636-3700 A: (630) 636-3701
www.SD308.org/wolfscrossing

JUNIOR HIGH SCHOOLS

Bednarcik Jr. High
3025 Heggs Road, Aurora, IL 60503
P: (630) 636-2500 A: (630) 636-2501
www.SD308.org/bednarcik

Murphy Jr. High
26923 Grande Park Boulevard
Plainfield, IL 60585
P: (630) 608-5100 A: (630) 608-5101
www.SD308.org/murphy

Plank Jr. High
510 Secretariat Lane, Oswego, IL 60543
P: (630) 551-9400 A: (630) 551-9401
www.SD308.org/plank

Thompson Jr. High
440 Boulder Hill Pass, Oswego, IL 60543
P: (630) 636-2600 A: (630) 636-2601
www.SD308.org/thompson

Traughber Jr. High
570 Colchester, Oswego, IL 60543
P: (630) 636-2700 A: (630) 636-2701
www.SD308.org/traughber

HIGH SCHOOLS

Oswego High School
4250 Route 71, Oswego, IL 60543
P: (630) 636-2000 A: (630) 636-2001
www.SD308.org/ohs

Oswego East High School
1525 Harvey Road, Oswego, IL 60543
P: (630) 636-2200 A: (630) 636-2201
www.SD308.org/oehs

ALTERNATIVE LEARNING

G.O.A.L. Program
61 Franklin Street, Oswego, IL 60543
P: (630) 636-3915
www.SD308.org/goal

Opportunity School
61 Franklin Street, Oswego, IL 60543
P: (630) 554-6871 A: (630) 636-3915
www.SD308.org/goal

COMMUNITY UNIT SCHOOL DISTRICT 308 STUDENT RIGHTS AND RESPONSIBILITIES CODE 2015-2016

TABLE OF CONTENTS

- I. INTRODUCTION
- II. RIGHTS AND RESPONSIBILITIES
- III. RECORDS
- IV. HEALTH SERVICES
- V. ATTENDANCE
- VI. BULLYING AND CYBER-BULLYING
- VII. DISCIPLINARY CONSEQUENCES
- VIII. RELATED DISCIPLINARY ISSUES
- IX. STUDENT SUSPENSION GUIDELINES
- X. STUDENT EXPULSION GUIDELINES
- XI. CODE OF CONDUCT: ATHLETIC AND EXTRACURRICULAR ACTIVITIES

The Student Rights and Responsibilities Code is not intended to create contractual or other rights between the student and the district, but merely to serve as a guide. The contents of this code may be amended at any time during the year without notice. Copies of School Board policies are available on the district website.

I. INTRODUCTION

At all grade levels, appropriate discipline creates a climate within the school setting in which purposeful work, empathic caring and spontaneous fun combines and permeates classroom activities. Achieving a desire to meet commitments, develop punctuality, be prepared for class and care for one's appearance and dress all reflect self-discipline and affect a sense of personal pride and an identification with the school. The health, safety and rights of each student are protected along with the rights of all students and staff.

In keeping with the philosophy of discipline in District 308, the CHARACTER COUNTS! Six Pillars of Character guides expected student behavior. This includes trustworthiness, respect, responsibility, fairness, caring and citizenship.

The Student Rights and Responsibilities Code has been developed by District 308 and approved by the District 308 Board of Education. Parents/guardians are encouraged to review this document and discuss it with their children. Each child and/or parent/guardian will be asked to sign a "signature of receipt" at the start of each school year.

II. RIGHTS AND RESPONSIBILITIES

- A. Student Rights** - The District 308 school system exists for the welfare of its students. The identification and preservation of the rights and responsibilities of these students must be a major concern of all persons related to the district. The results of the educational experiences are measured, in large part, by the extent to which students fulfill their responsibilities and exercise their rights in a reasonable manner. Though this is a unique public institution, it exists in the context of larger entities whose tenets must apply; the constitutions of the United States and the state of Illinois, federal laws, the School Code of Illinois and decisions of state and federal courts. Each student has the RIGHT to:
1. Freedom of speech and press, freedom of assembly and freedom to petition in a manner that does not materially or substantially disrupt or interfere with the educational process and which is consistent with the law and district policy;
 2. Participate in appropriate educational programs at all grade levels;
 3. Be free from discrimination based upon race, color, national origin, gender, sexual orientation, ancestry, age, religious beliefs, physical or mental disability, status as homeless, or actual or potential marital or parental status, including pregnancy; and
 4. Study in an educational environment free from bias, prejudice and disruption.
- B. Student Responsibilities** - Diverse cultures, lifestyles and beliefs are represented in the student body and faculty and are a valuable educational resource. Individual respect for one's own uniqueness, as well as respect for the individuality and worth of others, should be emphasized in all aspects of the school program.

Students have the responsibility to conduct themselves on and off campus in ways that are conducive to the learning process and to behave in a manner that does not disrupt or interfere with the learning environment or the daily operations of the school. Furthermore, each student has the RESPONSIBILITY to:

1. Observe the rights of others;
2. Accept and respect others regardless of their differences;
3. Know the rules of the district and to abide by them;
4. Make a concerted effort to utilize the learning resources provided;
5. Respect the personal property & the property of the district;
6. Demonstrate respect and acceptance for oneself as well as respect the uniqueness, diversity and worth of others.

- C. Enforcement of Behavior Code** - The policies in the Student Rights and Responsibilities Code apply whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:
1. Anytime when on or within sight of school grounds.
 2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
 3. Traveling to or from school or a school activity, function or event; or
 4. Anywhere, on or off campus if the conduct interferes or may be forecasted to interfere with, disrupt, or adversely affect the school environment, school operations or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member or (b) endanger the health or safety of students, staff or school property.

The discipline of special education students shall be in accordance with the requirements of the Individuals with Disabilities Education Act, 20 U.S.C.S. 1400 et. seq., and Board Policy 7:230.

- D. School Resource Officers** - In an effort to ensure a safe and orderly school environment, District 308 and local law enforcement agencies have created the position of School Resource Officer. The resource officer is present at Oswego and Oswego East High Schools on a daily basis to deal with any criminal infractions and to assist in maintaining a safe and orderly environment. In addition to a School Resource Officer, high schools have members of campus security to assist with keeping schools safe and secure

E. Search and Seizure

1. **Student's Personal Property** - School authorities (school administrators and school resource officers) may search a student and/or the student's personal property including but not limited to purse, wallet, backpack, book bag, draw string book bag, lunch box, cell phone or other electronic device, when there are reasonable grounds for suspecting that the search will produce evidence that the student has violated or is violating either the law or the rules of the school. The search itself must be conducted in a manner that is reasonably related to the objectives of the search and not excessively intrusive in light of the age and gender of the student and the nature of the infraction. When feasible, the search should be conducted as follows:
 - Outside the view of others, including students;
 - In the presence of a school administrator or adult witness; and
 - By an administrator or school resource officer of the same gender.
2. **School Property** - School property, including but not limited to desks, lockers and parking lots, is owned and controlled by the district and the district may make reasonable regulations regarding its use. School authorities are authorized to conduct area-wide, general administrative inspections of school property (searches of all student lockers, desks or parking lots) as a means of protecting the health, safety or welfare of the district, its employees and students, without notice to or consent of the student and without a search warrant. School authorities may search a student's personal property left behind on school property when there are reasonable grounds to suspect that the search will produce evidence that the student has violated either the law or the district's rules.
3. **Seizure of Property** - If a search conducted in accordance with this policy produces evidence that the student has violated or is violating the law or the district's rules, such evidence may be seized and impounded by school authorities and disciplinary actions may be taken. When appropriate, such evidence will be transferred to law enforcement authorities.

4. **Social Media** - Although it is a rarely invoked and extraordinary investigatory right, school authorities may request or require a student to provide a password or other related account information in order to gain access to the student's account or profile on a social networking website when there is a reasonable ground for suspecting that the student's account on a social networking website contains evidence that the student has violated or is violating either the law or the District's student conduct rules.

III. RECORDS

A. Family Educational Rights and Privacy Act - The Family Educational Rights and Privacy Act (FERPA) afford students certain rights with respect to their education records. They are:

1. The right to inspect and review the student's education records within 45 calendar days after the day the district receives a request for access. A parent/guardian or eligible student should submit to the records custodian, principal or other appropriate official, a written request that identifies the record(s) he/she wishes to inspect. The district official will make arrangements for access and notify the parent/guardian or eligible student of the time and place where the record(s) may be inspected. If the record(s) is not maintained by the district official to whom the request was submitted, that official shall advise the parent/guardian or eligible student of the correct official to whom the request should be directed.
2. The right to request an amendment of the student's education records, which the parent/guardian or eligible student believes are inaccurate or misleading. The individual should write the district official responsible for the record, and clearly identify the part of the record to which a change is being requested and specify why it is inaccurate or misleading. If the district decides not to amend the record as requested by the parent/guardian or eligible student, the district will notify the parent/guardian or eligible student of the decision and advise the parent/guardian or eligible student of his/her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent/guardian or eligible student when notified of the right to a hearing.
3. The right to consent to disclosures of personally identifiable information contained in the eligible student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception that permits disclosure without consent is disclosure to school officials or consultants with legitimate educational interests. A school official or consultant is a person employed by the district in an administrative, supervisory, academic or support staff position (including law enforcement personnel and health staff) or a person or company with whom the district has contracted (such as an attorney, auditor or collection agent). A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his/her professional responsibilities. Upon request, the district discloses education records without consent to officials of another school in which a student seeks or intends to enroll.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the district to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202-4605

PLEASE NOTE: Directory information may be disclosed without prior notice or consent unless the parent/guardian or eligible student notifies the Building Records Custodian in writing, before October 1st of the current school year, that he/she does not want any or all of the directory information disclosed.

Directory information includes the student's name, address, telephone listing, email address, photograph, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent previous educational agency or institution attended.

- B. Military Recruiting—No Child Left Behind** - Provisions of the No Child Left Behind Act require every district that serves high school students to provide military recruiters with students' names, addresses and telephone numbers, except that a parent/guardian may decline to have this information released without prior written consent. Districts serving high school students must inform parents/guardians that:
1. The district will, upon military recruiters' request, provide access to the students' names, addresses and phone numbers; and
 2. Parents/guardians have the right to request that this information not be disclosed without prior written consent.

IV. HEALTH SERVICES

- A. Health Office** - A full-time nurse is assigned to each school for the health, safety, and well-being of the students and staff. The nurse will administer first aid to all students in need of treatment and will provide immediate care for students if they become ill or injured at school. The nurse is not equipped to care for students beyond their immediate needs. Parents/guardians will be notified and asked to take their student home if the nurse is unable to meet their medical needs at school. Parents/guardians are asked to pick up their ill students from school within one hour of being notified that the student is too ill to remain at school. Please be sure emergency contacts are local and available to pick up your students within one hour. Sick students should not remain at school and healthy students should not be exposed to students who may be contagious.

Parents/guardians are asked not to send their students to the nurse for evaluation of injuries or conditions that occurred away from school as these are not under school jurisdiction. The nurse is not allowed to diagnose conditions or to administer medications except in full compliance with the medication policy of District 308 (*see Section G, below*). In all cases, the school retains the discretion to reject a request for administering medication.

The following are some Health Office guidelines:

1. The physical examination and immunizations required by state law must be on file before registration can be completed. Students transferring into District 308 from outside the state of Illinois will have 30 calendar days from their entrance date to comply with the physical and immunization requirements.
2. All reasonable efforts will be made to keep the students in class.
3. If a student needs medical attention during a class period, he/she should obtain a pass from the teacher for permission to report to the nurse's office.
4. Students who need to leave school for medical reasons during the school day **MUST** report to the nurse's office for permission to leave school. A student who leaves class without permission may be considered truant from the class or classes that are missed and is subject to the disciplinary action for an unexcused absence. Criteria for the nurse to send a student home includes, but is not limited to: witnessed vomiting, diarrhea, a temperature of 100° F or greater, or nurse discretion. The nurse or building administrator must contact a parent/guardian.
5. High school students complaining of severe headache and/or dizziness, or deemed otherwise impaired will not be allowed to drive home. A parent/guardian must arrange alternate

transportation.

6. A student is too ill to go to school if he/she has:
 - had vomiting or diarrhea within the last 24 hours.
 - had a temperature of 100° F within the past 24 hours. Students are to be fever-free without the use of fever-reducing medications for 24 hours before returning to school.
 - a contagious illness that is treated with antibiotics, such as strep throat or pink eye, and has not been taking the antibiotics for a full 24 hours before returning to school.
 - an undiagnosed rash unless cleared by a physician's note.
7. Students who have a doctor's request to be excused from physical education/recess or sports should present the request to the nurse. The doctor's note should include begin/end dates, as well as specific activities in which a student may participate (if any).
8. Body piercing and tattooing (new and existing), including but not limited to ears and eyebrows, are to be tended to at home unless they are bleeding.

B. Procedure for Injured Student - If a student requires stitches, a brace, cast, sling or crutches, the doctor must write a physical education/recess/athletics excuse that includes beginning/end dates, as well as specific activities in which a student may participate (if any). All physical education/athletic notes must indicate when the student may return to physical education/athletics without the use of rigid splints/braces. If the note states "until further notice," a follow-up note from the physician must be received by the nurse within four (4) weeks, stating the progress of the student, or giving the reevaluation date. Restrictions cannot continue for extended periods of time without a periodic physician's note.

A parent/guardian note will be accepted for three (3) consecutive days if a student needs to be excused from physical education. An extension on a parent/guardian note will not be accepted. If a student needs to be excused from physical education for more than three days, a doctor's note is required. If a pattern is noted in receiving parent/guardian notes (certain days of the week or month) a doctor's note may be required to excuse the student.

When a student cannot participate in physical education, he/she cannot participate in indoor or outdoor recess or athletics (Spirit Squad, cheerleading, intramurals, after school sports, etc...). The student may be assigned to an alternate location during physical education/recess. This is for the student's safety, to protect him/her from accidental injury.

If the student has a current physical education/recess restriction and is planning to participate in a field trip involving physical activity (i.e. extended periods of walking, hiking on uneven or rough terrain, etc.) or a "Field Day" at school, an event-specific doctor's release is required for the student to participate. It is the parent's responsibility to furnish any equipment that may be needed for the student to participate, i.e. wheelchair or crutches.

C. Pregnancy or Other Physical Education Restrictions - If a student has a medical condition, including pregnancy, that may require a physical education/athletics restriction or otherwise require additional support from school staff, the student should provide the nurse with a note from his/her doctor with information relating to the condition and any necessary restrictions or recommended supports needed from the school staff. Students who discover they are pregnant are strongly encouraged to permit their doctor to

share pregnancy-related information with the nurse for their health, safety and well-being.

- D. Fasting** - If a student is fasting, parents must notify the nurse and athletic personnel in writing, so that arrangements may be made for alternate activities as appropriate.
- E. Elevator Policy** - A physician's note is needed for use of crutches, walkers, canes, wheelchairs and the elevator while at school. Students also need to observe the following procedures. Failure to obey the rules could result in a loss of privileges.
1. Students will obtain a pass or administrative permission for elevator usage. Students may obtain an elevator pass or administrative permission in the nurse's office.
 2. Students using the elevator may only allow one (1) helper to ride with them. Other students may not enter the elevator.
 3. Students are not allowed to use the elevator during a fire evacuation and/or drill.
- F. Screenings** - The vision and hearing screening team or nurse will conduct various screening programs, to detect any major areas of difficulty that students may be experiencing. The school is not equipped to go beyond the initial screening process. The screening information will be given to parents/guardians for use in further evaluations, if desired. Screenings may be done at the request of teachers and/or by public health requirements.

Notice: Illinois Law (Public Act 93-504) requires District 308 to notify the parents/guardians of students in kindergarten, second grade, eighth grade, special education and students new to District 308 that the vision screenings done in the school setting are not a substitute for a complete eye and vision evaluation by an eye doctor. A school screening does not evaluate the health of the eye nor the necessary visual skills essential for successful academic achievement. Students are not required to undergo this vision screening if an optometrist or ophthalmologist has signed a report form indicating that an examination has been given within the previous 12 months. The report forms are available from the school nurse. Students wearing glasses or contact lenses are already under a doctor's care and are not screened. Parents/guardians only will be notified if their student fails the screening.

- G. Administration of Medications** - All medication is to be transported to and from school by a parent/guardian or other responsible adult. Students are not to transport or have medications in their possession. The following rules apply to the administration of medication at school:
1. Parents/guardians have the primary responsibility for administering medications to their students. Administering medication during school hours or during school-related activities is discouraged unless it is necessary for the critical health and well-being of the student.
 2. Nothing in the policy shall prohibit any school employee from providing emergency assistance to students, including administering medication.
 3. Before any medication can be given at school a medication authorization form must be completed and signed by the prescribing physician and the parent/guardian; this includes prescription and over-the-counter medications (Tylenol, Advil, Tums, Midol, cough drops, cold medications, etc.).
 4. Prescription medications are to be in their original containers with the student's name, medication name, dosage, physician's name and pharmacy name listed. All prescription drugs turned into the health office must be counted by the school nurse and either the child's parent/guardian or a school administrator. A total number of pills must be recorded. All medications shall be stored in an appropriate locked cabinet.
 5. Pursuant to the *Illinois School Code*, students are permitted to carry and self-administer

epinephrine auto-injectors, asthma inhalers, and diabetes medication, where appropriate. The parents or guardians of the student must provide the school with:

- a. Written parent/guardian authorization for the self-administration of medication; or
 - b. For the use of an epinephrine auto-injector, written authorization from the student's physician, physician assistant or advanced practice registered nurse that specifies the name and purpose of the epinephrine auto-injector, the prescribed dosage, and the time or circumstance under which the epinephrine auto-injector is to be administered; and
 - c. The prescription label, which must include the name of the medication, prescribed dosage, and the time or circumstances under which the medication is to be administered;
 - d. The parents or guardians of the student must sign a statement acknowledging that the district is to incur no liability, except for willful and wanton conduct, as a result of any injury arising from the self-administration of the medication regardless of whether authorization was given by the pupil's parents or guardians or by the pupil's physician, physician's assistant, or advanced practice registered nurse and that the parents or guardians must indemnify and hold harmless the school district or nonpublic school and its employees and agents against any claims, except a claim based on willful and wanton conduct, arising out of the self-administration of medication or use of an epinephrine auto-injector regardless of whether authorization was given by the pupil's parents or guardians or by the pupil's physician, physician's assistant, or advanced practice registered nurse. It is strongly encouraged that parents provide a back-up inhaler or epi-pen to be kept in the health office. The information provided will be kept on file in the nurse's office.
6. All medication forms (prescription, over-the-counter and self-administration) must be renewed at the beginning of each school year with a doctor and parent/guardian signature.
 7. Students will not be allowed to leave campus to obtain medication unless given Administrative approval.
 8. Short-term antibiotics are often prescribed by physicians to be administered three (3) times a day. Please check with the prescribing physician; often he/she wants these doses to be spread out over the longest time period possible while the student is awake. These medications can be given in the morning before school, after school and at bedtime. Often giving antibiotics at lunch results in the doses being administered too close together.
 9. The parent/guardian is responsible for picking up extra medication at the end of a treatment and/or school year. Medicine left at the end of the school year will be discarded.

H. Physical Examination and Immunization – Physical examinations, as prescribed by the Illinois Department of Public Health and the Illinois State Board of Education, shall be required of all students in the public schools:

1. when entering into pre-kindergarten, kindergarten, sixth (6th), and ninth (9th) grades;
2. irrespective of grade, immediately prior to or upon entrance into any public school if that student has not previously been examined in accordance with Section 27-8.1 of the Illinois School Code; or
3. when deemed necessary by school authorities.

Students enrolled in School District 308 during the current school year must submit documentation of compliance with the physical examination and immunization requirements prior to the first day of school attendance for the following school year when entering pre-kindergarten, grade 6 and grade 9.

Kindergarten students shall have until October 15 of the current school year to submit required physical examination and immunization requirements.

A student enrolling in District 308 from another state, must have their physician complete an Illinois physical form within 30 days of the first day of attendance in School District 308. Students not complying with immunization/physical requirements in the allotted time period will be excluded from school. These days may be unexcused and subject to disciplinary action for an unexcused absence.

A **dental** examination, as prescribed by Illinois Department of Public Health, is required for students in kindergarten, second (2nd) and sixth (6th) grades.

A **vision** examination, as prescribed by Illinois Department of Public Health, is required for students in kindergarten and for all students entering an Illinois school for the first time.

In addition to these examinations, every student shall be **immunized**, in accordance with the rules and regulations promulgated by the Illinois Department of Public Health and the Illinois State Board of Education. Students failing to meet the required Illinois mandates shall be excluded from District 308 schools.

Students whose parents/guardians object to physical examination or immunizations on religious grounds shall not be required to submit to the procedures if they present a statement of their objection to the local school authority and the statement is signed by the parent/guardian of that student. The objections must set forth the specific religious belief that conflicts with the examination, immunization or other medical intervention and be approved by the District 308 Superintendent or the central administrative office designee. If the physical condition of the student is such that any one or more of the required immunizations should not be administered, the examining physician is to document such fact on the physical examination or immunization form.

Parents/guardians should contact the Health Office if assistance is needed to fulfill the Illinois health mandates.

Exempting a student from the physical examination does not exempt him/her from participating in the physical education program.

- I. **Medicaid Notice** - If your student receives special education services and is also Medicaid eligible, District 308 can seek partial reimbursement from Medicaid for health services documented in your student's Individualized Education Program (IEP). Medicaid reimbursement is a source of federal funds approved by Congress to help school districts maintain and improve diagnostic and therapeutic services for students.

The reimbursement process requires the school district to provide Medicaid with your student's name, birth date and Medicaid number. Federal law requires annual notification to parents/guardians of the district's intent to pursue this reimbursement opportunity.

If you approve of the release of information to Medicaid, do nothing. If you object to the release of information to Medicaid, now or at any time in the future, please state your objection in writing and forward it to the Coordinator of Health Services at the District Administration Center located at 4175 Route 71, Oswego, Illinois 60543.

Regardless of your decision, the district must continue to provide, at no cost, the services listed in your student's IEP. This program has no impact on your student's or family's current or future Medicaid benefits. Under federal law, participation in this program CANNOT:

1. decrease lifetime coverage or any other public insurance benefit,
2. result in the parent/guardian paying for services that would otherwise be covered by Medicaid,
3. increase your premiums or lead to discontinuation of benefits or insurance, or
4. result in the loss of eligibility for home and community-based waivers.

Continued consent allows the district to recover a portion of the costs associated with providing health services to your student.

V. ATTENDANCE - Punctual and regular attendance at school is the joint responsibility of the student and his/her parent(s) or guardian(s) and is necessary if a student is to obtain maximum benefit from his/her educational experience. Regular attendance is a state mandate, as well as a value and standard that prepares the student for the world of work and adult responsibilities. The school district expects all students to attend school, to be on time, and to bring appropriate school materials with them. Students must be in attendance for at least half of the day to participate in extracurricular, sporting activities and/or after school events except with prior administrative approval.

A. Definitions of Terms

1. **Tardy to Class** - Students are expected to be in class on time and ready to learn. A student will be considered tardy to class if they are not present when class begins.
2. **Chronic or Habitual Truant** - Defined as a student subject to compulsory school attendance and who is absent without valid cause from such attendance for 5 percent (5%) or more of the previous 180 regular attendance days. Doctor notes may be required for each health-related absence as deemed necessary by school administration.
3. **Excused Absence or Excused Tardy** - Defined as an absence or tardy that is reported to the attendance office by the student's parent/guardian for a valid cause as defined in the *Illinois School Code*: "Illness, death in the immediate family, family emergency, observance of a religious holiday and shall include such other situations beyond the control of the student as determined by the school administration, or such other circumstances which cause concern to the parent/guardian for the safety or health of the student." Court appearances and medical/dental appointments will also be excused.
4. **Unexcused Absence or Unexcused Tardy** - Absences and tardiness to school are not sanctioned by the district. Unexcused absences and tardiness include but are not limited to: family vacations, unnecessary parent sign outs, class cutting, working, missing the bus, oversleeping, shopping, car trouble, personal appointments, senior pictures, needed at home (babysitting, waiting for repairman, etc.), skip days, obtaining a driver's permit and other avoidable absences. High school students who are over the age of 17 may be dropped after 15 days of unexcused absences in accordance with state and federal law.

Enrollment in any School District 308 early childhood program will be re-evaluated after 15 days of unexcused or pre planned absences. If re-enrollment is requested, the student's name will be placed at the bottom of the waiting list.

Absences or truancy may result in retention when a student fails to successfully complete the

prescribed curriculum. Students shall not be promoted based upon age or any social reasons not related to academic performance (105 ILCS5/2-3.64, 5/10-20.9a, 5/10-21.8 and 5/27-27. 23 Ill. Admin. Code S1.440).

5. **Pre-Planned Absence** - A pre-planned absence is defined as a notification by the parent/guardian to the school prior to a student absence. Parents/guardians are discouraged from taking students out of school for vacation or for non-school sponsored events. The school laws of the state of Illinois require regular school attendance. There is no real substitute for actual classroom attendance. It is the student's responsibility to make up all homework and class assignments that are missed because of this type of absence. Pre-Planned absences during state standardized testing will be unexcused. The following procedure must be followed in order for the absence to be acknowledged:
 - a. A parent/guardian must call the attendance office to verify the request for absence well in advance.
 - b. A prearranged absence form for students must be picked up in the dean's office (high school) or main office (junior high and elementary schools).
 - c. The form must be signed by all the student's teachers and a parent/guardian.
 - d. The form must be returned to the attendance office two (2) days prior to the absence.
 - e. For college visits, a note from a college official on the college letterhead is also required.

- B. **Calling in an Absence** - Each day a student is absent from school a parent (or legal guardian) must call his/her student's school attendance office before 10:00 a.m. If a call is not received, the absence may be unexcused. When reporting an absence, please provide the reason for the absence, and symptoms if the student is ill; notes are not accepted.

Please contact your student's **school attendance office**. School information is located at the beginning of this document or can be found online at www.sd308.org.

C. Attendance Violations

1. Early Childhood Attendance Violations

- a. **Tardy** - Tardy is defined as an unexcused late arrival to school or an unnecessary parent sign in to school. A parent/guardian is notified in writing when a student has been tardy 10 times in the previous 180 days. Chronic cases will result in the building principal collaborating with district staff to discuss continued enrollment in the School District 308 early childhood program.
- b. **Unexcused Absence from School** - Unexcused absences will result in parent/guardian notification. Chronic cases will result in the building principal collaborating with district staff to discuss continued enrollment in the School District 308 early childhood program.

2. Elementary School Attendance Violations

- a. **Tardy** - Tardy is defined as an unexcused late arrival to school or an unnecessary parent sign in; per the previous 180 regular attendance days. Once a student has been recorded as being tardy 10 times, a parent/guardian is notified in writing. Chronic cases will result in a referral to the Kendall County Regional Office of Education Truancy Caseworker.
- b. **Unexcused Absence from School** - Unexcused absences will result in parent/guardian notification. Chronic cases will result in a referral to the Kendall County Regional Office

of Education Truancy Caseworker.

3. Junior High School Attendance Violations

- a. Tardy to Class/school - Consequences for being tardy to school may include but are not limited to: warning, parent contact, detention, Saturday school/extended day detention, in-school suspension, social suspension or administrator discretion.
- b. Unexcused Absence to Class/school - Notification to parent/guardian by school administration and consequences that may include, but are not limited to: warning, detention, Saturday school/extended day, in-school intervention, social suspension or administrator discretion. Absences and tardiness deemed chronic will be referred to counselor or the Kendall County Truancy Officer (if under age 17).

4. High School Attendance Violations

- a. Tardy to Class - Tardy to class is defined as an unexcused late arrival to class by 5 minutes or less. Students tardy to class will be addressed by the teacher and/or dean. Consequences for being tardy to class include, but are not limited to: warning, parent contact, detention, Saturday school/extended day, in-school intervention, social suspension, loss of privilege or administrative discretion. Each high school may provide students and parents with specific timeframes to address late arrival consequences.
- b. Tardy to School - Progressive consequences based upon the lateness of arrival and number of occurrences may include, but are not limited to: warning, detention, Saturday school, in-school intervention, social suspension, or loss of privilege, and administrative discretion. Tardiness will be added into the student's daily absence totals. Chronic cases will result in a referral to the Kendall County Regional Office of Education Truancy Caseworker.
- c. Unexcused Absence from Class - Unexcused absence from class is defined as any unexcused arrival to class by 6 minutes or more. Progressive consequences based upon the lateness to class and number of occurrences may include, but are not limited to: Saturday detention/ extended day, in-school intervention, or administrative discretion. Chronic cases will result in a referral to the Kendall County Regional Office of Education Truancy Caseworker.
- d. Unexcused Absence from School - Notification to parent/guardian by school administration and consequences that may include, but are not limited to: in-school intervention, social suspension, loss of privilege or administrator discretion. Absences and tardiness deemed chronic will be referred to counselor or the Kendall County Truancy Officer (if under age 17).

District administration reserves the right to deviate from the disciplinary guidelines set forth above.

Students may forfeit credit for school work missed during days of unexcused absence or truancy. Students must secure permission from the administration if they need to leave the school building to go to the parking lot or other areas on campus, or if they need to leave the school premises. Permission will not be granted for reasons such as retrieving homework, books, lunch money, P.E. uniforms, etc.

Students who leave the building without administrative approval will receive a Saturday school detention and high school students may lose parking privileges for an amount of time to be determined by the school administration.

VI. BULLYING AND CYBER-BULLYING

District 308 maintains a policy on bullying. With respect to the prevention of bullying, School District 308 maintains policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, and policy 7:20, *Harassment of Students prohibited*. The Rights and Responsibilities handbook is communicated to parents and students via student handbooks and is available electronically on the district website at www.sd308.org. The purpose of such policies is to ensure, to the greatest extent possible, that no student will be subject to bullying and to secure a safe, orderly and respectful environment that promotes teaching and learning.

- A. **The Illinois School Code** - The Illinois General Assembly finds that “a safe and civil school environment is necessary for students to learn and achieve and that bullying causes physical, psychological, and emotional harm to students and interferes with students’ ability to learn and participate in school activities.”

While bullying is contrary to Illinois state law and School District 308 policy, this shall not prevent a victim from seeking redress under any other available civil or criminal law, and is not intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the United States Constitution or under Section 3 or 4 of Article 1 of the Illinois Constitution. (105 ILCS 5/27-23.7).

- B. **Bullying Defined** - Bullying is any type of physical or verbal act or conduct that is severe, pervasive, and often purposeful and repeated, directed toward a student that has or can be reasonably predicted to have the effect of one of the following:

1. Places the student in reasonable fear of harm to his or her person or property;
2. Causes a substantial detrimental effect on the student’s physical or mental health;
3. Substantially interferes with the student’s academic performance; or
4. Substantially interferes with the student’s ability to participate in or benefit from the services, activities, or privileges provided by the school

- C. Bullying includes “**cyber bullying**.” Cyber- bullying includes the following:

1. Bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part, including without limitation social media, electronic mail, Internet communications, instant messages, or facsimile communications.
2. Creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying in this Section.
3. Distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying in this Section.

- D. For purposes of School District 308 policy, “bullying” (which includes cyber-bullying) may include:

1. Physical acts, such as inappropriate, unwanted, uninvited, or injurious physical contact with another; harassment, threats, intimidation, theft, public humiliation, retaliation for asserting or alleging an act of bullying, stalking; sexual assault; and destruction or damage to property of another. 105 ILCS 5/27-23.7(b).
2. Written and electronic communication of any type that incorporates language or depictions that would constitute bullying, using any medium (including, but not limited to, cell phones, computers,

- websites, electronic networks, instant messages, text messages and emails);
3. Verbal threats made to another, blackmail, or demands for protection money;
 4. Non-verbal threats or intimidation such as aggressive or menacing gestures;
 5. Direct or indirect, relationally aggressive behavior such as social isolation, rumor spreading, or damaging someone's reputation;
 6. The expression of ideas or beliefs in a way that is lewd, profane, or intended to intimidate or harass another;
 7. Any of the above conduct which occurs off school grounds when such conduct creates, or reasonably can be expected to create, a substantial disruption in the school setting and/or at school sponsored activities and events.
 8. Cyber-bullying can occur through the transmission from a computer that is accessed at a non-school-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by a school district or school if the bullying causes a substantial disruption to the education process or orderly operation of a school. (105 ILCS 5/27-23.7(a)(4))

The examples listed above are meant to be illustrative and are not exhaustive of conduct that may or may not be considered "Bullying." Nor are they intended to limit the exercise of discretion granted to school administrators under Sections 5/10-20.12(d) or 5/10-22.6 of the School Code for addressing instances of student misconduct.

- E. **Bullying is prohibited** - Bullying is NOT acceptable and is strictly prohibited. Bullying conduct that is covered by this Policy is conduct that occurs on school property, at school sponsored activities or events, while in school, on school buses or other school vehicles, at designated school bus stops, or "cyber-bullying" conduct that occurs inside or outside of school or when the conduct otherwise would substantially impede the educational environment, regardless of where the conduct occurs.

Any student who engages in bullying will be subject to appropriate discipline, up to and including suspension or expulsion and referral to local law enforcement. A student's bullying conduct also may be addressed through any other behavioral interventions, including but not limited to restorative measures.

Any student who is a bystander to any bullying conduct and who fails to take any action to discourage the bullying conduct also may be subject to appropriate discipline.

No student shall be retaliated against for reporting bullying conduct. Any student who is determined to intentionally have falsely accused another of bullying shall be subject to appropriate discipline.

- F. **Report and Investigation** - School District 308 has developed a reporting procedure which includes a written reporting form accessible from the website at www.sd308.org. Contact information for each building principal, or their designee, will be provided for the purpose of reporting incidents of bullying. Anyone who witnesses any conduct that could constitute bullying shall make such report as soon as possible to any school staff member. This report then shall be submitted to the principal or designee(s) responsible for student discipline who shall conduct or cause to be conducted a thorough investigation of the alleged incident in a timely manner, and make all reasonable efforts to complete the investigation within 10 school days after the date the report of the incident of bullying was received.

Local law enforcement and the State's Attorney shall be notified immediately of all incidents involving bodily

harm, property damage or any conduct which reasonably is believed by the school administrator(s) to be a violation of the criminal laws. The investigation of any such bullying conduct shall proceed in cooperation with the police and other applicable law enforcement authorities. The School District always retains its right to investigate and impose any discipline for violation of this Policy, whether or not criminal charges are pursued.

The Superintendent or designee periodically shall review disciplinary incidents involving bullying conduct or conduct placing students at risk of bullying for purposes of monitoring: 1) the effectiveness of the District's programs and interventions in creating a climate of mutual respect and civility in the school community, and 2) the application of this policy in a non-discriminatory manner.

VII. DISCIPLINARY CONSEQUENCES

Students have the responsibility to conduct themselves on and off campus in ways that are conducive to the learning process and to behave in a manner that does not disrupt or interfere with the learning environment or the daily operations of the school.

In the event a student violates expectations of appropriate behavior at school or in any of the areas previously specified in Article II, Section C, school personnel may take disciplinary action to modify the student's behavior. These areas include, but are not limited to: school campus, on a school bus, at a school bus stop, at extracurricular activities or at any activity reasonably related to school.

Consequences may be employed as a means to support the student in changing his/her behavior and attitude. Consequences and interventions may include, but are not limited to: conference with teacher and/or administrator, warning, loss of recess, parent/guardian contact or conference, demerits, peer mediation, removal from class, detentions, in-school interventions, Saturday school detentions, counseling, behavior contracts, alternative programs, removal of privileges (bus transportation, parking privileges, participation in extracurricular activities, social suspension), suspensions from one to ten (1-10) days, payment for damages, police involvement, possible recommendations for expulsion or placement in a district-approved alternative educational setting.

Not every situation involving misconduct is, or can be, covered in this document. District administration reserves the right, but not the obligation, to alter, revise, adjust or increase sanctions and discipline on a case-by-case basis, as the interests and safety of the district and its students and staff require. **District administration is specifically empowered, on a case-by-case basis, to deviate from the disciplinary guidelines set forth below when, in its sole discretion, it is necessary for the proper and efficient operation of the district.**

- A. **Consequences Defined** - In addition to the consequences defined below, students in Junior High and High School may also receive demerits based on their misconduct and the consequence assigned. (See Merit/Demerit Explanation in Student Handbook)
1. Detention - A set amount of time to be served before, during or after school for students who violate provisions of the discipline policy. The time of day will ultimately be determined by the administration (recess, lunch, office, before/after school, Saturday detention).
 2. Saturday School Detention/Extended-day Detention - Takes place on designated days for junior high or high school students (at administrative discretion) following a violation of school policy and parent contact. Failure to serve Saturday School/Extended Day consequences will result in additional consequences per administrative discretion.
 3. In-School Intervention - Student reports to school, and is excluded from classes and activities for the duration of the in-school intervention. Students assigned an in-school intervention that is

greater than one day are excluded from all school activities and events until the date the student may return to class. Student school work must be completed during the intervention and is due upon the student's return to class in order to receive credit.

4. **Out-of-School Suspension** - The exclusion from school, and school related activities both on and off school campus, for a period not to exceed 10 school days in accordance with the *Illinois School Code*. It is the student's responsibility when suspended to contact his/her teachers for make-up work. Suspended students are not allowed to be on school property or at school functions during their suspensions. A major suspension from school (5-10 days) will result in a parent/guardian conference/consultation with school personnel and may result in a follow-up parent/guardian conference. When out-of-school suspensions appear ineffective in changing behavior, a recommendation to the Board of Education for alternative placement or expulsion may be made.
5. **Final Warning** - An understanding among the student, parent/guardian and the administration that the student is to observe all school rules and other stipulations set forth by the administration. If a student violates the provisions of the final warning, the student may be recommended for possible expulsion or alternate placement. A student may be placed on final warning when the administration deems it necessary. A high school student may remain on Final Warning status until the completion of his/her senior year.
6. **Alternate Placement** - A student may be placed in a district-approved alternative education setting in lieu of expulsion or for other disciplinary reasons. During such time the student will not be able to participate in any athletic or extracurricular activities. The students' re-entry to regular school programming will be at the discretion of the District 308 school administration.
7. **Expulsion** - The exclusion of a student from school for a full day or portion thereof (classes) for a period not to exceed two (2) full calendar years. Students are not allowed to receive credit from District 308 during the period of expulsion. Students who are expelled are not allowed on school property and may not attend school functions or activities.

B. **Gross Misconduct/Disobedience** - Gross misconduct or disobedience includes, but is not limited to; the following types of conduct and such other conduct as may be designated from time to time by policy of the Board of Education. All acts of gross misconduct or disobedience that may be considered criminal behavior will be referred to the proper legal authorities. At the administrator's discretion, students could be subject to one or all of the following consequences: conference with administrator, loss of recess, warning, counseling, peer mediation, detentions, in-school interventions, Saturday school or extended day detentions, alternative programs, behavior contracts, demerits, removal of privileges (bus transportation, parking privileges, participation in extracurricular activities, social suspension, parent/guardian contract or conference, removal from class, placement in study hall, payment for damages, police involvement, suspensions from one to ten (1-10) days, final warning, possible recommendations for expulsion or placement in a district-approved alternative educational setting. A major suspension from school (5-10 days) will result in a parent/guardian conference/consultation with school personnel and may result in a follow-up parent/guardian conference.

1. **Disruptive Conduct** - Conduct that materially and substantially threatens to disrupt, or actually disrupts the educational process or interferes with the rights of others. Disruptive conduct includes but is not limited to:
 - a. Posting or distributing unauthorized or other written materials on school grounds or via social media;
 - b. Leaving the school without permission;
 - c. Interfering with teaching and learning during the academic school day or extracurricular activities/programs;

- d. Initiating or participating in any unacceptable minor physical actions;
- e. Failing to abide by rules and regulations not otherwise listed in the Student Rights and Responsibilities Code;
- f. Failing to provide proper identification; and
- g. Unauthorized use of parking lots and other areas.

2. **Student Dress** - Student dress that does not comply with the following guidelines is prohibited. The dress and grooming of a student is the responsibility of the student and his/her parent/guardian. Student dress should not be disruptive to the school environment and grooming must meet reasonable standards of health, cleanliness, safety and standards of the community. Clothing should be worn as it is intended to be worn; undergarments should not be visible.

Students are not allowed to wear clothing and/or accessories that disrupts the educational process, including clothing that:

- a. Displays comments, pictures, slogans, weapons or designs that are obscene, profane, lewd or vulgar, including clothes that symbolize or represent profanity or sexual innuendo; or may reasonably forecast a disruption to the educational process;
- b. Displays or references drugs, tobacco products or alcoholic beverages;
- c. Is suggestive (e.g. extremely tight fitting, cleavage-baring, fails to cover the midriff, halter-tops, sheer/see-through clothing, strapless tops/dresses, tops with spaghetti straps, shorts, skirts, dresses that are above mid-thigh), shredded clothing, or night wear.
- d. Hats, headwear, lined coats, bandanas, handkerchiefs and gloves must be removed upon entering the building.
- e. Chains or spikes on jewelry, clothes, coats, or other accessories are prohibited.
- f. Sunglasses, pacifiers and inappropriate and/or unsafe footwear are not to be worn during the school day and must be left in students' lockers/backpacks.

Clothing expressing political views is allowed so long as the views are not expressed in a lewd, obscene or vulgar manner.

Teachers and staff members are to send students who are not following the dress code to the dean's office (high school) or main office (junior high and elementary school). Students wearing improper attire may be asked to remain in the office until proper attire is obtained. The administration has final determination on appropriate dress and consequences for inappropriate dress.

Inappropriate student dress may result in a conference with an administrator, a change into proper attire and parent/guardian contact. In addition, the following consequences may be applied: Warning, Detention, Saturday school/Extended Day, In-school intervention, suspension and/or social suspension per administrative discretion.

- 3. An absence from school or class without valid cause during a school day or portion thereof.
- 4. Improper use of lockers, sharing of lockers (including physical education lockers) is prohibited.
- 5. Public displays of affection are prohibited. Students are expected to show good judgment and restraint when on campus.
- 6. Repeated incidents of misbehavior, including repeated refusal to comply with school rules is prohibited.

7. Sale or distribution of personal property is prohibited. This includes, but is not limited to, electronic devices, candy, food items, games or trinkets.
8. Items that may interfere with the educational process, the rights or safety of staff and student are prohibited on district property including, but not limited to:
 - a. Skate shoes
 - b. Laser lights/pens
 - c. Personal items including curricular materials being used for non-curricular activities (i.e. toys, including but not limited to dolls, stuffed animals and trading cards)
 - d. All unauthorized use of personal electronic devices including, but not limited to, cellular telephones, video recording devices, personal digital assistants (PDAs), personal computers, iPods, or mp3 players, or other electronic devices that can access the Internet and in any manner disrupt the educational environment or violate the rights of others (including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules). Devices must be kept off and out of sight during the regular school day unless approved by the building administration. If administration has reasonable suspicion to believe that the content of cellular phones or other electronic devices is inappropriate, administration reserves the right to view the content of these devices.
 - e. Backpacks (full-size) will not be allowed to be carried by students during the school day. Administration may approve, at their discretion, the carrying of smaller bags (such as small "drawstring-style" bag) to carry materials during the school day.
9. Insubordination, disrespect, or defiance directed toward a staff member is prohibited. Insubordination is defined as refusal to comply with reasonable, established school rules and regulations or refusal to obey reasonable directions or instruction of school personnel. Students are expected to respect the authority of any and all school personnel and to be cooperative with their requests. Students who fail to identify themselves to all school personnel will be subject to disciplinary action.
10. Actions considered threatening to the physical well-being of Board members, district employees, students, volunteers or other persons including physical assaults to Board members, district employees, students, volunteers or other persons is prohibited and may result in disciplinary and/or police action.
11. Verbal or written abuse of school personnel or other students, or use of profane words or gestures that substantially threatens or actually disrupts the educational process may result in disciplinary action.
12. Any acts, on or off campus, that jeopardize a safe and orderly environment are prohibited and may result in disciplinary action. These may include but are not limited to acts that jeopardize the health, safety and welfare of school personnel, students, or oneself or acts that can reasonably be forecasted to jeopardize a safe and orderly environment.
13. Any acts of dishonesty may result in disciplinary action. Acts of dishonesty may include but are not limited to: forging passes, misrepresenting the truth, theft from students or staff, misappropriation of found items, falsifying school documents, accessing restricted files/information.

Academic dishonesty, cheating or plagiarism is also prohibited. Secondary consequences may include a grade/credit reduction and a referral to administration.

a. Abuse of District 308 Computer Network

Computer Network Guidelines - The District 308 Board of Education determined that it is in the best interest of the district and its students to promote the use and familiarization with computers, and the services available through computers, including the Internet and other online systems to support learning and enhance instruction. Using computer network services will facilitate access to information resources available online, create innovative learning environments and provide for worldwide communication.

The district recognizes that in addition to access of legitimate sources of information for academic and educational purposes, the Internet and other online services makes available certain materials that may not be educational and that may be illegal, obscene, indecent, or used in a suggestive manner.

The Internet and other online services are coordinated through a complex association of government agencies and regional and state networks. The smooth operation of the network relies upon the proper conduct of the end user who must adhere to strict user guidelines that require efficient, ethical and legal utilization of network resources.

The administration and staff adopt and enforce guidelines that prohibit the use of computers and online services for non-educational purposes and address the ethical use of the computer network system. The guidelines are distributed to students who have access to the Internet and other online services. If a student violates any of the general or specific guidelines and rules provided by the administration or by any individual classroom teacher or staff member, the student will be disciplined. This may include loss of privileges to access the computer network system in District 308, and/or the following: suspension, a recommendation for expulsion, referral to law enforcement officials.

14. Acts Harassing, intimidating or bullying another person based upon their race, color, nationality, gender, sexual orientation, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status of being homeless, actual or potential marital or parental status (including pregnancy), or other protected group status is prohibited. The district will not tolerate harassing, intimidating conduct or bullying whether verbal, physical or visual, that affects the tangible benefits of education, that unreasonably interfere with a student's educational performance, or that creates an intimidating, hostile or offensive educational environment. The terms "intimidating," "hostile" and "offensive" include conduct that has the effect of humiliation, embarrassment or discomfort. This violation will be reported to law enforcement authorities and/or other law enforcement agencies as appropriate.

- a. Sexual harassment is defined as any sexual advances or requests for sexual favors or any conduct of a sexual nature when such conduct has the purpose or effect of substantially interfering with an individual's educational opportunities or creating an intimidating, hostile or offensive educational environment. Sexual harassment may include but is not limited to: (a) crude or suggestive remarks or jokes directed at an individual based on that individual's gender, (b) sexting (c) sexual proposition advances, (d) solicitation of sexual activity by promise of reward, (e) coercion of sex by threat of punishment, (f) sexual crimes and

misdemeanors, (g) sexual intimidation that includes any behavior, verbal or nonverbal, that has the effect of subjecting members of either sex to humiliation or embarrassment because of gender and (h) viewing or possession of pornographic material.

- b. Bullying, as described in Section VI above, is prohibited on school property,
- c. Intimidation, or intent to intimidate, threats, hazing and retaliation are prohibited.
- d. Harassment based on race, color, religion, ancestry, nationality, creed, and/or ethnicity is prohibited.

Students who feel they are victims of or have witnessed harassment, intimidation or bullying, hazing or retaliation should notify a dean, counselor, administrator, teacher or school employee. All reports of harassment will be handled in a confidential manner.

- 15. Actual infliction of bodily harm or physical violation may include but is not limited to: fighting, endangering the well-being of others, or dangerous actions on school grounds, at school-sponsored events or at any event reasonably related to school is prohibited. Fighting in school will not be tolerated. When such an event occurs, a thorough investigation of the activity will be conducted by the administration. Discipline is often issued to all participants. All students are cautioned to conduct themselves in their relations with fellow students in a positive and respectful manner. Students should report threats of fighting and/or fighting to the nearest school official. Fighting may result in a suspension or expulsion from school, as well as law enforcement involvement per administrative discretion. Encouraging fighting or infringing upon a staff member's ability to break up a fight is also considered gross misconduct.
- 16. All forms of gambling are prohibited, as well as items used for the purpose of gambling.
- 17. Intentionally destroying or misusing school property, vandalism, graffiti, theft of school property, entering unauthorized areas of the school, attempting to break into school property, or any unauthorized entry of school district property is prohibited at any time.
- 18. Intentionally causing the unnecessary evacuation or emergency response is prohibited. Acts of this nature include but are not limited to: setting off a fire alarm, emergency warning system, bomb threat, attempting to/setting off explosive devices/fireworks, starting/attempting to start a fire, tampering with fire extinguishers or any other fire safety equipment, or calling emergency numbers such as 911.
- 19. Participation in an unauthorized group, gang or cult activity is prohibited.

Activity that displays evidence of membership in, or affiliation with, any gang/unauthorized group including but not limited to: gang symbols, drawings of symbols and emblems, tattoos, jewelry or other adornments. Clothing characteristics associated with a gang/unauthorized group engaging in gestures, handshakes, graffiti, or symbols on clothing are strictly prohibited.

Gang/unauthorized group activity includes any effort to recruit for, or further the interests of, a gang or to intimidate any other student on behalf of a gang. Students who engage in gang activity are subject to possible suspension and/or possible recommendation for expulsion and referral to the local police authorities.

- 20. Possession, use, transfer or control of weapons, firearms, ammunition, stun guns, tasers or other dangerous weapons or instruments, explosives, firecrackers, as well as look-alike weapons or components of weapons, are prohibited on school buses, in school buildings, at school-sponsored functions or on school grounds.

- a. Weapons may include any object that may be used to cause bodily harm including, but not limited to weapons as defined in Section 24-1 of the Criminal Code including: knives, razors, guns, firearms, rifles, shotguns, explosives, brass knuckles, billy clubs, or look-alikes thereof. Items such as baseball bats, chains, pipes, bottles, locks, sticks, pencils and pens may be considered weapons if used, or attempted to be used, to cause bodily harm.
 - b. Students who possess, use, control or transfer a weapon, a look-a-like weapon or weapon component may be recommended to the Board of Education for possible expulsion. The student's expulsion shall be for a period of at least one (1) calendar year but not more than two (2) calendar years. The expulsion period may be modified by the administration or the Board of Education. The police will also be notified.
- 21. Possession or use of tobacco products, electronic cigarettes, or related look-a-like products and paraphernalia, matches, lighters or lighting materials is prohibited.

Consequences can include but are not limited to: parent/guardian contact, detentions, Saturday School, In-school intervention, out of school suspension, and/or law enforcement involvement as appropriate.

Elementary Option ONLY: The student and his/her parent/guardian may participate in a district-approved counseling program which may reduce the length of the out-of-school suspension. Any cost incurred by participation in this program shall be assumed by the parent/legal guardian.

- 22. The possession, control, purchase, transfer or use of illegal drugs, drug paraphernalia or alcohol, look-alikes, prescription drugs and over-the-counter drugs or any substances used to cause harm or alter one's state of mind is strictly prohibited.
- 23. Sale, distribution, purchase, or possession of illegal drugs or controlled substances, cannabis, medical cannabis, prescription drugs, alcoholic beverages, inhalants look-alikes thereof or mood-altering chemicals is prohibited on school premises or as a part of school activities or at any activity reasonably related to school. "Mood-altering chemicals" includes, without limitation, alcohol, marijuana, inhalants, ecstasy or other club drugs, depressants, stimulants, hallucinogens, narcotics, over-the-counter medications (including any over-the-counter pain medications containing aspirin, acetaminophen, ibuprofen or other pain relievers, any cough or cold medications, etc.), substances such as white-out, glue, toxic markers and caffeine pills are prohibited unless prescribed by a physician and used in a manner consistent with the prescription or physician's instructions. Prohibited conduct includes:
 - a. The sale, use, transfer, possession or being under the influence of any alcoholic beverage or any beverages mixed or "spiked" with any alcoholic beverage is prohibited. For purposes of this section, the term "alcoholic beverage" shall mean any beverage or food or personal item with any alcoholic content. Such substances as may be prescribed by a physician for medicinal use must be kept with the school nurse. Use may be confirmed by admission, unsteady motor control, incoherent speech, breath odors or other obvious evidence of alcohol consumption at school, at school activities, on school grounds or at any activity reasonably related to school.
 - b. The possession, use or being under the influence, or any attempt to possess, distribute or use any illegal controlled substance or any look-alike substance, as

defined by 720 ILCS 570/102(y) of the Illinois Controlled Substance Act, or the misuse or abuse of any prescription or over-the-counter medication is prohibited.

- c. The use, possession or any attempt to possess/distribute or use any drug paraphernalia is prohibited on school property. Drug paraphernalia or instruments such as pipes, roach clips, syringes, pacifiers, hypodermic needles, cocaine spoons or kits, nitrous oxide paraphernalia, rolling papers, water pipes, razors, pipe screens, scales, glow sticks and any other items normally or actually used for the packaging, conveyance, dispensation or use of mood altering chemicals will not be permitted on school property or in a vehicle located on school property and will be subject to confiscation. Possession of drug paraphernalia will be treated the same as the possession of a mood-altering substance. An addiction to an illegal substance is not an excuse for a violation.

- I. **Consequences for Drug/Alcohol Violations**

- i. **First Offense** - Ten (10) day out-of-school suspension and student will be placed on final warning
 - Option: The parent/guardian of a student being suspended for a first offense relating to drugs and/or alcohol will be given the following option that, if accepted, will reduce the length of the out-of-school suspension from ten (10) to five (5) days. The option requires the student and his/her parent/guardian to participate in a district-approved counseling program. Any cost incurred by participation in this program shall be assumed by the parent/guardian. Students failing to participate in and/or complete the program(s) will be suspended for the full ten (10) day out-of-school suspension.
- ii. **Second Offense** – Ten (10) day out-of-school suspension and may be recommended to the Board of Education for possible expulsion

- C. **Off-Campus Conduct Control** - All disciplinary action normally available with regard to a student for a violation of school rules or other clear misconduct on campus is available for any activity off-campus if such off-campus activity causes, or is reasonably expected to cause, a disruption to the operation of the school. *See Board Policy 7:190, Student Discipline.* This policy is not limited to school-sponsored and school-related events. The district does not regularly seek out this information, but will take action if and when such information is brought to the attention of district officials.

When it is brought to the attention of the district that a student has engaged in such conduct off-campus, the administration of the school that the student attends may conduct an investigation and may initiate disciplinary action, up to and including suspension or expulsion. In conducting such an investigation, the principal or his/her representative(s) will cooperate with law enforcement authorities.

By way of illustration, but not by way of limitation, the following actions may be subject to disciplinary investigation and action under this section:

1. Any use or threat of use of a firearm against another person by a student.
2. Any off-campus event, such as fighting, that is as an extension of an on-campus situation or

relationship.

3. Any inappropriate, harassing, or intimidating electronic transmissions, including but not limited to those delivered by text/picture/video messages, emails, blogs, web pages, and social networking applications or sites (such as Instagram, Facebook or Twitter).
4. Intimidation of, or threat of, violence against any student, teacher or other person by a student known to the school or local law enforcement agencies as a member of a criminal conspiracy or gang.
5. Any threat against any student or employee of the district purposely calculated to cause fear or in which the person issuing the threat could reasonably assume will result in fear.
6. Any illegal sale or distribution of controlled substances off campus to any person. The term "controlled substances" shall have the same meaning given to that term in the criminal law of this state.

VIII. RELATED DISCIPLINARY ISSUES

A. Student Dance Regulations - Dances are provided as an extracurricular activity for students of the district. Attendance is a privilege, rather than an automatic right. The following rules are set forth for all District 308 dances and the violation of any of the following rules could result in loss of dance privileges:

1. All students must have their current school I.D. cards and guests must have picture I.D. cards in their possession to enter the dance.
2. Students may not leave the dance and return.
3. No loitering will be allowed.
4. Any behavior deemed inappropriate, or sexually explicit dancing, will result in removal from the dance without a refund.
5. Appropriate dress is required.
6. A student must be in attendance for at least half of the school day, or day prior if dance falls during a weekend, in order to attend the dance.
7. A student must be enrolled within that particular school in order to attend a school dance.
8. Guests must be pre-approved and obtain a guest pass prior to the event.
9. Guests must be at least a 9th grader and no more than 19 years old.

B. Student Transportation Regulations - Everyone has a part to play in ensuring that the bus rides to and from school are as safe as possible. The District 308 Transportation Department ensures students safety, by rigorously maintaining and inspecting its vehicles, and by providing drivers with extensive training.

The transportation department works to make pick up and drop off times as consistent as possible on a day-to-day basis. Periodically there are factors such as traffic incidents or weather that can affect bus route schedules. If a bus is going to be more than 15 minutes late, the transportation department will issue an alert through the district's phone messaging system explaining the reason and approximate time of arrival.

The passengers on the bus also have a major role to play in ensuring a safe ride. While the bus driver is concentrating on maneuvering the bus safely in traffic, they are also responsible for observing students' behavior and maintaining order on the bus. The driver's ability to drive safely is impacted if he/she must focus on unruly behavior. At the drivers' or administration's discretion, students may be assigned seats.

Bus drivers/monitors are given the authority to verbally enforce student adherence to rules and report unsafe and/or inappropriate conduct to school authorities. **The bus and bus stops are extensions of school and all rules of conduct are applicable.** A set of bus rules is posted in every District 308 bus to remind the students of the behavior expected while they are on the bus. These rules are:

1. Be courteous and follow the directions of the driver at all times.
2. Stay seated facing the front with feet on the floor.
3. Keep hands, feet and objects to oneself and inside the bus.
4. Do not use foul language at any time.
5. Do not display physical behavior that disrupts the ride.
6. No gum chewing, eating, drinking or tobacco use on the bus.
7. Show good behavior at the bus stop.
8. Students are only permitted to use their assigned stops.

Students who violate the bus rules or behave in a manner that disrupts the ride will be reported to the school administration. Very often, this will result in that student being suspended for a time from riding the bus. Riding the bus is a privilege not a right. Parents/guardians should help make sure their students know and understand the rules of safe conduct on the bus. Students may also be subject to video and audio recordings while on the bus.

IX. STUDENT SUSPENSION GUIDELINES

- A. Authority for Suspension** - The Board has, by regulation, authorized the superintendent, assistant superintendents, district administrators, principals, assistant principals or deans to suspend students guilty of gross disobedience or misconduct on all district grounds, the school bus, school-sponsored activities or at any activity reasonably related to school.
- B. Hearings** - Hearings for review of suspension cases will be handled by a Board of Education appointed hearing officer. The hearing officer will be impartial and will have no interest or pre-existing knowledge of the facts leading up to the suspension. The rules of evidence shall not apply to review proceedings.
- C. Time of Suspension** - The personnel authorized by the Board may suspend students for a period not to exceed ten (10) school days. A parent/guardian may request a review by the hearing officer. If a student is suspended due to gross disobedience or misconduct on a school bus, the Board may suspend the student in excess of ten (10) school days for safety reasons. While suspended from school, students are not allowed to be on school property or at school functions.
- D. Review of Hearing Regulations** - Any out of school suspension shall be reported and confirmed in writing to the parents/guardians of the student, along with a full statement of the reasons for the suspension and a notice of their right to review, a copy of which shall be given to the Board. If the student is 18 years old or older, the letter will typically be sent to the student and the student will have the rights otherwise available to the parents/guardians. Upon request of the parents/guardians, the hearing officer shall review such action of the principal, assistant principal or dean. A request for review must be made within five (5) school days after the date of the notice of suspension. At the review, the parents/guardians of the student may appear and discuss the suspension with the hearing officer. The hearing officer shall report to the Board and provide a written summary of the evidence heard at the meeting. After its hearing or upon receipt of the written report of its hearing officer, the Board may take such action as it finds appropriate.

Students who are suspended can, and are expected to, make up all school work missed during the suspension.

1. Review Hearing Procedure

- a. The review hearing shall be held at a time convenient to the parents/guardians and to the school administration.
- b. The hearing officer shall act as the presiding officer.
- c. The school administration shall proceed first and the student may then proceed.
- d. All participants shall be subject to inquiry by both parties.

- e. The review proceedings will always be held in private.
- f. The hearing officer may tape record the proceedings and provide a copy to the parents/guardians for the cost of copying, if so requested, in accordance with other school student records.
- g. The hearing officer will conduct the review. The hearing officer must issue a written report of his/her findings, including a summary of the evidence and testimony provided by each party, to the Board of Education.
- h. At the meeting the Board shall review the written report and take such action as it deems appropriate.
- i. If there is a pending request for a suspension review hearing when an expulsion is recommended, the review hearing will be consolidated into one hearing with the Board.
- j. Board action will:
 - Establish if all district policies and procedures have been followed;
 - Establish whether the school Rights and Responsibilities Code was violated; and
 - Establish whether suspension is an appropriate consequence.

If the suspension is reversed by the Board of Education, the student's record shall be expunged of all notations or remarks regarding the suspension.

X. STUDENT EXPULSION GUIDELINES

The Board of Education is authorized to expel students with or without services who are guilty of gross disobedience or misconduct for a period not to exceed two (2) full calendar years.

A. Expulsion Guidelines - The student and/or parent/guardian shall be due the following procedural protections:

1. Prior to expulsion, the student shall be provided written notice of the charges and the time and place of the hearing. The student shall have an opportunity for a hearing, at the time and place designated in the notice, conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed by the Board, he/she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate.
2. The Board shall provide written notice to the parent/guardian of the time, place and purpose of the hearing by registered or certified mail and request the appearance of the parent/guardian at the expulsion hearing.
3. During the expulsion hearing, the student and his/her parent/guardian and the administration may be represented by counsel, present witnesses and other evidence on his/her behalf and question adverse witnesses. The evidence and testimony presented by the parties must relate to the act of misconduct and the appropriate consequence.
4. The Board shall take final action regarding:
 - a. Whether the student committed the act of misconduct; and
 - b. Whether expulsion is the appropriate consequence and, if so, for what length of time.

In addition to the procedures set forth above, the expulsion of special education students shall comply with the requirements of the Individuals with Disabilities Education Act, 20 U.S.C. S 1400 et.seq. and Board Policy 7:230.

Students are not allowed to receive credit from District 308 during the period of expulsion. Students are not allowed on school property or to attend school-sponsored activities during their expulsion.

XI. CODE OF CONDUCT: ATHLETIC AND EXTRACURRICULAR ACTIVITIES

Extra-curricular and interscholastic activities are strictly voluntary. Those who participate must give extra time and effort. The student has the privilege of participating in a well-organized program for which the school provides coaches, sponsors, equipment, and facilities.

District 308 expects exceptional conduct from those who try out and participate in these activities/athletic programs. Student participants must conduct themselves as good citizens and exemplars of their schools at all times, 12 months of the year, while in and out of season. It applies at all times including both school related and unrelated activities and events. The District particularly expects student participants to meet high standards with regard to academic requirements, honesty, school citizenship, and sportsmanship. Students whose behavior or conduct does not meet this standard will lose the privilege of participating in district-sponsored or organized athletic and activity programs.

School-sponsored or supported athletic and extracurricular activities include, but are not limited to all activities sanctioned by the IHSA. Co-curricular activities that are linked to a student's grade will not be considered a school-sponsored or supported athletic or extracurricular activity. Performances (including but not limited to drama, dance, co-curricular music, etc.) that are not linked to a student's grade will be evaluated to determine if this Code of Conduct applies to the performance.

A. Requirements for Participation

1. Written consent of a parent, guardian and/or student who is 18 years of age.
2. A current physical (for athletics only). According to Illinois High School Association rules, a current physical is valid for 13 months. Typically a physical administered in the summer would cover all sports.
3. Compliance with all rules and regulations of the IHSA and District 308 Rights and Responsibilities Code.
4. The purchase of student school insurance unless waived by a parent or guardian. It should be noted that football insurance is separate.
5. Good academic standing: A student shall be doing passing work in at least twenty-five (25) credit hours of high school work per week. He/She must be taking a minimum of five (5) classes. Students shall, unless they are entering high school for the first time, have credit on school records for twenty-five (25) credit hours of high school work for the previous semester. This means that as a minimum, students will need to pass five (5) classes per day, five (5) days per week which is equivalent to 25 credit hours per week to be eligible to participate. A student must be passing 25 credit hours (2.5 credits) per semester to be eligible for the following semester. If a student is ineligible for four consecutive weeks the school reserves the right to remove him/her from the team.
6. Payment of fees. A \$75 User Fee for athletics must be paid to the athletic office prior to the first scheduled contest of each sport. It shall be understood that payment of fees does not guarantee athletic participation. If an athlete drops or is removed from a program, such fees paid shall not be reimbursed. There will be a maximum charge of \$150 per year for all extracurricular activities.

- B. High School Athletic and Extra-curricular Activities Code of Conduct** - Extracurricular and interscholastic activities are strictly voluntary. Those who participate must give extra time and effort. The student has the privilege of participating in a well-organized program for which the school provides coaches, sponsors, equipment, and facilities. District 308 expects exceptional conduct from those who try out and participate in these athletic/activity programs. Student participants must conduct themselves as

good citizens and exemplars of their schools at all times, 12 months of the year while in and out of season. It applies at all times including both school related and unrelated activities and events. The district particularly expects student participants to meet high standards with regard to academic requirements, honesty, school citizenship, and sportsmanship. Students whose behavior or conduct does not meet this standard will lose the privilege of participating in district sponsored or organized athletic and activity programs. School-sponsored or supported athletic and extracurricular activities include, but are not limited to: all activities sanctioned by the IHSA. Co-curricular activities that are linked to a student's grade will not be considered a school-sponsored or supported athletic or extracurricular activity.

1. **Requirements for Participation**

- a. **Written consent** of a parent, guardian and/or student who is 18 years of age.
- b. **A current physical** (for athletics only). According to Illinois High School Association rules, a current physical is valid for 395 days. Therefore, typically a physical administered in the summer would cover all sports.
- c. **Compliance with all rules and regulations** of the IHSA and District 308's Rights and Responsibilities Code.
- d. **The purchase of student school insurance** unless waived by a parent or guardian. It should be noted that football insurance is separate.
- e. **Good academic standing.** A student shall be doing passing work in at least twenty-five (25) credit hours of high school work per week. They must be taking a minimum of five classes. Students shall, unless they are entering high school for the first time, have credit in school records for twenty-five (25) credit hours of high school work for the previous semester. This means that as a minimum, students will need to pass five (5) classes per day, five (5) days per week which is equivalent to 25 credit hours per week, to be eligible to participate. A student must be passing 25 credit hours (2.5 credits) per semester to be eligible for the following semester. If a student is ineligible for four consecutive weeks the school reserves the right to remove them from the team.
- f. **Payment of fees.** A \$75 User Fee for athletics must be paid to the athletic office prior to the first scheduled contest of each sport. It shall be understood that there will be a maximum charge of \$150 per year per student for all athletics.

2. **Rules for Participation** - The District 308 community is proud of the young men and women who represent them in interscholastic and extra-curricular activities and their reflection on the district and the community at large. For this reason, a participant must agree to constantly uphold the highest standards of behavior and decorum while agreeing to abide by the following rules during the school day and after school hours, twenty-four (24) hours a day, seven (7) days a week, twelve (12) months a year.

- a. Participants will not possess or use tobacco (including chewing tobacco).
- b. Participants will not possess or use alcoholic beverages.
- c. Participants will not possess or use any illegal drug or controlled substance.
- d. Participants will not be involved in theft and/or the willful damage of equipment or property.
- e. Participants will not host a party or have the participant's parent/guardian or family member host a party at which the following are permitted for minors: illegal consumption of alcohol, use of controlled substances, steroids, or look-alike drugs.
- f. Students will not be involved in gross misconduct or disobedience as defined in the district's Student Rights and Responsibilities Code, which will result in an out-of-school suspension for five (5) school days or more for the offense.

- g. Any elected or chosen captain of his or her sport/activity will lose this title for the entire season for any violation of this Code of Conduct.
3. **Consequences for Tobacco Abuse Violations** - The consequences for violating this Code of Conduct shall be based on a student's participation in sanctioned athletics/activities during all four years of high school. Offenses and consequences are carried over from one sport/activity to the next and from one school year to the next until the entire penalty is served. Furthermore, the student must finish the season in good standing. The school administration may, in its sole discretion reduce the consequences on a case-by-case basis, as the interests and safety of the school require.
- a. **First Offense:** The student shall be suspended for 10 percent of the athletic/activity scheduled contests/events for the current sport/activities including state series or playoffs as appropriate.
 - b. **Second Offense:** The student shall be suspended for 20 percent of the athletic/activity scheduled contests/events for the current sport/activities including state series and playoffs as appropriate.
 - c. **Third Offense:** The student shall be suspended for 50 percent of the athletic/activity scheduled contests/events for the current sport/activities including state series and playoffs as appropriate.
 - d. **Fourth Offense:** The student shall be suspended from all District 308 athletic/activity programs for the remainder of the student's high school career.
4. **Consequences for all Other Violations** - The consequences for violating this Code of Conduct shall be based on a student's participation in sanctioned athletics/activities during all four years of high school. Offenses and consequences are carried over from one sport/activity to the next and from one school year to the next until the entire penalty is served. Furthermore, the student must finish the season in good standing. The school administration may, in its sole discretion, reduce the consequences on a case-by-case basis, as the interests and safety of the school require.
- a. **First Offense:** The student shall be suspended for 25 percent of the athletic/activity scheduled contests/events for the current sport/activities including state series or playoffs as appropriate. Students who commit violations of the Code of Conduct may seek a reduction in their penalty for the first such offense during his or her career as follows:
 - i. If the student voluntarily admits to a coach/sponsor or athletic director/administrator, a violation of the Rules for Participants in the Code of Conduct, by the next school day, the suspension may be reduced to 10 percent of the contests/activities.
 - ii. If the student who does not voluntarily admit to the offense participates in and successfully completes a district-approved decision making counseling program at his or her own expense, or provides proof of ten hours of approved community service, the suspension may be reduced to 10 percent of the contests/activities.
 - b. **Second Offense:** - The student shall be suspended from all District 308 athletic/activity programs for 50 percent of the athletic/activity scheduled contest/events for the current sport/activities including state series or playoffs as appropriate.
 - c. **Third Offense:**. The student shall be suspended from all District 308 athletic/activity programs one calendar year.

- d. **Fourth Offense:** A student who is found to have committed a fourth violation of the Code of Conduct shall be suspended from all District 308 athletic/activity programs for the remainder of the student's high school career.
- 5. **Specific Violations Related to Alcohol, Drugs, and/or Controlled Substances**
 - a. Participants arrested for driving under the influence of alcohol or controlled substance will receive a one-year (12 calendar months) suspension from the district's athletic/activity programs. This consequence may not be reduced through voluntarily notification to the district or participation in a counseling program or community service as described above.
 - b. Participants who host a party where alcohol, controlled substances, steroids, or look-alike drugs are served to minors will receive a one-year suspension from the district's athletic/activity programs. This consequence may not be reduced through voluntarily notification to the district or participation in a counseling program as described above.
- 6. **Process for Issuing Penalties and Consequences** - Students who are alleged to have violated this Code of Conduct shall meet with the school's athletic/activity director to explain the incident prior to any consequence being applied. Students and parents/guardians who wish to appeal a consequence administered under this Code may seek a review of the athletic/activity director's determination and consequence by filing a written request for review with the principal within five calendar days of the determination of the consequence. The principal or designee shall convene a meeting with the student and his or her parent/guardian to allow the student and parent/guardian to offer an explanation, and/or demonstrate that the Code was not violated. The decision of the building principal shall be final for first through third offenses. Upon violation of a fourth offense, students and parents/guardians may choose to appeal the decision of the building principal to the Superintendent or designee.



SD308
SCHOOL DISTRICT 308



2009-2014 Statistical Information on the number of students:

- Suspended
- Expelled
- Arrested at School
- Referred to an Alternative School in District

Categorized by:

- Race
- Grade
- Gender
- Offense – Can only be provided for ‘Arrested at School’. Request is for number of students not number of incidents and inaccurate data may result from this categorization when applied to other requests.
- Age – Grade has been provided. School district does not track age at time of incident and therefore it is not easily available and further calculation would need to be put in place to meet this request. Also, since we are reporting the number of students not incidents a student with multiple incidents within the reporting period could have been different ages at the time.

Criteria Used for Extraction

- School Year 2009 – School Year 2014
- Incident Date Range used - 08/03/2009-06/10/2014
- Buildings Included - All Elementary, Junior High and High Schools (Buildings 11 -62)

DATA-----

EXPULSION

None – All expulsion action categories were chosen and there were no incidents meeting the criteria

SUSPENSIONS

Counts for incident type are not included as request was for number of students not incidents.

Actions included

- In-School Suspension
- Out-of-School Suspension
- Social Suspension

Total = 1906

GENDER

Male	1371
Female	535

RACE

White	914
Multi-Racial	108
Hispanic	440
Hawaiian/PI	1
Black/African American	388
Asian	47
American Indian	8

GRADE

Grade Kdg	3
Grade 1	4
Grade 2	7
Grade 3	12
Grade 4	13
Grade 5	23
Grade 6	44
Grade 7	60
Grade 8	115
Grade 9	148
Grade 10	184
Grade 11	218
Grade 12	1073
Night Sch.	2

ARRESTS

Total = 149

GENDER

Male	85
Female	64

RACE

White	59
Multi-Racial	7
Hispanic	43
Hawaiian/Pacific Islander	0
Black/African American	35
Asian	5
American Indian	0

GRADE

Grade Kdg	0
Grade 1	0
Grade 2	0
Grade 3	0
Grade 4	0
Grade 5	0
Grade 6	0
Grade 7	0
Grade 8	2
Grade 9	11
Grade 10	11
Grade 11	14
Grade 12	111
Night Sch.	0

INCIDENT CATEGORY

Physical Endangerment/Bodily Harm	54
Possession or use of drugs, drug paraphernalia and/or alcohol	47
Fighting (Physical Aggression)	18
Possession/use/or transfer of a weapon or look-a-like	7
Threatening Behavior (Verbal & Physical)	6
Possession/use/or transfer of Tobacco Products/Lighting Materials	4
Destruction of Property/Theft	4
Acts that Jeopardize a Safe & Orderly Environment	3
Tampering with an emergency device, falsely setting off an alarm or otherwise starting a panic	2
Sexual Harassment	2
Sale/Distribution of drugs, prescription drugs, drug paraphernalia and/or alcohol	1
Insubordination/Disrespect	1

ALTERNATIVE PLACEMENT

The following is enrollment data for our in district alternative program (GOAL) from the requested school years. No data is available prior to SY2011 since the program was not in existence until SY2011.

GENDER

	SY2009	SY2010	SY2011	SY2012	SY2013	SY2014
Male	N/A	N/A	77	64	50	48
Female	N/A	N/A	22	23	23	31

GRADE

	SY2009	SY2010	SY2011	SY2012	SY2013	SY2014
Grade Kdg	N/A	N/A	0	0	0	0
Grade 1	N/A	N/A	0	0	0	0
Grade 2	N/A	N/A	0	0	0	0
Grade 3	N/A	N/A	0	0	0	0
Grade 4	N/A	N/A	0	0	0	0
Grade 5	N/A	N/A	0	0	0	0
Grade 6	N/A	N/A	0	1	1	0
Grade 7	N/A	N/A	6	3	0	0
Grade 8	N/A	N/A	5	6	2	1
Grade 9	N/A	N/A	23	12	5	6
Grade 10	N/A	N/A	28	14	17	9
Grade 11	N/A	N/A	22	33	21	28
Grade 12	N/A	N/A	15	18	27	35
Night Sch.	N/A	N/A	0	0	0	0

RACE

	SY2009	SY2010	SY2011	SY2012	SY2013	SY2014
White	N/A	N/A	41	34	27	31
Multi-Racial	N/A	N/A	3	2	4	8
Hispanic	N/A	N/A	33	35	31	26
Hawaiian/Pacific Islander	N/A	N/A	0	0	0	0
Black/African American	N/A	N/A	20	14	10	13
Asian	N/A	N/A	2	2	1	0
American Indian	N/A	N/A	0	0	0	1

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	American Indian/Alaskan	Black or African American	Not Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	American Indian/Alaskan	White	Hispanic or Latino	\$11.70	TEACHER ASSISTANT
Female	American Indian/Alaskan	White	Hispanic or Latino	\$57,894.52	TEACHER
Female	American Indian/Alaskan	White	Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	American Indian/Alaskan	White	Not Hispanic or Latino	\$225,000.00	SUPERINTENDENT
Female	American Indian/Alaskan		Hispanic or Latino	\$10.27	BUS MONITOR
Male	American Indian/Alaskan		Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Male	American Indian/Alaskan		Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	American Indian/Alaskan		Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	American Indian/Alaskan		Hispanic or Latino	\$11.03	TEACHER ASSISTANT
Female	American Indian/Alaskan		Hispanic or Latino	\$11.47	TEACHER ASSISTANT
Female	American Indian/Alaskan		Hispanic or Latino	\$11.47	TEACHER ASSISTANT
Male	American Indian/Alaskan		Hispanic or Latino	\$11.96	CUSTODIAN
Male	American Indian/Alaskan		Hispanic or Latino	\$12.25	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$13.21	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$13.21	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$13.21	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$13.69	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$13.69	CUSTODIAN
Male	American Indian/Alaskan		Hispanic or Latino	\$13.69	CUSTODIAN
Male	American Indian/Alaskan		Hispanic or Latino	\$14.09	BUS DRIVER
Male	American Indian/Alaskan		Hispanic or Latino	\$14.82	BUS DRIVER
Female	American Indian/Alaskan		Hispanic or Latino	\$15.31	SECRETARY (10 MONTH)
Female	American Indian/Alaskan		Hispanic or Latino	\$17.43	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$17.86	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$18.31	CUSTODIAN
Male	American Indian/Alaskan		Hispanic or Latino	\$18.31	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$18.31	CUSTODIAN
Male	American Indian/Alaskan		Hispanic or Latino	\$19.22	BUS DRIVER
Female	American Indian/Alaskan		Hispanic or Latino	\$19.26	SECRETARY (12 MONTH)
Female	American Indian/Alaskan		Hispanic or Latino	\$20.03	SECRETARY (12 MONTH)
Female	American Indian/Alaskan		Hispanic or Latino	\$20.14	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$20.14	CUSTODIAN
Female	American Indian/Alaskan		Hispanic or Latino	\$20.73	TEACHER ASSISTANT
Female	American Indian/Alaskan		Hispanic or Latino	\$20.84	SECRETARY (12 MONTH)
Male	American Indian/Alaskan		Hispanic or Latino	\$21.62	BLDG ENGINEER
Female	American Indian/Alaskan		Hispanic or Latino	\$38,769.54	TEACHER
Female	American Indian/Alaskan		Hispanic or Latino	\$43,454.70	TEACHER
Female	American Indian/Alaskan		Hispanic or Latino	\$48,908.59	TEACHER
Female	American Indian/Alaskan		Hispanic or Latino	\$50,333.95	TEACHER
Female	American Indian/Alaskan		Hispanic or Latino	\$61,904.02	TEACHER
Female	American Indian/Alaskan		Hispanic or Latino	\$67,115.33	TEACHER
Male	American Indian/Alaskan		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	American Indian/Alaskan		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	American Indian/Alaskan		Not Hispanic or Latino	\$15.23	TECH SPECIALIST
Male	American Indian/Alaskan		Not Hispanic or Latino	\$20.76	MAINTENANCE
Female	Asian	White	Hispanic or Latino	\$16.65	SECRETARY (12 MONTH)
Female	Asian	White	Not Hispanic or Latino	\$10.94	TEACHER ASSISTANT
Female	Asian		Hispanic or Latino	\$12.42	SECURITY DEAN'S ASSISTANT
Female	Asian		Hispanic or Latino	\$13.21	CUSTODIAN
Male	Asian		Hispanic or Latino	\$61,420.22	TEACHER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	Asian		Not Hispanic or Latino	\$10.79	TEACHER ASSISTANT
Female	Asian		Not Hispanic or Latino	\$11.96	CUSTODIAN
Female	Asian		Not Hispanic or Latino	\$12.67	TEACHER ASSISTANT
Male	Asian		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	Asian		Not Hispanic or Latino	\$20.14	CUSTODIAN
Female	Asian		Not Hispanic or Latino	\$36,421.19	TEACHER
Female	Asian		Not Hispanic or Latino	\$36,421.19	TEACHER
Male	Asian		Not Hispanic or Latino	\$36,421.19	TEACHER
Female	Asian		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	Asian		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	Asian		Not Hispanic or Latino	\$41,005.55	TEACHER
Female	Asian		Not Hispanic or Latino	\$46,101.57	TEACHER
Female	Asian		Not Hispanic or Latino	\$48,867.36	TEACHER
Female	Asian		Not Hispanic or Latino	\$48,908.59	TEACHER
Female	Asian		Not Hispanic or Latino	\$50,376.31	TEACHER
Female	Asian		Not Hispanic or Latino	\$53,398.50	TEACHER
Male	Asian		Not Hispanic or Latino	\$54,694.53	TEACHER
Female	Asian		Not Hispanic or Latino	\$56,976.52	TEACHER
Male	Asian		Not Hispanic or Latino	\$60,542.25	SYSTEMS COORDINATOR
Female	Asian		Not Hispanic or Latino	\$66,356.32	ASST DIR SECONDARY EDUC
Female	Asian		Not Hispanic or Latino	\$69,128.92	TEACHER
Male	Asian		Not Hispanic or Latino	\$69,128.92	TEACHER
Male	Black or African American	White	Not Hispanic or Latino	\$11.96	CUSTODIAN
Male	Black or African American	White	Not Hispanic or Latino	\$38,307.08	ASSISTANT PRINCIPAL
Female	Black or African American		Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	Black or African American		Hispanic or Latino	\$11,972.27	COOR ASSMTS DATA ACCTBLTY
Female	Black or African American		Not Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	Black or African American		Not Hispanic or Latino	\$10.74	BUS MONITOR
Male	Black or African American		Not Hispanic or Latino	\$10.74	BUS MONITOR
Female	Black or African American		Not Hispanic or Latino	\$10.74	BUS MONITOR
Female	Black or African American		Not Hispanic or Latino	\$10.74	BUS MONITOR
Female	Black or African American		Not Hispanic or Latino	\$10.78	BUS MONITOR
Female	Black or African American		Not Hispanic or Latino	\$11.31	BUS MONITOR
Female	Black or African American		Not Hispanic or Latino	\$11.31	BUS MONITOR
Male	Black or African American		Not Hispanic or Latino	\$11.96	CUSTODIAN
Male	Black or African American		Not Hispanic or Latino	\$11.96	CUSTODIAN
Male	Black or African American		Not Hispanic or Latino	\$11.96	CUSTODIAN
Male	Black or African American		Not Hispanic or Latino	\$11.97	CUSTODIAN
Male	Black or African American		Not Hispanic or Latino	\$12.42	SECURITY DEAN'S ASSISTANT
Female	Black or African American		Not Hispanic or Latino	\$12.67	TEACHER ASSISTANT
Female	Black or African American		Not Hispanic or Latino	\$12.73	CUSTODIAN
Female	Black or African American		Not Hispanic or Latino	\$12.79	SECURITY DEAN'S ASSISTANT
Male	Black or African American		Not Hispanic or Latino	\$13.69	CUSTODIAN
Male	Black or African American		Not Hispanic or Latino	\$13.90	SECURITY DEAN'S ASSISTANT
Female	Black or African American		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	Black or African American		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	Black or African American		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	Black or African American		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	Black or African American		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	Black or African American		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	Black or African American		Not Hispanic or Latino	\$15.27	BUS DRIVER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	Black or African American		Not Hispanic or Latino	\$15.27	BUS DRIVER
Female	Black or African American		Not Hispanic or Latino	\$15.66	BUS DRIVER
Female	Black or African American		Not Hispanic or Latino	\$16.06	BUILDING NURSE
Female	Black or African American		Not Hispanic or Latino	\$17.37	SECRETARY (12 MONTH)
Female	Black or African American		Not Hispanic or Latino	\$18.07	BUS DRIVER
Male	Black or African American		Not Hispanic or Latino	\$18.07	BUS DRIVER
Male	Black or African American		Not Hispanic or Latino	\$17,441.43	TRANSPORTATION SUPV
Male	Black or African American		Not Hispanic or Latino	\$35,213.86	TEACHER
Female	Black or African American		Not Hispanic or Latino	\$37,392.39	TEACHER
Female	Black or African American		Not Hispanic or Latino	\$42,363.64	TEACHER
Male	Black or African American		Not Hispanic or Latino	\$42,363.64	TEACHER
Female	Black or African American		Not Hispanic or Latino	\$42,498.64	TEACHER
Female	Black or African American		Not Hispanic or Latino	\$46,518.56	TEACHER
Male	Black or African American		Not Hispanic or Latino	\$56,595.09	TEACHER
Male	Black or African American		Not Hispanic or Latino	\$56,595.09	TEACHER
Female	Black or African American		Not Hispanic or Latino	\$59,631.32	TEACHER
Female	Black or African American		Not Hispanic or Latino	\$72,580.03	ASST DIR FINANCE
Female	Black or African American		Not Hispanic or Latino	\$79,727.98	PRINCIPAL
Male	Black or African American		Not Hispanic or Latino	\$84,500.00	DIR COMM & PUB RELATIONS
Female	Black or African American		Not Hispanic or Latino	\$102,500.00	PRINCIPAL
Female	Black or African American		Not Hispanic or Latino	\$104,753.98	DIR ASSMTS DATA ACCTBLTY
Female	White		Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	White		Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	White		Hispanic or Latino	\$10.54	TEACHER ASSISTANT
Female	White		Hispanic or Latino	\$10.74	BUS MONITOR
Female	White		Hispanic or Latino	\$10.74	BUS MONITOR
Female	White		Hispanic or Latino	\$10.74	BUS MONITOR
Female	White		Hispanic or Latino	\$10.74	BUS MONITOR
Female	White		Hispanic or Latino	\$10.94	TEACHER ASSISTANT
Female	White		Hispanic or Latino	\$11.06	TEACHER ASSISTANT
Female	White		Hispanic or Latino	\$11.37	BUS MONITOR
Female	White		Hispanic or Latino	\$11.37	BUS MONITOR
Female	White		Hispanic or Latino	\$11.96	CUSTODIAN
Male	White		Hispanic or Latino	\$11.96	CUSTODIAN
Male	White		Hispanic or Latino	\$11.96	CUSTODIAN
Male	White		Hispanic or Latino	\$11.96	CUSTODIAN
Male	White		Hispanic or Latino	\$11.97	CUSTODIAN
Male	White		Hispanic or Latino	\$11.97	CUSTODIAN
Male	White		Hispanic or Latino	\$11.97	CUSTODIAN
Female	White		Hispanic or Latino	\$11.99	CUSTODIAN
Male	White		Hispanic or Latino	\$12.01	CUSTODIAN
Male	White		Hispanic or Latino	\$12.42	SECURITY DEAN'S ASSISTANT
Male	White		Hispanic or Latino	\$12.73	CUSTODIAN
Female	White		Hispanic or Latino	\$12.73	CUSTODIAN
Female	White		Hispanic or Latino	\$12.73	CUSTODIAN
Male	White		Hispanic or Latino	\$13.21	CUSTODIAN
Female	White		Hispanic or Latino	\$13.21	CUSTODIAN
Male	White		Hispanic or Latino	\$13.76	SECURITY DEAN'S ASSISTANT
Female	White		Hispanic or Latino	\$15.06	SECRETARY (10 MONTH)
Male	White		Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Hispanic or Latino	\$15.09	BUS DRIVER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	White		Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Hispanic or Latino	\$15.18	SECRETARY (10 MONTH)
Female	White		Hispanic or Latino	\$15.18	SECRETARY (10 MONTH)
Female	White		Hispanic or Latino	\$15.45	BUILDING NURSE
Female	White		Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Hispanic or Latino	\$16.42	SECRETARY (10 MONTH)
Female	White		Hispanic or Latino	\$16.91	BUS DRIVER
Female	White		Hispanic or Latino	\$17.43	SECRETARY (12 MONTH)
Female	White		Hispanic or Latino	\$17.43	CUSTODIAN
Female	White		Hispanic or Latino	\$17.43	CUSTODIAN
Female	White		Hispanic or Latino	\$17.43	CUSTODIAN
Female	White		Hispanic or Latino	\$17.43	CUSTODIAN
Female	White		Hispanic or Latino	\$17.48	SECRETARY (12 MONTH)
Female	White		Hispanic or Latino	\$17.94	SECRETARY (12 MONTH)
Female	White		Hispanic or Latino	\$18.22	SECRETARY (12 MONTH)
Female	White		Hispanic or Latino	\$18.24	BLDG ENGINEER
Female	White		Hispanic or Latino	\$18.31	CUSTODIAN
Male	White		Hispanic or Latino	\$18.82	MAINTENANCE
Male	White		Hispanic or Latino	\$19.02	BLDG ENGINEER
Male	White		Hispanic or Latino	\$19.22	BUS DRIVER
Male	White		Hispanic or Latino	\$20.00	MAINTENANCE
Female	White		Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Hispanic or Latino	\$20.14	CUSTODIAN
Female	White		Hispanic or Latino	\$20.36	SECRETARY (12 MONTH)
Male	White		Hispanic or Latino	\$20.42	MAINTENANCE
Female	White		Hispanic or Latino	\$20.43	SECRETARY (12 MONTH)
Female	White		Hispanic or Latino	\$20.82	SECRETARY (12 MONTH)
Male	White		Hispanic or Latino	\$22.56	MAINTENANCE
Female	White		Hispanic or Latino	\$26,722.13	TEACHER
Female	White		Hispanic or Latino	\$30,424.70	TEACHER
Female	White		Hispanic or Latino	\$36,404.92	TEACHER
Female	White		Hispanic or Latino	\$36,421.19	TEACHER
Female	White		Hispanic or Latino	\$36,421.19	TEACHER
Male	White		Hispanic or Latino	\$36,811.68	TEACHER
Male	White		Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Hispanic or Latino	\$40,707.25	TEACHER
Female	White		Hispanic or Latino	\$40,823.45	TEACHER
Female	White		Hispanic or Latino	\$41,151.64	TEACHER
Male	White		Hispanic or Latino	\$41,928.99	TEACHER
Female	White		Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Hispanic or Latino	\$42,189.24	TEACHER
Male	White		Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Hispanic or Latino	\$43,187.43	TEACHER
Female	White		Hispanic or Latino	\$43,504.30	TEACHER
Female	White		Hispanic or Latino	\$44,482.10	TEACHER
Female	White		Hispanic or Latino	\$46,101.57	TEACHER
Female	White		Hispanic or Latino	\$46,101.57	TEACHER
Female	White		Hispanic or Latino	\$46,399.87	TEACHER
Female	White		Hispanic or Latino	\$47,180.85	SPEECH PATHOLOGIST

[illegible]

[illegible]

[illegible]

[illegible]

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	White		Not Hispanic or Latino	\$11.99	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.01	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.01	CUSTODIAN
Female	White		Not Hispanic or Latino	\$12.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.14	CUSTODIAN
Female	White		Not Hispanic or Latino	\$12.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.18	TEACHER ASSISTANT
Male	White		Not Hispanic or Latino	\$12.42	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$12.42	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$12.42	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$12.42	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.42	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.42	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.42	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.42	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.48	CUSTODIAN
Female	White		Not Hispanic or Latino	\$12.60	SECURITY DEAN'S ASSISTANT
Male	White		Not Hispanic or Latino	\$12.60	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$12.67	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.67	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$12.67	TEACHER ASSISTANT
Male	White		Not Hispanic or Latino	\$12.73	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.73	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.73	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.73	CUSTODIAN
Female	White		Not Hispanic or Latino	\$12.73	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.73	CUSTODIAN
Male	White		Not Hispanic or Latino	\$12.79	SECURITY DEAN'S ASSISTANT
Male	White		Not Hispanic or Latino	\$12.90	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$12.92	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$13.13	BUS MONITOR
Female	White		Not Hispanic or Latino	\$13.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$13.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$13.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$13.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$13.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$13.18	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$13.18	TEACHER ASSISTANT
Male	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Female	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Male	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Female	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Male	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Female	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Male	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Female	White		Not Hispanic or Latino	\$13.21	CUSTODIAN
Male	White		Not Hispanic or Latino	\$13.69	CUSTODIAN
Female	White		Not Hispanic or Latino	\$13.69	CUSTODIAN
Male	White		Not Hispanic or Latino	\$13.69	CUSTODIAN
Female	White		Not Hispanic or Latino	\$13.76	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$13.76	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$13.90	SECURITY DEAN'S ASSISTANT

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$13.90	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$13.90	SECURITY DEAN'S ASSISTANT
Female	White		Not Hispanic or Latino	\$13.90	SECURITY DEAN'S ASSISTANT
Male	White		Not Hispanic or Latino	\$13.90	SECURITY DEAN'S ASST LEAD
Male	White		Not Hispanic or Latino	\$14.03	CUSTODIAN
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.17	BUS MONITOR
Female	White		Not Hispanic or Latino	\$14.27	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$14.50	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$14.50	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$14.50	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$14.50	SECRETARY (10 MONTH)
Male	White		Not Hispanic or Latino	\$14.51	TECH SPECIALIST
Female	White		Not Hispanic or Latino	\$14.55	TEACHER ASSISTANT
Female	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.56	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.58	BUS MONITOR
Female	White		Not Hispanic or Latino	\$14.58	BUS MONITOR
Male	White		Not Hispanic or Latino	\$14.76	MAINTENANCE
Male	White		Not Hispanic or Latino	\$14.82	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.82	BUS DRIVER
Female	White		Not Hispanic or Latino	\$14.82	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.82	BUS DRIVER
Male	White		Not Hispanic or Latino	\$14.82	BUS DRIVER+D1855
Female	White		Not Hispanic or Latino	\$14.84	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$14.84	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$14.84	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$14.91	BUS DRIVER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$14.92	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.02	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.08	TEACHER ASSISTANT
Male	White		Not Hispanic or Latino	\$15.08	TECH SPECIALIST
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.09	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.13	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.13	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.13	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.13	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.18	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.18	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.19	TECH SPECIALIST
Female	White		Not Hispanic or Latino	\$15.20	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.27	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.27	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.27	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.27	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.41	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.41	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.45	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$15.45	BUILDING NURSE
Male	White		Not Hispanic or Latino	\$15.60	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.60	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.60	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.60	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.61	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$15.61	BUILDING NURSE
Male	White		Not Hispanic or Latino	\$15.66	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.66	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.66	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.75	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$15.78	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.78	SECRETARY (10 MONTH)

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$15.78	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.78	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.78	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Male	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.81	BUS DRIVER
Female	White		Not Hispanic or Latino	\$15.91	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$15.95	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.00	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.06	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.06	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.06	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.06	BUILDING NURSE FLOATER
Female	White		Not Hispanic or Latino	\$16.10	SECRETARY (10 MONTH)
Male	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.18	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.22	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.22	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.28	BUILDING NURSE FLOATER
Female	White		Not Hispanic or Latino	\$16.44	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.44	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.45	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.65	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$16.65	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$16.65	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$16.65	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$16.65	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.65	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.65	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.75	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$16.83	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.91	BUS DRIVER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Male	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Female	White		Not Hispanic or Latino	\$16.91	BUS DRIVER
Female	White		Not Hispanic or Latino	\$17.08	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.08	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.14	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.18	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$17.18	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$17.32	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.32	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.37	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.38	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.42	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.42	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.42	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.42	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.42	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.42	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$17.42	SECRETARY (10 MONTH)
Male	White		Not Hispanic or Latino	\$17.42	MAINTENANCE
Male	White		Not Hispanic or Latino	\$17.43	MAINTENANCE
Female	White		Not Hispanic or Latino	\$17.43	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$17.43	CUSTODIAN
Female	White		Not Hispanic or Latino	\$17.43	CUSTODIAN
Male	White		Not Hispanic or Latino	\$17.43	CUSTODIAN
Male	White		Not Hispanic or Latino	\$17.43	CUSTODIAN
Male	White		Not Hispanic or Latino	\$17.43	CUSTODIAN
Male	White		Not Hispanic or Latino	\$17.44	BUS DRIVER
Female	White		Not Hispanic or Latino	\$17.44	BUS DRIVER
Female	White		Not Hispanic or Latino	\$17.49	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.51	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$17.73	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.73	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17.94	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$18.07	BUS DRIVER
Female	White		Not Hispanic or Latino	\$18.07	BUS DRIVER
Female	White		Not Hispanic or Latino	\$18.07	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$18.15	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$18.15	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$18.17	MAINTENANCE
Female	White		Not Hispanic or Latino	\$18.23	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$18.23	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$18.23	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$18.31	CUSTODIAN
Male	White		Not Hispanic or Latino	\$18.31	CUSTODIAN
Male	White		Not Hispanic or Latino	\$18.31	CUSTODIAN
Male	White		Not Hispanic or Latino	\$18.31	CUSTODIAN
Male	White		Not Hispanic or Latino	\$18.31	CUSTODIAN
Female	White		Not Hispanic or Latino	\$18.32	CUSTODIAN
Female	White		Not Hispanic or Latino	\$18.49	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$18.49	SECRETARY (10 MONTH)

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$18.49	SECRETARY (10 MONTH)
Female	White		Not Hispanic or Latino	\$18.50	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$18.51	MAINTENANCE
Male	White		Not Hispanic or Latino	\$18.51	MAINTENANCE
Male	White		Not Hispanic or Latino	\$18.67	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$18.71	BLDG ENGINEER
Female	White		Not Hispanic or Latino	\$18.88	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$18.88	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$18.88	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$18.88	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$18.88	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$19.03	BLDG ENGINEER
Female	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Male	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Male	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Female	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Female	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Female	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Female	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Female	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Male	White		Not Hispanic or Latino	\$19.22	BUS DRIVER
Female	White		Not Hispanic or Latino	\$19.26	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$19.26	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$19.27	TECH SPECIALIST
Female	White		Not Hispanic or Latino	\$19.27	TECH SPECIALIST
Female	White		Not Hispanic or Latino	\$19.30	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$19.42	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$19.64	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$19.71	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$19.77	MAINTENANCE
Male	White		Not Hispanic or Latino	\$19.77	MAINTENANCE
Male	White		Not Hispanic or Latino	\$19.84	MAINTENANCE
Female	White		Not Hispanic or Latino	\$20.03	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$20.03	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Female	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.14	CUSTODIAN
Male	White		Not Hispanic or Latino	\$20.18	BLDG ENGINEER
Female	White		Not Hispanic or Latino	\$20.19	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$20.20	BLDG ENGINEER
Female	White		Not Hispanic or Latino	\$20.23	MAINTENANCE
Male	White		Not Hispanic or Latino	\$20.24	MAINTENANCE
Female	White		Not Hispanic or Latino	\$20.43	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$20.43	SECRETARY (12 MONTH)

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	White		Not Hispanic or Latino	\$20.59	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$20.59	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$20.59	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$20.59	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$20.65	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$20.65	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$20.65	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$20.69	MAINTENANCE
Female	White		Not Hispanic or Latino	\$20.84	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$20.84	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$20.84	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$20.84	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$20.84	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$20.86	MAINTENANCE
Female	White		Not Hispanic or Latino	\$20.93	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$21.25	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$21.25	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$21.35	BUILDING NURSE
Female	White		Not Hispanic or Latino	\$21.59	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$21.62	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$21.62	BLDG ENGINEER
Female	White		Not Hispanic or Latino	\$21.68	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$21.68	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$22.26	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$22.30	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$22.30	CUSTODIAN
Female	White		Not Hispanic or Latino	\$22.56	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$22.56	MAINTENANCE
Male	White		Not Hispanic or Latino	\$22.64	MAINTENANCE
Male	White		Not Hispanic or Latino	\$22.64	MAINTENANCE
Male	White		Not Hispanic or Latino	\$22.90	MAINTENANCE
Male	White		Not Hispanic or Latino	\$23.09	MAINTENANCE
Female	White		Not Hispanic or Latino	\$23.15	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$23.19	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$23.24	MAINTENANCE
Male	White		Not Hispanic or Latino	\$23.24	MAINTENANCE
Male	White		Not Hispanic or Latino	\$23.42	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$23.52	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$23.53	MAINTENANCE
Male	White		Not Hispanic or Latino	\$23.78	MAINTENANCE
Male	White		Not Hispanic or Latino	\$23.96	MAINTENANCE
Female	White		Not Hispanic or Latino	\$24.08	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$24.08	SECRETARY (12 MONTH)
Male	White		Not Hispanic or Latino	\$24.12	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$24.12	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$24.25	MAINTENANCE
Male	White		Not Hispanic or Latino	\$25.03	MAINTENANCE
Male	White		Not Hispanic or Latino	\$25.50	BLDG ENGINEER
Male	White		Not Hispanic or Latino	\$26.45	MAINTENANCE
Male	White		Not Hispanic or Latino	\$26.45	MAINTENANCE
Male	White		Not Hispanic or Latino	\$26.45	MAINTENANCE

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$28.29	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$29.37	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$30.36	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$31.18	SECRETARY (12 MONTH)
Female	White		Not Hispanic or Latino	\$17,479.65	TEACHER
Female	White		Not Hispanic or Latino	\$18,452.81	TEACHER
Female	White		Not Hispanic or Latino	\$18,914.29	TEACHER
Female	White		Not Hispanic or Latino	\$19,015.09	TEACHER
Female	White		Not Hispanic or Latino	\$19,015.49	TEACHER
Female	White		Not Hispanic or Latino	\$19,761.47	TEACHER
Female	White		Not Hispanic or Latino	\$20,176.04	TEACHER
Female	White		Not Hispanic or Latino	\$20,366.02	TRANS SAFETY COORDINATOR
Female	White		Not Hispanic or Latino	\$20,450.59	TEACHER
Female	White		Not Hispanic or Latino	\$20,524.49	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$20,959.05	TEACHER
Female	White		Not Hispanic or Latino	\$21,181.82	TEACHER
Female	White		Not Hispanic or Latino	\$21,335.06	CERT NURSE SUPERVISOR
Female	White		Not Hispanic or Latino	\$21,836.32	TEACHER
Male	White		Not Hispanic or Latino	\$21,852.72	TEACHER
Female	White		Not Hispanic or Latino	\$21,852.72	TEACHER
Female	White		Not Hispanic or Latino	\$22,056.48	COOR ASSMTS DATA ACCTBLTY
Female	White		Not Hispanic or Latino	\$22,543.54	TEACHER
Male	White		Not Hispanic or Latino	\$22,543.54	TEACHER
Female	White		Not Hispanic or Latino	\$23,010.31	TEACHER
Female	White		Not Hispanic or Latino	\$23,156.45	TEACHER
Female	White		Not Hispanic or Latino	\$23,259.28	TEACHER
Female	White		Not Hispanic or Latino	\$23,783.69	TEACHER
Female	White		Not Hispanic or Latino	\$23,861.30	TEACHER
Female	White		Not Hispanic or Latino	\$24,254.52	TEACHER
Female	White		Not Hispanic or Latino	\$24,792.03	GUIDANCE COUNSELOR
Male	White		Not Hispanic or Latino	\$25,494.83	TEACHER
Female	White		Not Hispanic or Latino	\$25,975.59	TEACHER
Female	White		Not Hispanic or Latino	\$26,075.73	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$26,699.25	TEACHER
Female	White		Not Hispanic or Latino	\$26,700.01	TEACHER
Female	White		Not Hispanic or Latino	\$27,523.59	TEACHER
Female	White		Not Hispanic or Latino	\$27,523.59	TEACHER
Female	White		Not Hispanic or Latino	\$27,523.59	TEACHER
Female	White		Not Hispanic or Latino	\$27,911.14	TEACHER
Female	White		Not Hispanic or Latino	\$27,911.14	TEACHER
Female	White		Not Hispanic or Latino	\$28,263.98	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$28,297.54	TEACHER
Female	White		Not Hispanic or Latino	\$28,310.23	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$28,325.40	TEACHER
Female	White		Not Hispanic or Latino	\$28,374.55	TEACHER
Female	White		Not Hispanic or Latino	\$28,380.64	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$28,723.16	TEACHER
Female	White		Not Hispanic or Latino	\$28,877.53	TEACHER
Female	White		Not Hispanic or Latino	\$29,175.23	TEACHER
Male	White		Not Hispanic or Latino	\$29,689.84	TEACHER
Female	White		Not Hispanic or Latino	\$30,050.43	TEACHER

[illegible]

[illegible]

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Female	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,639.99	TEACHER
Male	White		Not Hispanic or Latino	\$37,640.00	TEACHER
Female	White		Not Hispanic or Latino	\$37,640.00	TEACHER
Male	White		Not Hispanic or Latino	\$37,640.00	TEACHER
Female	White		Not Hispanic or Latino	\$37,640.00	TEACHER
Male	White		Not Hispanic or Latino	\$37,640.00	TEACHER
Female	White		Not Hispanic or Latino	\$37,809.85	TEACHER
Female	White		Not Hispanic or Latino	\$37,916.09	TEACHER
Male	White		Not Hispanic or Latino	\$37,916.09	TEACHER
Female	White		Not Hispanic or Latino	\$37,916.09	TEACHER
Male	White		Not Hispanic or Latino	\$38,117.98	TEACHER
Female	White		Not Hispanic or Latino	\$38,186.26	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$38,242.25	TEACHER
Female	White		Not Hispanic or Latino	\$38,242.25	TEACHER
Female	White		Not Hispanic or Latino	\$38,549.39	TEACHER
Male	White		Not Hispanic or Latino	\$38,549.39	TEACHER
Male	White		Not Hispanic or Latino	\$38,549.39	TEACHER
Female	White		Not Hispanic or Latino	\$38,699.99	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Male	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Male	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Male	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Male	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Male	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Female	White		Not Hispanic or Latino	\$38,769.54	TEACHER
Male	White		Not Hispanic or Latino	\$38,854.88	TEACHER
Male	White		Not Hispanic or Latino	\$39,054.03	TEACHER
Female	White		Not Hispanic or Latino	\$39,054.03	TEACHER
Male	White		Not Hispanic or Latino	\$39,059.52	NETWORK SERVICES ENGINEER
Female	White		Not Hispanic or Latino	\$39,262.26	TEACHER
Male	White		Not Hispanic or Latino	\$39,397.63	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Male	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,522.20	TEACHER
Female	White		Not Hispanic or Latino	\$39,812.35	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Male	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$39,932.62	TEACHER
Female	White		Not Hispanic or Latino	\$40,225.49	TEACHER
Female	White		Not Hispanic or Latino	\$40,520.86	TEACHER
Female	White		Not Hispanic or Latino	\$40,526.96	TEACHER
Female	White		Not Hispanic or Latino	\$40,587.52	TRANSPORTATION SUPV
Female	White		Not Hispanic or Latino	\$40,707.25	TEACHER
Female	White		Not Hispanic or Latino	\$40,707.25	TEACHER
Female	White		Not Hispanic or Latino	\$40,707.25	TEACHER
Female	White		Not Hispanic or Latino	\$40,707.25	TEACHER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$40,805.12	TEACHER
Female	White		Not Hispanic or Latino	\$40,823.45	DEPT CHAIR-LEARNING CTR
Male	White		Not Hispanic or Latino	\$40,823.45	TEACHER
Male	White		Not Hispanic or Latino	\$40,823.45	TEACHER
Female	White		Not Hispanic or Latino	\$40,823.45	TEACHER
Female	White		Not Hispanic or Latino	\$40,925.32	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,129.90	TEACHER
Female	White		Not Hispanic or Latino	\$41,151.64	TEACHER
Female	White		Not Hispanic or Latino	\$41,151.64	TEACHER
Female	White		Not Hispanic or Latino	\$41,151.64	TEACHER
Female	White		Not Hispanic or Latino	\$41,151.64	TEACHER
Female	White		Not Hispanic or Latino	\$41,151.64	TEACHER
Female	White		Not Hispanic or Latino	\$41,151.64	TEACHER
Female	White		Not Hispanic or Latino	\$41,151.64	TEACHER
Female	White		Not Hispanic or Latino	\$41,725.62	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$41,859.95	TEACHER
Female	White		Not Hispanic or Latino	\$41,928.99	TEACHER
Male	White		Not Hispanic or Latino	\$41,989.46	SYSTEMS ENGINEER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Male	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Male	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Female	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Male	White		Not Hispanic or Latino	\$42,189.24	TEACHER
Male	White		Not Hispanic or Latino	\$42,236.80	TEACHER
Female	White		Not Hispanic or Latino	\$42,236.80	TEACHER
Female	White		Not Hispanic or Latino	\$42,283.54	CERT NURSE SUPERVISOR
Female	White		Not Hispanic or Latino	\$42,340.88	TEACHER
Male	White		Not Hispanic or Latino	\$42,363.64	TEACHER
Male	White		Not Hispanic or Latino	\$42,363.64	TEACHER
Female	White		Not Hispanic or Latino	\$42,363.64	TEACHER
Male	White		Not Hispanic or Latino	\$42,363.64	TEACHER
Male	White		Not Hispanic or Latino	\$42,363.64	TEACHER
Female	White		Not Hispanic or Latino	\$42,363.64	TEACHER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	White		Not Hispanic or Latino	\$42,363.64	TEACHER
Female	White		Not Hispanic or Latino	\$42,363.64	TEACHER
Female	White		Not Hispanic or Latino	\$42,694.43	TEACHER
Female	White		Not Hispanic or Latino	\$42,858.86	TEACHER
Female	White		Not Hispanic or Latino	\$42,884.17	TEACHER
Female	White		Not Hispanic or Latino	\$42,951.35	TEACHER
Female	White		Not Hispanic or Latino	\$43,176.12	TEACHER
Female	White		Not Hispanic or Latino	\$43,187.43	TEACHER
Female	White		Not Hispanic or Latino	\$43,187.43	TEACHER
Female	White		Not Hispanic or Latino	\$43,187.43	TEACHER
Male	White		Not Hispanic or Latino	\$43,187.43	TEACHER
Female	White		Not Hispanic or Latino	\$43,272.36	TEACHER
Male	White		Not Hispanic or Latino	\$43,453.47	ASSISTANT THEATER MANAGER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,454.70	TEACHER
Female	White		Not Hispanic or Latino	\$43,504.30	TEACHER
Female	White		Not Hispanic or Latino	\$43,504.30	TEACHER
Female	White		Not Hispanic or Latino	\$43,504.30	TEACHER
Female	White		Not Hispanic or Latino	\$43,634.54	TEACHER
Female	White		Not Hispanic or Latino	\$43,634.54	TEACHER
Female	White		Not Hispanic or Latino	\$43,634.54	TEACHER
Female	White		Not Hispanic or Latino	\$43,773.38	TEACHER
Female	White		Not Hispanic or Latino	\$43,824.32	TEACHER
Female	White		Not Hispanic or Latino	\$44,055.00	GUIDANCE COUNSELOR
Male	White		Not Hispanic or Latino	\$44,381.73	APPLICATIONS COORDINATOR
Female	White		Not Hispanic or Latino	\$44,482.10	TEACHER
Female	White		Not Hispanic or Latino	\$44,482.10	TEACHER
Female	White		Not Hispanic or Latino	\$44,529.17	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$44,720.83	TEACHER
Female	White		Not Hispanic or Latino	\$44,720.83	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Male	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Male	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Male	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER
Female	White		Not Hispanic or Latino	\$44,758.66	TEACHER

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Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Female	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Female	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Male	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Female	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Female	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Female	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Female	White		Not Hispanic or Latino	\$46,518.56	TEACHER
Female	White		Not Hispanic or Latino	\$46,524.37	CERT NURSE SUPERVISOR
Male	White		Not Hispanic or Latino	\$46,557.22	TRANSPORTATION SUPV
Female	White		Not Hispanic or Latino	\$47,180.85	TEACHER
Female	White		Not Hispanic or Latino	\$47,180.85	TEACHER
Male	White		Not Hispanic or Latino	\$47,180.85	TEACHER
Female	White		Not Hispanic or Latino	\$47,180.85	SPEECH PATHOLOGIST
Male	White		Not Hispanic or Latino	\$47,191.49	TEACHER
Male	White		Not Hispanic or Latino	\$47,191.49	TEACHER
Female	White		Not Hispanic or Latino	\$47,252.65	TEACHER
Male	White		Not Hispanic or Latino	\$47,340.32	COOR-TELECOMMUNICATIONS
Female	White		Not Hispanic or Latino	\$47,444.27	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$47,444.27	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$47,444.27	TEACHER
Female	White		Not Hispanic or Latino	\$47,444.27	TEACHER
Female	White		Not Hispanic or Latino	\$47,444.27	TEACHER
Female	White		Not Hispanic or Latino	\$47,444.27	TEACHER
Male	White		Not Hispanic or Latino	\$47,444.27	TEACHER
Female	White		Not Hispanic or Latino	\$47,444.27	TEACHER
Female	White		Not Hispanic or Latino	\$47,444.27	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Male	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER
Female	White		Not Hispanic or Latino	\$47,484.13	TEACHER

[illegible]

[illegible]

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$51,843.57	TEACHER
Female	White		Not Hispanic or Latino	\$51,843.57	TEACHER
Female	White		Not Hispanic or Latino	\$51,843.57	TEACHER
Female	White		Not Hispanic or Latino	\$51,843.57	TEACHER
Male	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Male	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Male	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Female	White		Not Hispanic or Latino	\$51,887.51	TEACHER
Male	White		Not Hispanic or Latino	\$52,223.64	TEACHER
Male	White		Not Hispanic or Latino	\$52,267.34	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$52,268.03	TEACHER
Female	White		Not Hispanic or Latino	\$52,973.96	TEACHER
Female	White		Not Hispanic or Latino	\$52,981.96	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$52,981.96	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Female	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Female	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Male	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Male	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Female	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Male	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Male	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Male	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Female	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Female	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Male	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Female	White		Not Hispanic or Latino	\$53,101.55	TEACHER
Female	White		Not Hispanic or Latino	\$53,241.44	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Female	White		Not Hispanic or Latino	\$53,398.50	TEACHER
Male	White		Not Hispanic or Latino	\$53,444.25	TEACHER
Female	White		Not Hispanic or Latino	\$53,444.25	TEACHER

[illegible]

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Female	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Female	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Male	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Female	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Female	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Male	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Female	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Female	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Male	White		Not Hispanic or Latino	\$55,047.19	TEACHER
Female	White		Not Hispanic or Latino	\$55,432.97	TEACHER
Male	White		Not Hispanic or Latino	\$55,616.50	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$55,616.50	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$56,000.99	ASSISTANT PRINCIPAL
Male	White		Not Hispanic or Latino	\$56,208.23	TEACHER
Female	White		Not Hispanic or Latino	\$56,208.23	TEACHER
Female	White		Not Hispanic or Latino	\$56,208.23	TEACHER
Female	White		Not Hispanic or Latino	\$56,208.23	TEACHER
Female	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Female	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Female	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Male	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Male	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Female	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Male	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Female	White		Not Hispanic or Latino	\$56,335.75	TEACHER
Female	White		Not Hispanic or Latino	\$56,595.09	DEPT CHAIR-ENGLISH
Female	White		Not Hispanic or Latino	\$56,595.09	DEPT CHAIR-FINE ARTS
Female	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Male	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Female	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Female	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Male	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Female	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Male	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Female	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Female	White		Not Hispanic or Latino	\$56,595.09	TEACHER
Female	White		Not Hispanic or Latino	\$56,650.81	TEACHER
Female	White		Not Hispanic or Latino	\$56,650.81	TEACHER
Female	White		Not Hispanic or Latino	\$56,650.81	TEACHER
Female	White		Not Hispanic or Latino	\$56,650.81	TEACHER
Female	White		Not Hispanic or Latino	\$56,650.81	TEACHER
Female	White		Not Hispanic or Latino	\$56,650.81	TEACHER
Female	White		Not Hispanic or Latino	\$56,853.70	ASSISTANT PRINCIPAL
Male	White		Not Hispanic or Latino	\$56,976.52	DEPT CHAIR-PHYS ED/HEALTH
Female	White		Not Hispanic or Latino	\$56,976.52	TEACHER
Female	White		Not Hispanic or Latino	\$56,976.52	TEACHER
Male	White		Not Hispanic or Latino	\$56,976.52	TEACHER
Female	White		Not Hispanic or Latino	\$56,976.52	TEACHER
Male	White		Not Hispanic or Latino	\$56,976.52	TEACHER
Female	White		Not Hispanic or Latino	\$56,976.52	TEACHER
Female	White		Not Hispanic or Latino	\$56,976.52	TEACHER

[illegible]

[illegible]

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$61,420.22	DEPT CHAIR-SOCIAL STUDIES
Female	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Female	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Female	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Female	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Female	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Male	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Female	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Male	White		Not Hispanic or Latino	\$61,420.22	TEACHER
Male	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Male	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Female	White		Not Hispanic or Latino	\$61,559.74	TEACHER
Male	White		Not Hispanic or Latino	\$61,624.26	COOR OF NETWORK SERVICES
Female	White		Not Hispanic or Latino	\$61,755.29	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Male	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$61,904.02	TEACHER
Female	White		Not Hispanic or Latino	\$62,083.84	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$62,268.44	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$62,431.91	TEACHER
Male	White		Not Hispanic or Latino	\$62,913.00	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$63,262.34	TEACHER
Male	White		Not Hispanic or Latino	\$63,262.34	DEPT CHAIR-CAREER/TECH
Male	White		Not Hispanic or Latino	\$63,262.34	TEACHER
Female	White		Not Hispanic or Latino	\$63,262.34	TEACHER
Female	White		Not Hispanic or Latino	\$63,262.34	TEACHER
Female	White		Not Hispanic or Latino	\$63,262.34	TEACHER
Male	White		Not Hispanic or Latino	\$63,263.78	PRINCIPAL
Female	White		Not Hispanic or Latino	\$63,406.85	SPEECH PATHOLOGIST
Male	White		Not Hispanic or Latino	\$63,406.85	TEACHER
Male	White		Not Hispanic or Latino	\$63,406.85	TEACHER
Female	White		Not Hispanic or Latino	\$63,406.85	TEACHER
Female	White		Not Hispanic or Latino	\$63,643.77	DEPT CHAIR-ENGLISH
Female	White		Not Hispanic or Latino	\$63,643.77	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER
Female	White		Not Hispanic or Latino	\$63,643.77	TEACHER
Male	White		Not Hispanic or Latino	\$63,889.98	ASST DIR PROFESS'L DEVEL
Male	White		Not Hispanic or Latino	\$64,072.31	DEPT CHAIR-FOREIGN LANG
Female	White		Not Hispanic or Latino	\$64,072.31	TEACHER
Male	White		Not Hispanic or Latino	\$64,072.31	TEACHER
Female	White		Not Hispanic or Latino	\$64,072.31	TEACHER
Female	White		Not Hispanic or Latino	\$64,072.31	TEACHER
Male	White		Not Hispanic or Latino	\$64,072.31	TEACHER
Male	White		Not Hispanic or Latino	\$64,072.31	TEACHER
Male	White		Not Hispanic or Latino	\$64,106.31	APPLICATIONS MANAGER
Female	White		Not Hispanic or Latino	\$64,136.44	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$64,641.65	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$64,846.94	DIST HEALTH SERVICES COOR
Female	White		Not Hispanic or Latino	\$65,152.28	TEACHER
Female	White		Not Hispanic or Latino	\$65,160.64	DEPT CHAIR-SPECIAL ED
Female	White		Not Hispanic or Latino	\$65,160.64	TEACHER
Female	White		Not Hispanic or Latino	\$65,160.64	TEACHER
Female	White		Not Hispanic or Latino	\$65,160.64	TEACHER
Female	White		Not Hispanic or Latino	\$65,160.64	TEACHER
Female	White		Not Hispanic or Latino	\$65,160.64	TEACHER
Female	White		Not Hispanic or Latino	\$65,160.64	TEACHER
Male	White		Not Hispanic or Latino	\$65,160.64	TEACHER
Female	White		Not Hispanic or Latino	\$65,308.54	TEACHER
Female	White		Not Hispanic or Latino	\$65,308.54	TEACHER
Female	White		Not Hispanic or Latino	\$65,614.00	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$65,833.83	TEACHER
Female	White		Not Hispanic or Latino	\$67,106.34	TEACHER
Female	White		Not Hispanic or Latino	\$67,115.33	DEPT CHAIR-FOREIGN LANG
Female	White		Not Hispanic or Latino	\$67,115.33	TEACHER
Male	White		Not Hispanic or Latino	\$67,115.33	TEACHER
Female	White		Not Hispanic or Latino	\$67,115.33	TEACHER
Female	White		Not Hispanic or Latino	\$67,115.33	TEACHER
Female	White		Not Hispanic or Latino	\$67,115.33	TEACHER
Female	White		Not Hispanic or Latino	\$67,115.33	TEACHER
Female	White		Not Hispanic or Latino	\$67,115.33	TEACHER
Female	White		Not Hispanic or Latino	\$67,267.99	DEPT CHAIR-PHYS ED/HEALTH
Female	White		Not Hispanic or Latino	\$67,267.99	SPEECH PATHOLOGIST
Female	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Male	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Female	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Female	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Male	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Male	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Female	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Female	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Female	White		Not Hispanic or Latino	\$67,267.99	TEACHER
Female	White		Not Hispanic or Latino	\$67,916.64	TEACHER

[illegible]

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	White		Not Hispanic or Latino	\$71,233.78	TEACHER
Female	White		Not Hispanic or Latino	\$71,233.78	TEACHER
Female	White		Not Hispanic or Latino	\$71,233.78	TEACHER
Male	White		Not Hispanic or Latino	\$71,233.78	TEACHER
Male	White		Not Hispanic or Latino	\$71,713.51	DEPT CHAIR-MATH
Male	White		Not Hispanic or Latino	\$71,713.51	TEACHER
Female	White		Not Hispanic or Latino	\$71,713.51	TEACHER
Female	White		Not Hispanic or Latino	\$71,713.51	TEACHER
Female	White		Not Hispanic or Latino	\$71,949.98	ASST DIR OF ELEM ED
Female	White		Not Hispanic or Latino	\$72,186.05	GUIDANCE COUNSELOR
Male	White		Not Hispanic or Latino	\$73,339.78	ATHLETIC DIR ASSISTANT
Male	White		Not Hispanic or Latino	\$73,339.78	DEPT CHAIR-FINE ARTS
Male	White		Not Hispanic or Latino	\$73,339.78	DEPT CHAIR-SCIENCE
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Female	White		Not Hispanic or Latino	\$73,339.78	TEACHER
Male	White		Not Hispanic or Latino	\$73,838.98	PRINCIPAL
Male	White		Not Hispanic or Latino	\$73,968.60	SYSTEMS MANAGER
Male	White		Not Hispanic or Latino	\$74,000.00	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$74,351.84	GUIDANCE COUNSELOR
Female	White		Not Hispanic or Latino	\$74,885.59	GUIDANCE COUNSELOR
Male	White		Not Hispanic or Latino	\$75,479.99	ASSISTANT PRINCIPAL
Female	White		Not Hispanic or Latino	\$75,540.00	SPEECH PATHOLOGIST
Male	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Male	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Male	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Female	White		Not Hispanic or Latino	\$75,540.00	TEACHER
Male	White		Not Hispanic or Latino	\$75,625.03	ASST DIR HUMAN RESOURCES
Female	White		Not Hispanic or Latino	\$76,094.02	SPEECH PATHOLOGIST

[illegible]

Gender	Race	2nd Race	Ethnic Code	Salary/ Hourly Rate	Assignment Title
Male	White		Not Hispanic or Latino	\$87,445.99	PRINCIPAL
Male	White		Not Hispanic or Latino	\$87,495.03	DIRECTOR OF FINANCE
Female	White		Not Hispanic or Latino	\$87,924.79	PRINCIPAL
Female	White		Not Hispanic or Latino	\$88,534.07	TEACHER
Female	White		Not Hispanic or Latino	\$88,534.07	TEACHER
Female	White		Not Hispanic or Latino	\$88,840.73	TEACHER
Male	White		Not Hispanic or Latino	\$89,351.98	PRINCIPAL
Female	White		Not Hispanic or Latino	\$89,815.72	PRINCIPAL
Female	White		Not Hispanic or Latino	\$90,342.53	PRINCIPAL
Male	White		Not Hispanic or Latino	\$90,347.93	TEACHER
Female	White		Not Hispanic or Latino	\$91,183.55	PRINCIPAL
Female	White		Not Hispanic or Latino	\$91,906.00	PRINCIPAL
Female	White		Not Hispanic or Latino	\$91,925.69	PRINCIPAL
Female	White		Not Hispanic or Latino	\$92,757.99	DEPT CHAIR-SCIENCE
Female	White		Not Hispanic or Latino	\$93,059.77	TEACHER
Male	White		Not Hispanic or Latino	\$93,388.21	PRINCIPAL
Female	White		Not Hispanic or Latino	\$93,388.21	PRINCIPAL
Female	White		Not Hispanic or Latino	\$93,524.55	TEACHER
Female	White		Not Hispanic or Latino	\$93,524.55	TEACHER
Male	White		Not Hispanic or Latino	\$93,643.01	TEACHER
Male	White		Not Hispanic or Latino	\$93,643.01	TEACHER
Female	White		Not Hispanic or Latino	\$93,643.01	TEACHER
Female	White		Not Hispanic or Latino	\$93,643.01	TEACHER
Female	White		Not Hispanic or Latino	\$93,643.01	TEACHER
Female	White		Not Hispanic or Latino	\$95,024.88	TEACHER
Female	White		Not Hispanic or Latino	\$95,024.88	TEACHER
Female	White		Not Hispanic or Latino	\$95,024.88	TEACHER
Female	White		Not Hispanic or Latino	\$95,024.88	TEACHER
Female	White		Not Hispanic or Latino	\$95,188.99	TEACHER
Male	White		Not Hispanic or Latino	\$97,934.00	DIRECTOR OF OPERATIONS
Female	White		Not Hispanic or Latino	\$97,995.94	GUIDANCE COUNSELOR
Male	White		Not Hispanic or Latino	\$99,920.00	DIRECTOR-TRANSPORTATION
Female	White		Not Hispanic or Latino	\$101,257.46	TEACHER
Male	White		Not Hispanic or Latino	\$101,980.75	DIR FACILITY CONSTR/DEVEL
Female	White		Not Hispanic or Latino	\$104,000.00	DIRECTOR HUMAN RESOURCES
Female	White		Not Hispanic or Latino	\$104,753.98	DIR OF PROF DEVEL & TRAIN
Female	White		Not Hispanic or Latino	\$104,753.98	DIR OF SPECIAL EDUC
Female	White		Not Hispanic or Latino	\$105,532.89	DEPT CHAIR-GUIDANCE
Female	White		Not Hispanic or Latino	\$105,532.89	DEPT CHAIR-GUIDANCE
Male	White		Not Hispanic or Latino	\$107,004.82	DIRECTOR OF TECHNOLOGY
Female	White		Not Hispanic or Latino	\$111,095.98	DIR OF STUDENT SERVICES
Female	White		Not Hispanic or Latino	\$114,001.97	DIR OF ELEMENTARY EDUC
Male	White		Not Hispanic or Latino	\$114,576.95	DIR OF SECONDARY EDUC
Male	White		Not Hispanic or Latino	\$127,685.22	PRINCIPAL
Female	White		Not Hispanic or Latino	\$155,000.00	ASST SUP FOR TEACH/LEARN
Male	White		Not Hispanic or Latino	\$155,000.00	ASST SUPER FOR ADMIN SERV
Male	White		Not Hispanic or Latino	\$180,000.00	ASSOCIATE SUPERINTENDENT

BOARD MEMBER	TERM EXPIRATION	GENDER	RACE
[REDACTED]	2017	Male	Caucasian
[REDACTED]	2015	Male	Caucasian
[REDACTED]	2017	Male	Caucasian
[REDACTED]	2017	Male	Caucasian
[REDACTED]	2017	Female	Caucasian
[REDACTED]	2015	Female	Caucasian
[REDACTED]	2015	Male	Caucasian

Count as of August 19, 2015
(2nd day of school)

Grade2	Gender	American Indian/ Alaskan Native	Asian	Black/ African American	Hawaiian/Pac Islander	Hispanic	Multi Racial	White	Grand Total
Pre K	Female	8	13	19		47	10	110	207
	Male	6	18	20	1	71	17	156	289
KDG	Female	9	41	32		98	36	361	577
	Male	4	33	43	1	112	29	357	579
01	Female	11	50	39		117	54	394	665
	Male	5	41	44	1	125	36	387	639
02	Female	9	40	43		124	53	411	680
	Male	5	45	44		143	50	388	675
03	Female	9	45	49		135	36	423	697
	Male	8	50	42		94	34	460	688
04	Female	16	42	65		106	30	431	690
	Male	5	57	67	1	109	29	453	721
05	Female	23	44	73		79	38	446	703
	Male	20	60	44		104	55	471	754
06	Female	9	66	59	1	120	68	560	883
	Male	10	69	82	1	178	67	537	944
07	Female	7	52	64		102	57	442	724
	Male	7	63	63		115	65	559	872
08	Female	9	51	86		123	44	449	762
	Male	5	43	74	1	124	62	503	812
09	Female	11	45	60		127	38	421	702
	Male	7	45	62	1	109	39	452	715
10	Female	11	33	56		118	46	400	664
	Male	3	43	70		109	43	452	720
11	Female	4	39	70		122	34	385	654
	Male	4	32	74		128	22	429	689
12	Female	6	41	81	2	132	29	376	667
	Male	5	36	66		112	25	373	617
Grand Total		236	1237	1591	10	3183	1146	11586	18989

Elementary (K-5) uses the following to improve discipline:

- Character Counts
- Second Step

Subject: Re: FOIA #15-34 (NAACP Request) - Final Portion

OEHS

Character Counts

Conflict Resolution/Mediation

SEL (Social Emotional Learning) initiatives

Mandatory athlete/parent informational meetings to share behavior/academic expectations for student-athletes

Individual dean/counselor work with students to help students develop strategies to improve behavior

OHS

"The Discipline Advantage Suspension Packet System" for in-school suspension students

High School "Merit System"

Conflict Resolution/Mediation

Athletics Captains' Council: Anti-Hazing/Anti-Bullying/Leadership initiatives

PPS Team meetings to address individual student behavior needs/support

TALK ("Teens Activating the Language of Kindness") leadership/mentoring/anti-bullying program

"Panther Grams" to recognize/reward positive student behavior

SEL (Social Emotional Learning) initiatives

Mandatory athlete/parent informational meetings to share behavior/academic expectations for student-athletes

Individual dean/counselor work with students to help students develop strategies to improve behavior

Bednarcik

Somewhat of a PBIS program with setting matrix and common expectations/language in place.

Character counts

Murphy

We have the MAVS program which is PBIS-based but since we're not a PBIS district we've not fully implemented.

Character Counts (minimally).

Plank

Pirate Power Program mimics many of the pieces of PBIS Pirate Power has many pieces, student rewards and reinforcements, behavior matrices, Pirate Point tickets..

Character Counts which is in conjunction with Pirate Power.

Peer Helpers and Citizenship Club along with and expanded Student Council and NJHS.

Thompson

Character Counts

Tiger Tickets

Tiger Pride

Traugher

Check-in Check-out

Elementary Black History Curriculum

Our K-5 teachers are currently using the 2005 Houghton Mifflin Social Studies program. The series integrates a variety of grade level appropriate biographies, leveled readers and articles related to Black History. The Houghton Mifflin resource is available upon request.

Per our five year curriculum year cycle, our social studies curriculum will be reviewed, revised and aligned to IL standards in 2016-17.

Junior High School Black History Curriculum

We do a black history month project. We have the students pick an influential African American and one from their own heritage and do a report. It includes a poster and presentation.

We cover Rosa Parks with a series of videos and discussions

We cover Plessy versus Ferguson and segregation in schools, the idea of separate but equal and the case that overruled separate but equal Brown versus the board of Education.

We do small writing by Frederick Douglass and abolition of slavery

Finally we have a civil rights unit where we talk about the 1950's and 60's in America. We talk about JFK and of course Martin Luther King Junior

We do some other African American history in regards to Jim Crow, Slavery, and post civil war reconstruction. They are not however during February.

High School Black History Curriculum

Our American History course is Junior year. This is where you would find our coverage of Black History. Just so you are aware, we do not designate units as Black History, as our philosophy is to incorporate the contributions of Black Americans throughout our History. Our teachers and textbooks do a pretty good job of highlighting accomplishments throughout. If you are looking for specific examples, I would be happy to provide you with a full list. To give you an idea of how we do this, we will use a lot of significant primary source documents (Olaudah Equiano's Slave Narrative, writings by Frederick Douglass and Sojourner Truth), we compare philosophical strategies during the struggle for Civil Rights (DuBois and Washington, Malcolm X and MLK), and we follow the role of the Supreme Court in history (Plessy v. Ferguson, Brown v. Board of Ed) and our Reconstruction and Civil Rights units chronicle the ongoing struggle throughout history, both political and social.

Our Freshman Modern World History and AP Human Geo Courses are pretty content specific, and Political Science would focus on rights as opposed to history. AP US curriculum outlines a pretty extensive study on the role of civil rights throughout history through the themes of American and National Identity as well as Culture and Society.

Using the SpringBoard Key Texts document on GoogleDrive (link [HERE](#)), I have identified several black authors, as well as authors with non-American ethnicities - although not added in the list below, in each SpringBoard grade level 9-12. Of note are the following black authors and the high school grade levels in which they are found.

Grade 9 (Honors English 1, English 1, English 1 Essentials):

- Eugenia Collier
- Barack Obama
- Martin Luther King, Jr.

- Nikki Giovanni
- Gwendolyn Brooks
- Jacob Lawrence
- Audre Lorde
- Langston Hughes
- Essex Hemphill
- Sean Rose

Grade 10 (Honors English 2, English 2, English 2 Essentials):

- Patricia Williams
- Alice Walker
- George Ella Lyon (unconfirmed)
- Rita Dove
- Chinua Achebe

Grade 11 (English 3, English 3 Essentials):

- *Harlem Renaissance poets are writers are heavily featured; Unit 5 is focused on Zora Neale Hurston's Their Eyes Were Watching God*
- Langston Hughes
- Claude McKay
- Phyllis Wheatley
- Lorraine Hansberry
- Barack Obama
- Tupac Shakur
- Alain Locke
- Gwendolyn B. Bennett
- James Weldon Johnson
- Eugenia W. Collier
- Zora Neale Hurston
- Darnell Martin (African-American & Irish-American descent)

Grade 12 (English 4 Genre Studies):

- Ralph Ellison
- Jamacia Kincaid
- James Baldwin
- Zora Neale Hurston
- Langston Hughes