



GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT #87

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POLICY COMMITTEE MEETING MINUTES

Glenbard North High School

Monday, November 24, 2025

The Policy Committee held its monthly meeting at Glenbard North High School on Monday, November 24, 2025. The meeting was called to order at 6:02 p.m.

In attendance:

Cindy Christensen, Committee Member
Peter Nolan, Board Member
Richard Mazzolini, Committee Member
Janet Cook, Asst. Superintendent
for Student Services

Elizabeth Moreno, West Student Liaison
Melanie Martinez, West Student Liaison
Diana Flint, Recording Secretary

Absent: Rev. James Shannon, Kermit Eby

Quorum requirements were met and the meeting was able to proceed. Nolan acted as Chair.

Approval of Minutes

The minutes of the Policy Committee meeting for October 24, 2025 were reviewed.

Action: Motion made to accept minutes - Christensen, seconded – Mazzolini, and carried (all ayes).

Public Participation (Agenda Related)

Hearing no requests to speak, public participation was then closed.

Items for Discussion

Assistant Superintendent Cook facilitated the meeting as the District administrator in attendance.

Policy 5:20 *Workplace Harassment* was amended to include additional items identified by law for which employees cannot engage in harassment or abusive conduct on. References to Policy 2:270 were incorporated throughout the document.

Policy 5:90 *Abused and Neglected Child Reporting* was amended to remove the timeline when a report shall be filed with DCFS. In addition, PRESS incorporated a reference to a statute which information technology personnel must follow if inappropriate materials are discovered on

electronic equipment. Request made to correct 1st sentence 2nd paragraph for misspelled word following “child.”

Policy 5:100 *Staff Development Program* was amended for additional training requirements for trauma-responsive learning environments. In addition, each school shall train at least one staff member as a resource person for teen parents, expectant parents, or teen victims of domestic and/or sexual violence.

Policy 5:120 *Employee Ethics; Code of Professional Conduct; and Conflict of Interest* The policy had terminology for Guidance Counselor updated with the current reference as School Counselor. Under School Counselor Gift Ban, a new item (#3) was added.

Administrative Procedure 5:120-AP2 *Employee Conduct Standards* was modified to have old effective dates for Public Acts removed throughout the document and current ones inserted where appropriate.

Policy 5:185 *Family and Medical Leave* had two lines recommended for deletion. These included: 1) on page 2 of 4, the deletion of item 2 under eligibility which only referenced full-time teaching staff; and, 2) on page 3 of 4 deletion of the last line under certification which references if forms are not submitted it could result in a denial of the leave. The preceding paragraphs already cover this statement.

Policy 5:190 *Teacher Qualifications* had legal references updated.

Policy 5:200 *Terms and Conditions of Employment and Dismissal* had the school year and school day separated for better clarity. Previously it was under the same heading. In addition, PRESS recommended the table referencing applicable statutes for dismissal be removed.

Policy 5:220 *Substitute Teachers* had legal references updated.

Policy 5:220-AP1 *Substitute Teachers* was modified to add a third item under district responsibilities for changes in statute which go into effect January 1, 2026. Substitute personnel are to now have training on school evacuation drills and law enforcement lockdown drills. In addition, additional items were recommended to be incorporated into what information the building shall provide substitutes as a reference tool. Legal references were also updated.

Policy 5:280 *Duties and Qualifications* was modified with minor stylistic changes and had the legal references updated.

