

# Chicago Public Schools

## 6 Month Asbestos Surveillance

### 2018 - Fall

**School:** Ralph H Metcalfe Elementary Community Academy  
**Address:** 12339 S Normal Avenue

**Oracle Unit:** 31061  
**Region:** 06

**Building ID:** 3190  
**Mail Room:** 48

**CHECK HERE IF NO CHANGE TO ASBESTOS**

**Asbestos Surveyor:** Micou, Alan  
**Survey Date:** 1/10/2019  
**Email Address:** \_\_\_\_\_

A copy of the 2016/2017 notice to parents and staff regarding the asbestos management plan notifications was distributed via:  
 *Each child's backpack*   
 *Notice printed in school's newsletter*   
 *Notice printed in school's calendar*   
 *Other* |

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
01	Spray on Fireproofing	80600	SF	ALL BUILDING BEAMS AND CELINGS EXCEPT GYM		Surface	Yes	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

**VFT = Vinyl Floor Tile**  
**Friable = Can be crumbled, pulverized, or reduced to powder by hand pressure.**

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
04A	12"X12" CRÈME W/BEIGE SPECKS FLOOR TILE	36000	SF	1ST, 2ND, & 3RD FLOOR CLASSROOMS AND CORRIDORS, ENGINEERS OFFICE, LUNCHROOM, AUDITORIUM STAGE AND GYM OFFICE		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
04B	12"X12" CREAM W/ TAN SPECKS FLOOR TILE	1600	SF	MAIN OFFICE		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

**VFT = Vinyl Floor Tile**

**Friable = Can be crumbled, pulverized, or reduced to powder by hand pressure.**

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
04C	12X12 CREAM W/ BLACK DOTS	200	SF	STAIRS FROM 2ND TO 3RD FLOOR		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
05A	TAN CARPET MASTIC - NOT OBSERVED	6000	SF	LIBRARY		Miscellaneous	No		0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

**VFT = Vinyl Floor Tile**

**Friable = Can be crumbled, pulverized, or reduced to powder by hand pressure.**

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
05B	BROWN CARPET MASTIC - NOT OBSERVED	5300	SF	RMS 214, 216, 217		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
05C	BLUE CARPET MASTIC - NOT OBSERVED	0	SF	TEACHERS LOUNGE AND AUDITORIUM		Miscellaneous	No		0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

**VFT = Vinyl Floor Tile**

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
05D	ORANGE CARPET MASTIC - NOT OBSERVED	1000	SF	MAIN OFFICE		Miscellaneous	No		0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
06A	4" BROWN BASEBOARD	2200	LF	1ST,2ND, 3RD FLOOR CORRIDORS AND MAIN OFFICE		Miscellaneous					<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

**VFT = Vinyl Floor Tile**  
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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
06B	4" BLACK BASEBOARD	250	LF	TEACHERS LOUNGE AND ROOM DIRECTLY ACROSS FROM MAIN OFFICE		Miscellaneous					<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
06C	3" BROWN BASEBOARD	1800	LF	109,111,112,113,207,305,307,309,311, 312, 313, LUNCHROOM AND AUDITORIUM		Miscellaneous		None			<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
07	INSULATION IN FIRE RATED DOORS	25	EA	MECHANICAL AREAS AND CORRIDORS		TSI	No	None	100		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
08	12"X12" BROWN AND WHITE SPECKED FLOOR TILE	18000	SF	101-108, 110 ,201-206, 208-215, 216-217, 301-304, 306, 307, 308, 310, 312-314, 316, Main Office, 2nd Floor Corridor North End, Asst. Principal Office, Principal Office, Nurse Office and Security Office.		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
08A	4" TAN BASEBOARD	2400	LF	101-108, 110, 201-206, 208-213, 301-304, 306, 308, 310, 312 -314, 316 and Library		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
09A	12"X12" CREAM W/BEIGE SPECKS FLOOR TILE MASTIC	36000	SF	1ST, 2ND, & 3RD FLOOR CLASSROOMS AND CORRIDORS & ENGINEERS OFFICE		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
09B	12"X12" CREAM W/ TAN SPECKS FLOOR TILE MASTIC	1600	SF	MAIN OFFICE		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
09C	12"X12" Cream W/ Black Dots Floor Tile Mastic	200	SF	2nd Floor Main Stairway		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
10A	BROWN BASEBOARD MASTIC	2200	LF	1ST,2ND, 3RD FLOOR CORRIDORS AND MAIN OFFICE		Miscellaneous					<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
10B	BLACK BASEBOARD MASTIC	250	LF	TEACHERS LOUNGE AND ROOM DIRECTLY ACROSS FROM MAIN OFFICE		Miscellaneous					<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
10C	BROWN BASEBOARD MASTIC	5000	LF	109, 111, 112, 113, 207, 305, 307, 309, 311, LUNCHROOM AND AUDITORIUM		Miscellaneous					<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
11	DRYWALL COMPOUND	750	SF	THROUGHOUT BUILDING		Miscellaneous					<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
12	DRYWALL	4202	SF	THROUGHOUT BUILDING		Miscellaneous					<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
13	12"X12" White w/Gray Specks Floor Tile	580	SF	Teacher's Lounge & Room Across from Main Office		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
13A	LIGHT BROWN CARPET MASTIC	2500	SF	AUDITORIUM		Surface	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
14	Blue Carpet Adhesive	3300	SF	Library		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
15	Hard Fittings on Fiberglass	60	LF	Mechanical Areas 5, 3, 2, 1 (3rd Floor), Lobby Mechanical Area and Room 6 (1st Floor)		TSI	Yes	Loc	3		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
16	2 x 4 White Dotted Ceiling Tiles	60000	SF	Throughout School		Miscellaneous	Yes	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
17	Lab Tables	225	SF	Room 309 (Science Lab)		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
18	White Ceramic Tile Grout	2500	SF	Boys and Girls Washrooms on 2nd and 3rd Floors, Girls Washroom on 1st Floor, 2nd Floor Men's & Women and Office Toilets		Miscellaneous	Yes	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
19	White Ceramic Tile Adhesive	2500	SF	Boys and Girls Washrooms on 2nd and 3rd Floors, Gilrs Washroom on 1st Floor, 2nd Floor Men's & Women and Office Toilets		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
20	12 x 12 Pink with White Streaks Floor Tile	4800	SF	2005 Adjacent Building - Throughout		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
20M	12 x 12 Pink with White Streaks Floor Tile Mastic	4800	SF	2005 Adjacent Building - Throughout		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
21	Brown Linoleum	290	SF	2005 Building - Boys and Girls Washrooms		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
21M	Brown Linoleum Mastic	290	SF	2005 Building - Boys and Girls Washrooms		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
22	Drywall	9000	SF	2005 Building - Throughout		Miscellaneous	Yes	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
23	2 x 2 White Fissured Ceiling Tiles	7000	SF	2005 Building - Throughout		Miscellaneous	Yes	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
24	Tan Baseboard	1000	LF	2005 Building - Throughout		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2018 - Fall: No Change
Comments:

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HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
25	Tan Baseboard Adhesive	1000	LF	2005 Building - Throughout		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

HA No	Material Description	Material Quantity	Material Units	Material Location	Asbestos Type	Material Category	Friable	Damage Type	Damage Quantity	Damage Units	Change in Assessment Category
26	Brown Ceramic Tile Grout	650	SF	Kitchen		Miscellaneous	No	None	0		<input type="checkbox"/> YES   <input checked="" type="checkbox"/> NO

2016 - Fall: No Change
Comments:
2017 - Spring: No Change
Comments:
2017 - Fall: No Change
Comments:
2018 - Fall: No Change
Comments:

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*ALL LEA Responsibilities, for this school, will be met.*



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Robert Christlieb

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NOTICE TO PARENTS AND STAFF REGARDING THE  
ASBESTOS MANAGEMENT PLAN NOTIFICATION

School: Ralph H Metcalfe Elementary Community Academy  
Date: 1/10/2019

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This is to notify you in accordance with Illinois and Federal Asbestos Regulations, that a copy of the Asbestos Management Plan is available at each school during school hours by appointment. Requests to review the Asbestos Management Plan must be made at least 24 hours in advance.

Also please be advised that CPS conducts asbestos inspections of all Schools every three years. The last inspection was completed in 2016. Asbestos surveillances are conducted every six months.

CHECK ONE

- A copy of this notice was sent home in each child's backpack.
- A copy of this notice was printed in the school's newsletter and sent home with each child
- A copy of this notice was printed in the school's calendar and sent home with each child
- Other.
- 

A COPY OF THIS NOTICE MUST BE PLACED IN THE  
SCHOOL'S ASBESTOS MANAGEMENT PLAN.