

LEGAL NOTICES

ASBESTOS

On October 22, 1986, President Reagan signed into law the Asbestos Hazard Emergency Response Act. The law required the EPA to develop regulations that provide a comprehensive framework for addressing asbestos problems in public and private elementary and secondary schools. On October 30, 1987, EPA published the Asbestos Containing Material in Schools Rule. This new rule requires all public and private elementary and secondary schools to be inspected for friable and non-friable asbestos, develop asbestos management plans that address asbestos hazards in school buildings, and implement response actions in a timely fashion. This rule became effective 12/14/1987. St. John's conducted a complete inspection of its facilities in 1989 utilizing the service of Larron Laboratory. The results of this inspection have been included in a management plan. This management plan is available in the administrative offices of St. John's Lutheran School during normal business hours, without cost or restriction, for inspections by representatives of the EPA and the State, the public, including teachers, other school personnel and their representatives, and parents. There may be a reasonable charge for making copies of the management plans. A re-inspection is required every three (3) years and was conducted on May 16, 1991 by Larron Laboratory. The building was subsequently re-inspected on June 10, 1994 by David Roth of Mead Environmental Associates. Other reinspections were done in 1997, 2000, 2003, 2006, 2009. In 2012 and 2014 during the renovation Gecon Professional Services Oversaw an asbestos abatement plan. Since then reinspections have occurred in 2012, 2015, 2018, and 2022. You, as a parent, are encouraged to examine the management plan that affects your child(ren). The purpose of the Federal and State regulations is to protect the health and wellbeing of all persons entering the building for any reason. St. John's takes very seriously the recommendations made in the management plan. The person at St. John's designated to oversee asbestos activities and ensure compliance, is the principal. The principal is the single contact for the public to obtain information about asbestos-related activities at St. John's. If you have further questions, please contact the school office during regular business hours. 217-394-2422.

FAITH'S LAW/EMPLOYEE CODE OF CONDUCT

All St. John's employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the Code of Ethics for Illinois Educators, adopted by the Illinois State Board of Education, is incorporated into this Code of Conduct. Any employee

who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/), engages in grooming as defined in 720 ILCS 5/11-25, engages in grooming behaviors, violates boundaries for appropriate school employee-student conduct, engages in sexual misconduct as defined in 105 ILCS 5/22-85.5, or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

Standards related to school employee-student conduct shall, at a minimum:

1. Comply with the Code of Ethics for Illinois Educators, adopted by the Illinois State Board of Education;
2. Prohibited grooming behaviors and sexual misconduct include, but are not limited to (i) any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, (ii) by an employee with direct contact with a student, (iii) that is directed toward or with a student to establish a romantic or sexual relationship with the student. Examples include, but are not limited to:
 - a. A sexual or romantic invitation
 - b. Dating or soliciting a date
 - c. Engaging in sexualized or romantic dialog
 - d. Making sexually suggestive comments that are directed toward or with a student
 - e. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature
 - f. A sexual, indecent, romantic, or erotic contact with the student
3. Employees are expected to maintain professional relationships with students.
 - a. Employees are strictly prohibited from using any form of communication with students (e-mails, letters, notes, text messages, phone calls, conversations) that includes any subject matter that would be deemed unprofessional and inappropriate between an employee and student. St. John's has "zero tolerance" for any conduct that crosses over that professional line.
 - b. Employees are not permitted to transport St. John's students in the employee's privately owned vehicle, unless the employee has obtained the prior permission of the Principal to do so.

c. Employees are not permitted to take or possess a photo or video of a student on their private devices. Student pictures for school sponsored activities used in furtherance of St. John's educational mission are permitted.

d. Employees are not permitted to meet with a student or contact a student outside the employee's professional role. Employees are expected to avoid crossing a line that results in an actual or perceived inappropriate relationship

4. St. John's employees are mandated reporters and required to comply with all reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/), Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), and the Elementary and Secondary Education Act (20 U.S.C. § 7926);
5. Employees, students, parents, and any third party can report prohibited behaviors and/or boundary violations to the Principal or staff member the person feels comfortable reporting to; and
6. Employees are required to complete training related to educator ethics, child abuse, grooming behaviors, and boundary violations as required by law.