Late last week the General Assembly passed and Governor Bruce Rauner signed legislation (HB317) that will provide the Governor with the ability to close an estimated $1.6 billion funding deficit for the current fiscal year through a combination of fund sweeps and budget cuts. The K-12 budget is impacted by the overall 2.25 percent reduction (2.15 percent decrease to General State Aid), which translates into an approximate $147 million reduction on all state funds, including GSA and Mandated Categoricals. The legislation also provides for $97 million that the agency can use to assist school districts in financial distress for the current fiscal year; this will bring the total reduction down to approximately $50 million. Staff is currently putting together a plan for how we will distribute these funds and will present it to the Illinois State Board of Education at our April 15 meeting. A breakdown of the difference between the fiscal year 2015 enacted budget and HB317 is available on our budget webpage at http://www.isbe.net/budget/fy15/hb317-ham001-comparison.pdf. The impact to Mandated Categoricals is outlined below.

Last week I attended the Council of Chief State School Officers spring legislative session in Washington, D.C. The conference mainly focused on reauthorization of the Elementary and Secondary Education Act. We heard from a variety of people who are involved in the process, including the chairs of the House and Senate committees that are responsible for drafting the legislation, Congressman John Kline and Senator Lamar Alexander. There are mixed views on the possibility of reauthorization; however, there seems to be more optimism that legislation could be developed this year than we have heard previously. U.S. Education Secretary Arne Duncan addressed our group and emphasized that the administration remains committed to seeing legislation; however, it would rather have no bill than a bad bill.

The window for administering the Performance-Based Assessment (PBA) portion of the new Partnership for Assessment of Readiness for College and Careers (PARCC) wraps up next week, though many of you have already completed testing for this cycle. Overall, more than 6.8 million PARCC testing sessions have been completed, with about 1.4 million of those completed by Illinois students. The End-of-Year (EOY) assessment will open at the end of April and remain open through the end of May.

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It is important to remember that the PBA and EOY are two parts of the same test, which will be combined to provide one score. The PBA portion of the assessment consists of more extended tasks and writing exercises. The EOY assessment is given when approximately 90 percent of instruction is complete. This summative assessment is not meant to measure progress from one portion to the next, but rather to demonstrate whether or not students have learned the content provided and whether they are deemed proficient on the measured standards.

Finally, I’d like to share a link to a video project put together by the National Network of State Teachers of the Year. It’s a series of 12 videos in which former Teachers of the Year discuss the impacts within their classroom of teaching to standards aligned to the Common Core. Two of our former teachers of the Year, Pam Reilly from Sandwich CUSD 430 and Annice Brave of Alton CUSD 11, are featured in the videos at https://www.youtube.com/playlist?list=PLi3DnbMI7YsLgnza1ViFF5AOpSzNB211Y.

Have a great week.

Chris

**Upcoming ISBE Dates and Deadlines**

Please note this is not a complete list of events, meetings and deadlines. For questions, call the Illinois State Board of Education at (866) 262-6663 or (217) 782-4321 or visit the agency’s official website at http://www.isbe.net.

- Dynamic Learning Maps Alternate Assessment (DLM-AA) testing window – March 16 – May 8
- PARCC Diagnostic Field Test – April 6-17
- Part 100 (Requirements for Accounting, Budgeting, Financial Reporting, and Auditing), Part 120 (Pupil Transportation Reimbursement), Part 151 (School Construction Program), Part 365 (Children’s Low-cost Laptop Program), Part 525 (Regional Offices of Education and Intermediate Services), New Part 525 (Intermediate Services) and Part 560 (Parental Participation Pilot Program) – Public comment period ends April 13
- Eighth annual Illinois School Wellness Conference – April 23
- Deadline to submit the Truants’ Alternative and Optional Educational Program Request for Proposal and continuation application – April 28
- 2015 “Now is the Time” Project AWARE-Community Grant application deadline – May 1 ([www.samhsa.gov/grants/grant-announcements/sm-15-012](http://www.samhsa.gov/grants/grant-announcements/sm-15-012))
- Spring 2015 PARCC ELA/L Field Test Administration – May 4-June 5
- TECH 2015 student showcase – May 7
- Part 50 (Evaluation of Educator Licensed Employees under Articles 24A and 34 of the School Code), Part 228 (Transitional Bilingual Education) and Part 600 (Enrollment of and Payment for Nonresident Students at the Philip J. Rock Center and School) – Public comment period ends May 18
- Applications for the Exception to the 1.0 Percent Cap due – May 21
- ISBE offices closed for Memorial Day – May 25
- Deadline to submit data in the Student Health Data –Vision system - June 30
- ISBE offices closed for Independence Day – July 3
Postmark deadline for waiver applications to be considered by the General Assembly in fall 2015—Friday, Aug. 14, 2015 (See www.isbe.net/isbewaivers/default.htm for public notice requirements for all waiver requests.)

### Funding and Disbursement

**Public Act 99-0001 – Revised FY 2015 Mandated Categorical Prorations**

Public Act 99-0001 was signed by Governor Rauner on March 27, 2015, which reduced most of the fiscal year 2015 appropriations for State programs administered by ISBE including the mandated categorical programs. 2013-14 claims payable in fiscal year 2015 have been recomputed at the new appropriation levels effective with the March quarterly payments. The new proration percentages are provided below. If you have questions regarding this information, contact the Division of Funding and Disbursements at (217) 782-5256.

- Special Education Personnel – 98 percent, previously 100 percent
- Special Education Private Facility – 94 percent, previously 97 percent
- Special Education Funding for Children Requiring Special Education Services - 98 percent, previously 100 percent
- Special Education Transportation – 95 percent, previously 97 percent
- Regular/Vocational Transportation – 71 percent, previously 72 percent

### FY 2015 Illinois Free Breakfast and Lunch Reimbursement Rate Change

The fiscal year 2015 state reimbursement rate for the Illinois Free Breakfast and Lunch Program has been dropped to $0.02, effective with the payment of March 2015 claims.

February and prior claims for fiscal year 2015 were being paid at a rate of $0.03 per free breakfast or lunch claimed. Due to the smaller appropriation available for the Illinois Free Breakfast and Lunch program and an increased number of claims, the reimbursement rate must be lowered in order to pay all claims equitably.

After all fiscal year 2015 claims are received, a final reimbursement amount will be computed and distributed to all claiming organizations in August.

### System of Support and District Intervention

**ISBE Invites Comments on FY 2016 School Improvement Grant Application**

The Illinois State Board of Education (ISBE) invites comments on its fiscal year 2016 School Improvement Grant (SIG) 1003(g) application to the U.S. Department of Education. A state educational agency that will make new SIG 1003(g) awards through a competitive process is required to submit a “New Awards Application.” A new award is defined as an award of SIG 1003(g) funds to an LEA for a school that the LEA was not previously approved to serve with SIG 1003(g) funds in the school year for which the funds are being awarded – in this case, the 2015-16 school year.

ISBE’s Division of Statewide System of Support and District Intervention (SSDI) invites comments on the SIG 1003(g) application, which is on the SIG website at [http://www.isbe.net/sos/htmls/sip_1003.htm#sig](http://www.isbe.net/sos/htmls/sip_1003.htm#sig). All comments will be included with the Illinois submission to the U.S. Department of Education.

Please send comments to Robin M. Lisboa, Division Administrator for SSDI, at rlisboa@isbe.net by April 6.

Please contact SSDI staff by telephone at (217) 524-4832 should you have any questions about this request, the Illinois application to the U.S. Department of Education or any other aspect of the FY 2016 SIG 1003(g) award cycle.

### Seal of Biliteracy

**Update – New Website with 2014-15 Program Requirements**

The State Seal of Biliteracy is a new state initiative to recognize high school graduates who have attained a high level of proficiency in one or more languages in addition to English.

School districts that choose to participate in the program will designate receipt of the State Seal of
Biliteracy on a student’s transcript and diploma. In order to participate, districts must notify ISBE of their participation, designate an individual to serve as coordinator of the State Seal of Biliteracy and meet other requirements under 23 Ill. Admin Code 1.442. Districts interested in participating in the current 2014-15 school year must notify ISBE at least 45 days prior to issuing seals.

For more information on the program, ISBE has developed an Illinois State Seal of Biliteracy website at www.isbe.net/seal-of-biliteracy/. The site contains information and resources, including:

- The training webinar required of any administrators who will be coordinating the program in their districts. It is open to anyone who wants to learn more about the program.
- The application used by school districts to notify ISBE of intent to participate in the program.
- A list of assessments accepted by ISBE (in English and other languages) with a pre-approved correspondence to American Council on the Teaching of Foreign Languages proficiency standards as well as other resources.

Additional questions can be directed to ISBE’s Division of English Language Learning at dell@isbe.net or (312) 814-3850.

**Rules and Waivers**

**Notice of Completed Rulemaking**

Please be advised that a set of amendments recently adopted by ISBE is now in effect. Changes have been posted at www.isbe.net/rules/archive/default.htm. Please choose “Rules Currently in Effect” and scroll to Part 1.

**Part 1 (Public Schools Evaluation, Recognition and Supervision):** Responds to P.A. 98-506, effective Aug. 27, 2013, which establishes the criteria for the receipt of the State Seal of Biliteracy, an optional designation that school districts may choose to award to students who demonstrate proficiency in both a foreign language and English.  
*Affected Sections: 1.440 and 1.442*  
*Effective Date: Feb. 9, 2015*

**Invitation to Comment on Rules**

Two sets of proposed amendments and one set of proposed rules recently reviewed by ISBE are available for public comment. The proposals have been posted on the agency’s website at www.isbe.net/rules; choose “Proposed Rules and Amendments.” Please submit any comments or suggestions to rules@isbe.net.

**Part 50 (Evaluation of Educator Licensed Employees under Articles 24A and 34 of the School Code):** Updates references to the new testing system, per P.A. 98-972, effective Aug. 15, 2014, and emphasizes the responsibility of charter schools to conform to state and federal requirements pertaining to English learners, as is required under P.A. 98-639, effective June 9, 2014.  
*Public Comment period ends May 18, 2015.*

**Part 228 (Transitional Bilingual Education):** Updates references to the new testing system, per P.A. 98-972, effective Aug. 15, 2014, and addresses the use of the climate survey results in principal evaluations.  
*Public Comment period ends May 18, 2015.*

**Part 600 (Enrollment of and Payment for Nonresident Students at the Philip J. Rock Center and School):** Authorizes the enrollment of students from out of state at the school portion of the Philip J. Rock Center and School, provided that they meet the eligibility requirements and the school has space available that is not needed for eligible students from Illinois.  
*Public Comment period ends May 18, 2015.*

**Summer Conference**

**Registration Open for ISBE, IARSS and The Trail Summer Conference**

The Illinois Association of Regional Superintendents of Schools, Illinois State Board of Education (ISBE) and The Trail will present “Lead … Focus … Connect: Every Student College and Career Ready” on June 23 at the DoubleTree by Hilton Hotel in Bloomington. Registration is now available at www.eventbrite.com/e/lead-focus-connect-conference-tickets-15693652136.
The conference is designed to update and expand educators' knowledge of current Illinois initiatives, provide classroom teachers with practical application focusing on key topics, and promote sharing of expertise and ideas among educators.

Speakers from ISBE, the Regional Offices of Education and Intermediate Service Centers will present key information concerning agency policy, regulation and mandates. Breakout sessions will showcase practical application of key topics organized in strands. Strands will include teacher evaluation, multi-tiered systems of support, assessment, balanced literacy, English language arts, math, social studies and science/Next Generation Science Standards.

Teachers and administrators are encouraged to attend. Registration closes at noon June 16.

**Nutrition and Wellness Programs**

**Webinar on Professional Standards for School Nutrition Professions on April 16**

The USDA Food and Nutrition Service (FNS) released the Professional Standards for State and Local School Nutrition Programs Personnel final rule on March 2.

This final rule establishes professional standards for state and local school nutrition programs personnel in regard to hiring for new school nutrition programs directors and establishes required annual training hours for all school nutrition programs employees. The final rule is effective on July 1.

Staff with ISBE’s Nutrition and Wellness Programs Division will host a webinar on this topic from 9 to 10:30 a.m. on April 16.

More information about the final rule, including a summary of the requirements, and the webinar registration link is available at [www.isbe.net/nutrition/htmls/snp-prof-stds.htm](http://www.isbe.net/nutrition/htmls/snp-prof-stds.htm).

**Feedback Sought on Exemption from School Meals' Whole Grain Requirements**

The current whole grain-rich requirement for school meals is that ALL grain products offered in the school meal programs must contain at least 50 percent whole-grain meal and/or flour. The remaining 50 percent or less of grains, if any, must be enriched. Foods containing between 50 percent and 100 percent whole grains are allowable. Schools are not required to offer 100 percent whole grain products.


If Illinois were to offer this exemption and a school food authority were to have its petition for such an exemption approved, the school/district must comply with the school year 2013-14 requirement to offer at least half of the grains as whole grain-rich product.

ISBE’s Nutrition and Wellness Programs Division would like your feedback to determine if there is a need to offer this exemption in Illinois schools, with the current limitations from USDA. Please take a few minutes to complete an online survey at [https://www.surveymonkey.com/s/W67HVG3](https://www.surveymonkey.com/s/W67HVG3). Responses will be collected through the end of April.

**Eighth Annual Illinois School Wellness Conference Scheduled for April 23**

Illinois Action for Healthy Kids (IL AFHK) is hosting the eighth annual Illinois School Wellness Conference on April 23 in Champaign.

Conference sessions will highlight successful school health and wellness-related outreach in schools, innovative projects that improve the overall health of the school community, and emerging issues impacting school health and wellness.

The conference is intended for school administrators, educators, physical education teachers, school food personnel, school nurses, school health/wellness team members, board members and other leaders of health organizations, students and community advocates. See the full conference agenda [here](http://www.isbe.net/nutrition/htmls/snp-prof-stds.htm).

For more information, contact Ryan Monroe at rmonroe@actionforhealthykids.org or (563) 419-1931.

• **What:** Illinois School Wellness Conference  
• **Date:** April 23  
• **Time:** 8 a.m. to 3:30 p.m.  
• **Location:** Hilton Garden Inn in Champaign
Register:  
www.actionforhealthykids.org/events/trainings-and-conferences/event/236

**School Health Issues**

**Summer School Nurse Emergency Care Course Registration Now Open**

The annual Summer School Nurse Emergency Care (SNEC) Course is now open for registration. The course is being offered this year in nine locations across the state:
- Chicago
- Elgin
- Joliet
- Highland Park
- Maryville
- Oak Brook
- Peoria
- Rockford
- Springfield

This three-day course is open to all registered nurses within Illinois and is designed to enhance the assessment, triaging and treatment skills of the school nurse when confronted with the acutely ill or injured student.

The Illinois Emergency Medical Services for Children program developed this course, which is operated by Loyola University Health Services.

The course is popular and sessions fill up quickly, so early registration is encouraged. Register online at www.luc.edu/sneccourses. The course registration fee is $130.

For more information and course registration questions, contact Ramona Rendon at rrendon@luc.edu or Evelyn Lyons at evelyn.lyons@illinois.gov.

**Grant Opportunities**

**Nominations Sought for National Champion School Fitness Center Grant**

The National Foundation for Governors’ Fitness Councils (NFGFC) is currently accepting nominations from Illinois elementary and middle schools to receive its National Champion School Fitness Center Grant.

The NFGFC will select three schools based on their commitment to promoting physical fitness and wellness to their students and surrounding community. These schools will be named “National Champion Schools” and will receive fully funded, state-of-the-art fitness centers.

High schools or college prep schools are not eligible. Priority will be given to applicants with a significant low-income population and those that demonstrate a robust plan for using the equipment in building and improving their physical education and academic programs.

More information on eligibility requirements and downloadable forms are available at www.natgovfit.org/nominate-your-school/.

School nominations will be accepted until June 15. Email info@natgovfit.org with questions.

Students attending a public high school in Illinois who are entering the fall semester as a sophomore, junior or senior are eligible to apply. The application is now available on the ISBE website at www.isbe.net/sac.

Interested candidates must complete the application and essay. The application closing date is 5 p.m. May 29.

Twelve positions are open for the 2015-16 school year. Five face-to-face meetings are required, if selected.

If you have questions, please contact Vince Camille at (217) 782-5396 or vcamille@isbe.net.
Title Grant Administration

Illinois Association of Title I Directors
Spring Conference Scheduled for April 15

The Illinois Association of Title I Directors will be hosting its annual spring conference at the Crowne Plaza in Springfield from 8 a.m. to 2:30 p.m. April 15.

Topics will include assessment, fiscal updates and Title Grants updates and any Elementary and Secondary Education Act updates available from the U.S. Department of Education. To see a copy of the draft agenda, visit www.iatd.net/in-the-news/iatspringworkshopagenda.

- What: Illinois Association of Title I Directors Spring Conference
- When: April 15, 8 a.m. to 2:30 p.m.
- Where: Crowne Plaza Springfield, 3000 S. Dirksen Parkway, in Springfield
- Register: https://www.regonline.com/register/checkin.aspx?MethodId=0&eventsessionId=b9ed234108f3405792c7fb38729ccc61&eventID=1684816

College and Career Readiness

Fiscal Year 2015 Arts Planning Assistance Grant Available for School Districts

The Illinois Arts Council Agency and the Illinois State Board of Education (ISBE) are pleased to announce that funding is available for public school districts in fiscal year 2015 through the Arts Planning Assistance Grant.

The Illinois Arts Council Agency has released the Request for Proposals (RFP), and full guidelines and materials can be found at www.arts.illinois.gov/AFL. The purpose of this RFP is to solicit proposals from eligible applicants who seek resources to develop district-based plans for initiating, strengthening or expanding instruction in the arts. Proposals are due April 30.

An online, interactive informational forum about the RFP, designed to provide technical assistance and answer questions about the process, is scheduled for March 31 at 1 p.m. Registration information is posted at www.arts.illinois.gov/AFL.

For more information, contact Jerome Grand at jerome.grand@illinois.gov or (312) 814-6766 or visit www.arts.illinois.gov/AFL.

Illinois Teacher of the Year

Illinois Teacher of the Year and Students Participate in CTE Rally Day at Capitol

On March 17, the Illinois Association for Career and Technical Education (IACTE) held a Career and Technical Education (CTE) Rally Day at the state Capitol.

The 2015 Illinois Teacher of the Year, Steve Elza, who is an applied technology teacher at William Fremd High School in Township High School District 211, and five of his students set up a display and demonstrated their knowledge and skills in the Capitol’s rotunda. The students also gave a brief presentation, telling the audience how important vocational classes and training are to them.

After the rally day concluded, Steve and his students were introduced by Sen. Dan Kotowski on the Senate floor. They also spent time talking with state representatives and other senators.

Steve is available for speaking engagements and presentations. Since he didn’t follow the conventional path to becoming a teacher, his experiences of being mentored and being a mentor are valuable stories for teachers and students considering teaching as a profession. He can provide excellent insight into preparing students for rewarding careers.
To request Steve for your next event, please visit
http://adc.d211.org/teacher-of-the-year-steve-elza/
and complete the speaker request form.

**Illinois Amistad Commission**

**Illinois Amistad Academy Provides Free Online Course Series for Students**

The Illinois Amistad Commission invites school leaders and classroom instructors to enroll sixth- through eighth-grade students in the Illinois Amistad Academy.

The academy is a free and innovative four-part online course that uses select exhibits from the DuSable Museum to increase students’ knowledge of key aspects about the African and African American experience.

The Illinois Amistad Academy uses digital technology and diverse media to build strong content knowledge of the African and African American experience in addition to emphasizing important concepts such as entrepreneurship, social advocacy and community building. Each session includes lesson plans, surveys and advanced instructor and student support.

Course topics include:
- April 20 – A virtual tour of the DuSable Museum
- April 27 – The Legend of Jean Baptiste Pointe DuSable and Early Chicago
- May 4 – Africa Speaks: Exploring Ghana through Artifacts
- May 11 – Red, White, Blue and Black: Blacks and the United States Civil War

For more information or to register your class, contact Jomo Cheatham at jcheatham@dusablemuseum.org, (773) 420-2723 or fax to (773) 947-0677, attention Illinois Amistad Academy. The deadline to register is April 3.

**In Brief**

**Curriculum Resources**

- Earth Day Network’s inaugural Climate Education Week is scheduled for April 18-25, and the network has developed an online toolkit for K-12 educators that provides climate science lessons, activities and videos that meet Common Core and Next Generation Science Standards. It also includes project ideas for Earth Day. For more information, visit www.climateeducationweek.org.
- The Congressional Medal of Honor Foundation’s Character Development curriculum uses the recorded oral histories of medal recipients and supporting lesson plans to incorporate the values of courage, commitment, sacrifice, patriotism, integrity and citizenship to educate middle and high school students. Information about the curriculum is available at www.cmohedu.org.

**Student Opportunities**

- The Illinois Heart Rescue Project invites Illinois high school students to write, edit, produce and upload to YouTube their own 90-second sudden cardiac arrest public service announcement (PSA). The purpose of this competition is to have students create fun and contemporary compression-only CPR videos. The videos will be judged on a local, regional and state level, and the top three will be posted on YouTube for the entire state to vote on the winner. The top video will be played at major sporting events in the Chicago area. Contest details are available at http://illinoishearthrescue.com/news/illinois-heart-rescue-sponsors-statewide-high-school-video-public-service-announcement-psa-competition/.
  The deadline for video submissions is April 15.

- Latino Art Beat has partnered with SPORTAMY, a youth sports-oriented website, to present the “What Sports Mean to Me” visual arts competition. Students can enter drawings or paintings in all media accompanied by a related essay of 350 words or less to compete for $1,000 (minimum) scholarship awards. Latino Art Beat is also offering its “2015 Youth Short Film Competition” to students under 21 who attend a high school or college in Illinois. Films must be original, with an original score and 15 minutes or less total running time. Film winners will qualify for scholarship support and screenings of their film. The deadline for all entries is May 25. No entry fees are required. For more information, contact Latino Art Beat at (773) 291-6901, visit www.latinoartbeat.com or contact SPORTAMY at essaycompetition@sportsmy.com.
- The Illinois Department of Natural Resources’ Division of Education’s Kids for Conservation®
program seeks photos, observations and stories/poems/artwork from Illinois youth under age 18. For more details, visit www.dnr.illinois.gov/outreach/kidsconservation/Pages/default.aspx.

**Educator Opportunities**

- The Association of Illinois Soil and Water Conservation Districts (AISWCD) is accepting applications for the 2015 Conservation Teacher of the Year award for both an elementary (grades K-8) and high school teacher in the state who make outstanding efforts to educate their students about conservation, environmental education and/or agricultural literacy. The application form and instructions are posted at http://www.aiswcd.org/programs/awards/. For more information, contact the AISWCD at (217) 744-3414 or gina.bean@aiswcd.org.

**Professional Development**

- Applications for the Illinois Renewable Energy for Schools Program summer workshop are due April 1. The free program is intended for K-12 STEM teachers and will be offered at two locations: Illinois State University on June 16 and Argonne National Laboratory on Aug. 5. For more information and to apply, visit http://renewableenergy.illinoisstate.edu/events/schools.shtml.
- The second annual Half Day Conference for School Nurses, sponsored by Advocate Children’s Hospital-Park Ridge, will take place from 7:30 a.m. to noon on April 15 at Advocate Lutheran General Hospital, 1775 Dempster St., in Park Ridge. The conference is free and will feature pediatric specialists discussing the latest information on management and clinical practices of medical issues typically seen in a school setting. Participants will receive 3.66 contact hours upon completion. Registration is required by calling (855) 312-KIDS by April 8. Use code # 8P27.
- The annual Illinois School Health Association conference is scheduled for April 10 at the Hyatt in Lisle. For more information and to register, visit http://ishaweb.com/state_conference.html.
- The 2015-16 ENTICE (Environment and Nature Training Institute for Conservation Education) workshop schedule for educators is posted at https://www.enticeworkshops.com. The workshops are designed with learning standards as their foundation, and targeted grade levels are listed in the descriptions. Professional development hours are available.
- The Coalition of Schools Education Boys of Color (COSEBOC) will convene its ninth annual Gathering of Leaders in Memphis, TN, on April 22-24. The University of Memphis is hosting the event, which will offer workshops led by district leaders who have prioritized their resources to support the educational achievement of their boys and young men of color. For more information and to register, visit http://coseboc.org/annual-gathering.
- Registration is open for Wired Wednesday Webinars, a unique collaboration that focuses on the Common Core State Standards in speaking and listening. The Illinois Reading Council has partnered with the Wisconsin State Reading Association to provide the webinars. All webinars begin at 7 p.m. For more information or to register, please visit www.illinoisreadingcouncil.org or call (888) 454-1341. Upcoming presenters include:
  - Matt Copeland: Facilitating Student Discussion with Socratic Circles on April 15.

**Employment Opportunities**

- Watch for vacancy lists and find instructions for applying on ISBE’s Human Resources webpage at http://www.isbe.net/hr/Default.htm.