

# Proviso Township High Schools

## Board of Education Regular Committee of the Whole Meeting

Tuesday, September 30, 2025

5:30 PM

Proviso East High School

807 S 1st Ave

Maywood , IL 60153

### AGENDA

#### BOARD OF EDUCATION MEMBER OATH OF OFFICE

**I, do solemnly swear** that I will faithfully discharge the duties of the office of member of the Board of Education of Proviso Township High Schools District 209, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

**I further swear** that:

**I shall respect** taxpayer interests by serving as a faithful protector of the School District's assets;

**I shall encourage** and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

**I shall recognize** that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

**I shall abide** by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.

**As part of the Board of Education**, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;

**I shall foster** with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Proviso Township High Schools District 209;

**I shall assist** in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

**I shall strive** to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

**I shall serve** as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Proviso Township High Schools District 209; and

**I shall strive** to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

**EXECUTIVE SESSION 5:30 PM**

**OPEN SESSION 6:30 PM**

1. Call to Order
2. Establish Quorum
3. Retire to Executive Session
  - A. Litigation, when an action against, affecting or on behalf of the particular public body. 5 ILCS 120/2(c)(11).
  - B. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the public body or legal counsel for public body. 5 ILCS 120/2(c)(1).  
(closed session): Matters related to individual students per Section 2(c)(10)
  - C. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees 5 ILCS 120/2(c)(2).?
  - D. Matters related to individual students per Section 2(c)(10)
4. Reconvene the Regular Meeting
5. Pledge of Allegiance
6. Public Comments
7. Discussion Items
  - A. Policy Items
    - a) Update on Naming Policy
    - b) Progress update on the addition of Student Board Members
  - B. Finance Items

a) Budget Update

C. Facility Items

- a)
- b) Proviso West Fieldhouse track sports lines repainting
- c) Proviso East concrete curb replacement
- d) Proviso East/West scanner machines
- e) Proviso West corridor lighting upgrades
- f) District 209 emergency evacuation chair
- g) ADA stairwell lifts
- h) FCC Cybersecurity Pilot Program Funding Decision –Mindsight/ UncommonX

D. Educational Services Items

- a) Update on the Proviso Instructional Framework
- b) Update on District Discipline Procedures
- c) AP Testing Fees
- d) Triton Dual Degree Program for School Year 2026-2027
- e) Triton Dual Enrollment Program for School Year 2026-2027
- f) Voucher Meal Card Purchase for Dual Degree and Dual Enrollment for School Year 2026-2027
- g) Certiport Licensing Purchase for Career Technical Education

# BOARD OF EDUCATION COMMITTEE OF THE WHOLE MEETING

September 30, 2025





# Executive Session





# Public Comments





# Policy Items





# Update on Naming Policy

- Draft sent to members for feedback
- Tentative date of 10/13 to discuss and finalize proposed policy language
- Policy presented to the Board on the following dates
  - 1<sup>st</sup> Reading - October 14<sup>th</sup>
  - 2<sup>nd</sup> Reading - November 11<sup>th</sup>
  - Approval – December 9<sup>th</sup>





# Student Board Members

- Under Illinois law (105 ILCS 5/10-10), a board of education *may* appoint a student to the board in an advisory capacity, but such a student cannot vote or attend closed (executive) sessions.
- Draft a Policy: the policy should define: eligibility criteria term length, selection process, roles/responsibilities, orientation, rights, interaction with closed sessions, removal/vacancy procedures.
  - 1<sup>st</sup> Reading - October 14<sup>th</sup>
  - 2<sup>nd</sup> Reading - November 11<sup>th</sup>
  - Approval – December 9<sup>th</sup>
- Student Selection – Each school's Student Council will select a member.
- Leadership training will be provided to student members





# Finance Items





# Budget Update – Tax Levy

- Levy request: **\$78.6M** (↑ 2.9% from 2024 extension)
- Captures maximum allowable growth under **CPI (2.9%)** & new taxable property
- Major allocations:
  - Education Fund: \$60.1M
  - Operations & Maintenance: \$12.0M
  - Transportation: \$5.0M
- Supports fund balance reserve targets, staffing, programming, and facility needs







# Budget Update – Tax Levy

## Impact to Taxpayer

- Based on a **\$300,000** market value home
- Limited funds levy  $\uparrow$  **2.9%**
- Estimated annual increase: **\$52** (~\$4.33/month)
- Homes above/below \$300,000 adjust proportionally
- Balances **district financial stability** with **minimal taxpayer impact**



# Transportation Update Bus Route Ridership



## Proviso East AM Bus Ridership

	Students
100 PE-1	28
116 PE-2	26
223 PE-3	10
194 PE-4	30
174 PE-5	15
281 PE-6	31
128 PE-7	28
136 PE-8	40
183 PE-9	30
95 PE-10	16
122 PE-11	32
131 PE-12	38
130 PE-13	24
<b>Total Assigned</b>	<b>348 riding 2,013</b>

## Proviso West AM Ridership

	Students
87 PW-1	38
107 PW-2	52
96 PW-3	48
76 PW-4	38
107 PW-5	28
127 PW-6	42
75 PW-7	33
176 PW-8	20
149 PW-9	35
76 PW-10	24
73 PW-11	23
85 PW-12	22
108 PW-13	33
84 PW-14	32
91 PW-15	20
126 PW-16	41
116 PW-17	32
77 PW-18	35
83 PW-19	23
131 PW-20	36
81 PW-21	26
94 PW-22	20

## PMSA AM Bus Ridership

	Students
169 PMSA-1	27
139 PMSA-2	23
159 PMSA-3	45
132 PMSA-4	39
179 PMSA-5	46
126 PMSA-6	19
154 PMSA-7	28
90 PMSA-8	15
<b>Total Assigned</b>	<b>242 riding 1,148</b>

EAST

WEST

PMSA

**Total Assigned 348 riding 2,225**





# Transportation Metric Success Rate

## Transportation Success Rate:

Proviso conducts morning random field observation visits daily to ensure bus routes are operating on time and to respond proactively to parent-reported transportation concerns.

During the first five weeks of the school year, **First Student** experienced recurring morning late arrival to stops: (driver error or traffic)

- Several (8) bus routes late to stops Proviso East ( 8 to 10 minutes)
- Several (3) late arrival to the bus stop ( 8 to 10 minutes) routes at Proviso West
- One overcrowded bus serving PMSA 5 (short term remedy shift student to bus 6 long term remedy to hiring and train another driver to include PMSA 5a and PMSA 5b)

To support timely response to concerns, the **Transportation Manager** uses **RingCentral AI** when not available to answer to record voice mail to review and follow-up when a parent leaves a message, the manager listens to the recording and follows up with a return call if the parent doesn't leave a message.

In **August alone**, approximately **150 calls** were logged August 14-29, 2025 roughly 12 school days

If the Transportation Manager is unable to answer a call in real time—due to being in the field or on another call—**RingCentral automatically sends an email with the voicemail message**, allowing for timely follow-up even when away from the desk.



# Transportation Success Metric



Proviso defines **transportation success** through a **Service Level Agreement (SLA)**, guided by clear performance expectations and continuous communication with **First Student** via email, phone, and in-person meetings.

## Key SLA Performance Metrics

- **Route Reliability:** All scheduled routes must operate consistently and without major deviation.
- **On-Time Arrival:** Buses are expected to arrive at schools and stops on time exception inclement weather, traffic .
- **Driver Professionalism:** Drivers are expected to demonstrate courtesy, safety, and appropriate conduct at all times.

## Training & Communication Initiatives

- **Institute Day Training:** Proviso coordinates customer service and safety training for both **First Student** drivers and internal Proviso drivers during Institute Day.
- **Monthly Scheduled Meetings:** Regular **Microsoft Teams meetings** are held with representatives from both Proviso and First Student to review service performance and address questions or concerns (Q&A).

## Parent Communication & Tools

- **First-View App Access:** Parents can find information about the **Student/Parent FirstView App** on the D209 website under the **Transportation** link.
- **First-View Demo Video:** Proviso is currently collaborating with the **IT Department** to develop a tutorial video to help parents and students navigate and use the app effectively.

## Transportation Opt-In/Out

- The **opt-in/opt-out transportation policy** is still under review and pending final determination.

## Issue Documentation & Reporting Process

- **Student-Related Transportation Issues:**
- All incidents involving students are reported to **building and administrative staff** for appropriate action.
- **Documentation & Archiving:**
- Relevant communications (emails), voicemails, and **bus video/audio footage** are archived securely on the **D209 OneDrive** system to ensure transparency and accountability.





# Proviso West fieldhouse track lines repainting

- Support day-to-day PE instruction, track practice, and competitions.
- Ensure fairness by clearly showing exact distances and lanes.
- Promote safety and organization so students know where to run or walk.





# Proviso East concrete curb replacement

- Curbs serve as a boundary between circle drive traffic, sidewalks, and landscaped areas.
- Help manage drainage by directing water flow toward storm drains.
- Protect pedestrians by providing a physical barrier between walkways and vehicle traffic.
- Provide structural support to pavement edges, preventing erosion and surface damage.



# Proviso East/West scanner machines



- Bag conveyor scanners quickly and efficiently screen bags and personal items for security.
- Detect prohibited or dangerous items (e.g., vape devices, weapons, unapproved liquids, contraband) using X-ray or similar imaging.
- Enhance safety by preventing harmful items from entering the school.
- Support smoother entry during school hours and events.





# Proviso West possible corridor lighting upgrades

- Upgrade aging lighting fixtures and inconsistent ceilings at Proviso West.
- Improve lighting quality to create a brighter, safer, and more comfortable environment.
- Replace discolored and damaged ceilings to enhance appearance and structural integrity.
- Support a better overall learning and working environment for students and staff.



# District 209 emergency evacuation chair



- Assist in safely and quickly evacuating individuals with mobility challenges during emergencies.
- Provide support in buildings with stairs or difficult evacuation routes.
- Enable staff to transport students, staff, or visitors using wheelchairs or with injuries/impairments.
- Ensure everyone can exit safely and efficiently during fire drills, lockdowns, or real emergencies.





## ADA stairwell platform lifts

- Ensure all students, staff, and visitors have equal and safe access to all building areas.
- Support compliance with the Americans with Disabilities Act (ADA).
- Improve daily accessibility for individuals with physical challenges.
- Demonstrate the district's commitment to inclusion, dignity, and safety for everyone on campus.



# FCC Cybersecurity Pilot Program Funding Decision – Mindsight/UncommonX



- Approximately 700 schools, libraries, and consortia were selected to receive up to \$200 million over a three-year period.
- Proviso was awarded \$187,925.00 over a three-year period for cybersecurity services.
- Cybersecurity Pilot Program RFP has been posted as of 7/31/2025 focused on MDR and SOC.
- Mindsight/UncommonX scored highest and is recommended for approval.
- Pricing & Term:
  - Term: 36 months
  - One-time Rapid Deployment Fee: \$4,000
  - Professional Services (Project): \$81,281
  - Net Monthly Cost: \$6,368.92
  - Total 3-Year Cost: \$229,281





# Bathroom Doors

- Fire code does not allow bathroom doors to be propped
- Propping doors open with wedges can damage the doors
- Legal advised it is permissible
  - Ensure all stalls have doors
  - Urinals are not viewable





# Educational Services Items





# Update on the Proviso Instructional Framework



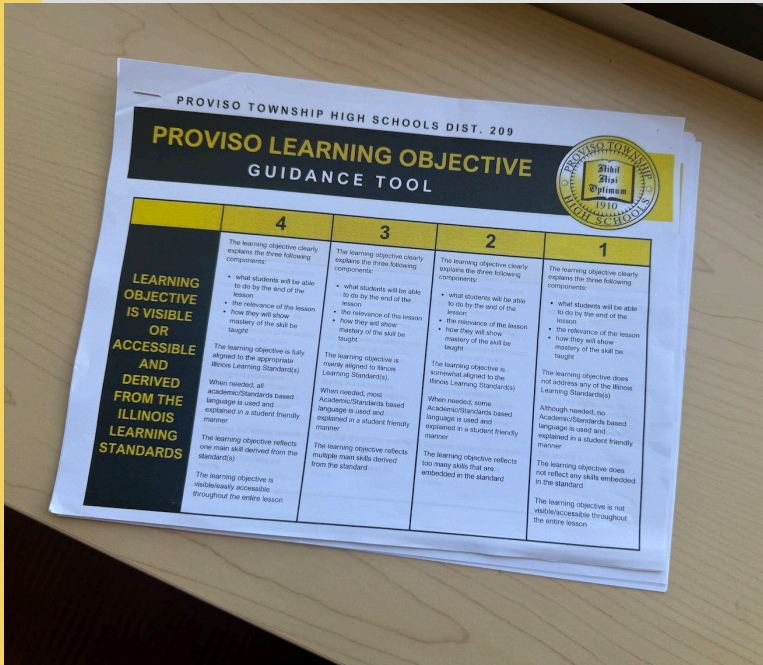
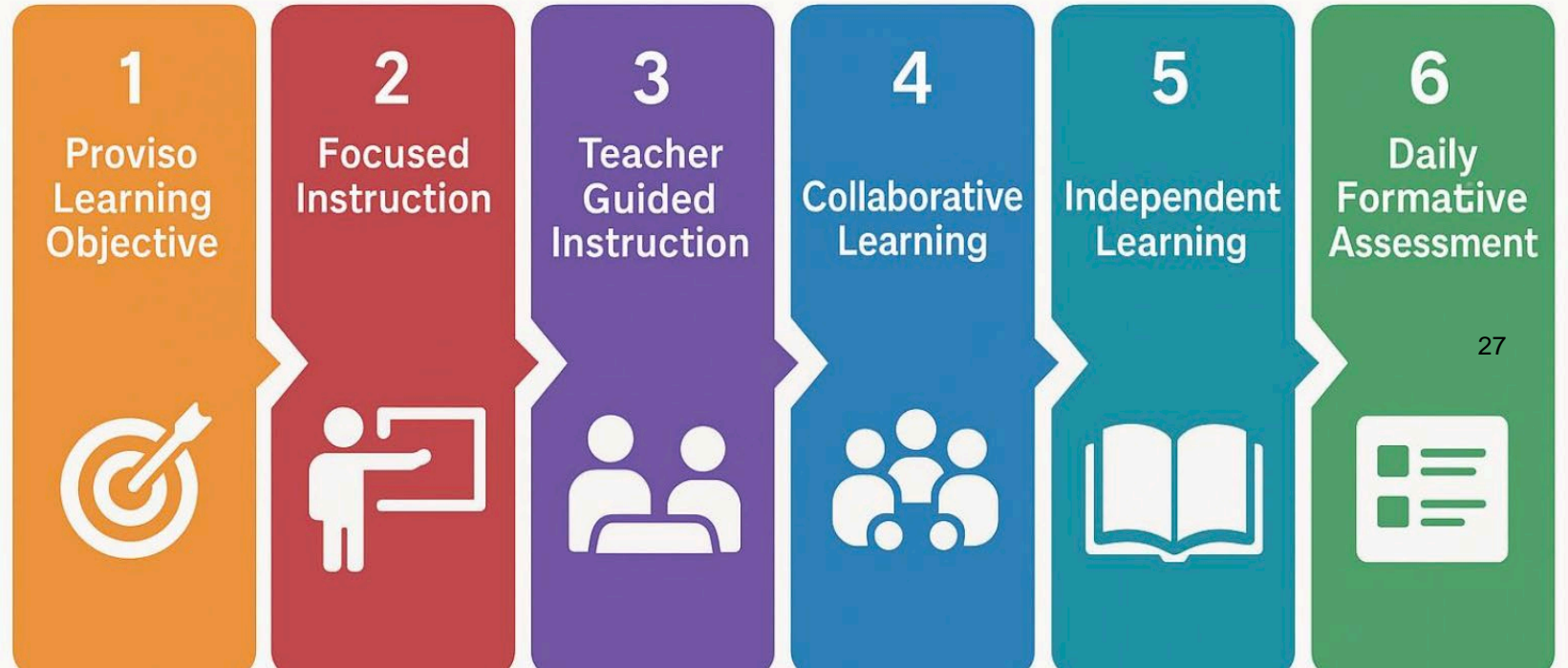
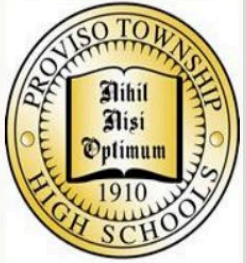


# Session Outcomes

- Teachers will discuss clear, standards-aligned learning objectives using Illinois Learning Standards.
- Teachers will design success criteria and formative assessments that align with Webb's Depth of Knowledge Levels and promote measurable student learning.
- Teachers will connect instructional planning to the Focused Instruction phase of the Gradual Release of Responsibility Framework.

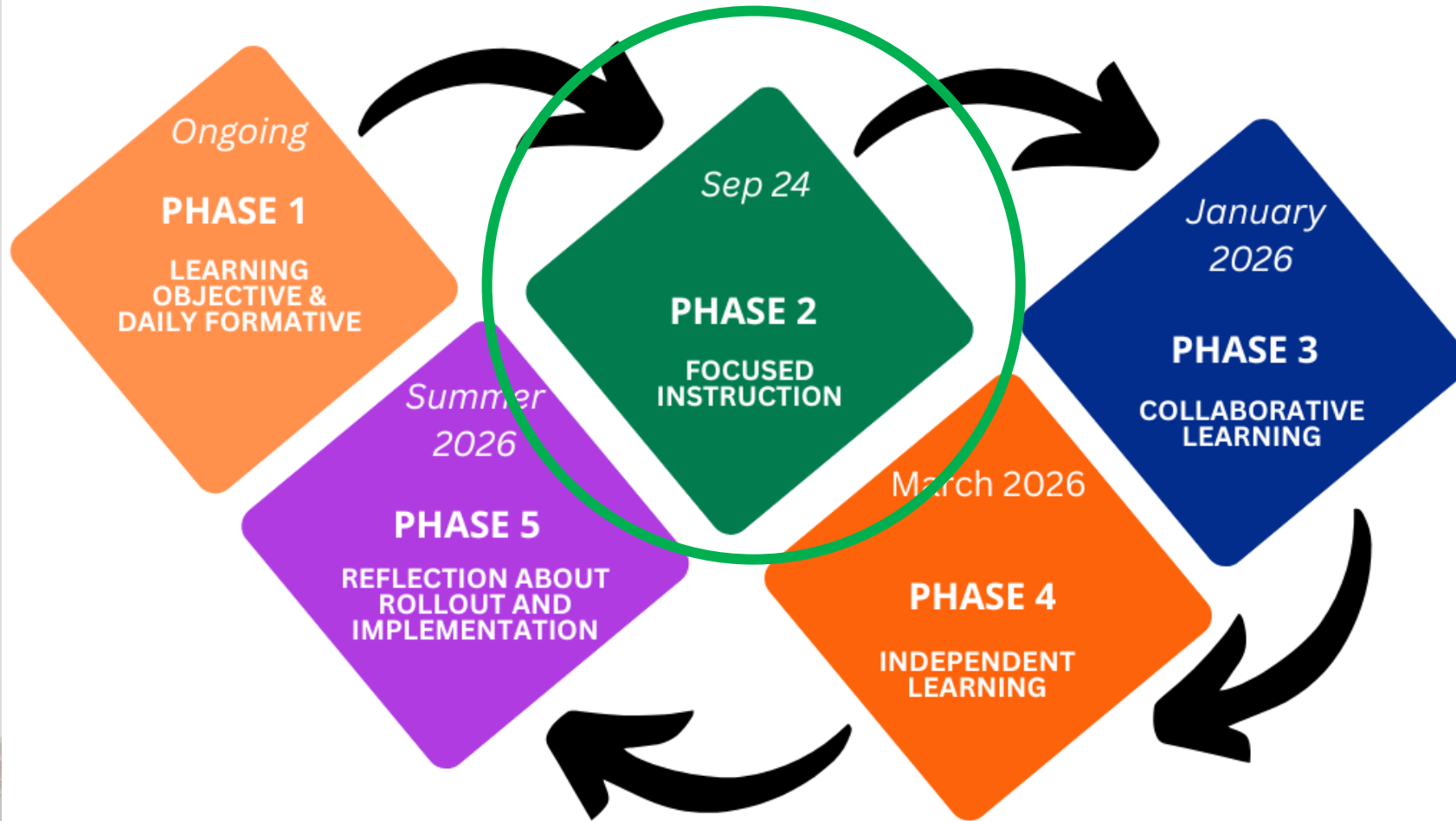


# Gradual Release of Responsibility





# PROVISO GUIDANCE TOOL





# The Value of Focused Instruction



"Focused instruction is not the time when a teacher simply tells students things, - in fact, there's no time in teaching when 'just telling' is enough. **The key to quality teaching is explaining. Students need an explanation of their teachers' cognitive processes and metacognitive thinking.** Focused instruction is a way for learners to encounter both the content and the internal thinking and decision making that occur as **experts share their cognitive processes.**"

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Fisher and Frey, 2021

# THE TEACHER MAKES THE THINKING PROCESS VISIBLE

4 out of 4 are observed:

- Teacher models expert thinking by verbalizing a think-aloud unpacking steps needed for students to practice
- Teacher establishes or uses an anchor or process chart that remains visible/accessible throughout the lesson
- During this stage, students are attentive. Technology use is limited to instructional purposes only
- The teacher activates prior knowledge.

## Proviso Focused Instruction





**THE  
TEACHER  
USES AN  
ANCHOR OR  
PROCESS  
CHART THAT  
REMAINS  
VISIBLE OR  
ACCESSIBLE  
FOR THE  
STUDENTS**

3 out of 3 are observed:

- The anchor/process chart reflects the instructional focus or goal
- The anchor chart/process chart incorporates academic vocabulary
- Illustrates a concept, skill, or process to aid in understanding and achieving the learning objective

# Proviso Focused Instruction





**THE TEACHER  
ACTIVELY MODELS THE  
STRATEGY IN ACTION,  
DEMONSTRATING  
EACH STEP OF THE  
PROCESS WHILE  
DOCUMENTING THEIR  
THINKING TO MAKE  
THE LEARNING  
PROCESS  
TRANSPARENT AND  
ACCESSIBLE**

3 out of 3 are observed:

- The model created by the teacher remains visible or accessible for students during the other stages of the lesson
- The teacher's thinking process/strategy is evident in the model
- The model aligns with both the instructional objective/goal and the activities in which students will be engaged

# Proviso Focused Instruction

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**THE STUDENTS ARE  
ACTIVELY LISTENING  
AND ENGAGED IN THE  
LEARNING PROCESS**

All students are actively listening, engaged in thinking and are respectful of the learning environment.

**Proviso  
Focused<sup>33</sup>  
Instruction**







# Social Studies (U.S. History)

Standard: *ISBE SS.H.4.9-12*

*“Analyze how people’s perspectives influenced historical events and decisions.”*

☐ Verbs (cognitive actions): Analyze, influenced

☐ Nouns (concepts/skill): People’s perspectives, historical events, decisions

**Recall**      **Skill/Concept**      **Strategic Thinking**      **Extended Thinking**

Level One Activities	Level Two Activities	Level Three Activities	Level Four Activities
<p>Recall elements and details of story structure, such as sequence of events, character, plot and setting.</p> <p>Conduct basic mathematical calculations.</p> <p>Label locations on a map.</p> <p>Represent in words or diagrams a scientific concept or relationship.</p> <p>Perform routine procedures like measuring length or using punctuation marks correctly.</p> <p>Describe the features of a place or people.</p>	<p>Identify and summarize the major events in a narrative.</p> <p>Use context cues to identify the meaning of unfamiliar words.</p> <p>Solve routine multiple-step problems.</p> <p>Describe the cause/effect of a particular event.</p> <p>Identify patterns in events or behavior.</p> <p>Formulate a routine problem given data and conditions.</p> <p>Organize, represent and interpret data.</p>	<p>Support ideas with details and examples.</p> <p>Use voice appropriate to the purpose and audience.</p> <p>Identify research questions and design investigations for a scientific problem.</p> <p>Develop a scientific model for a complex situation.</p> <p>Determine the author’s purpose and describe how it affects the interpretation of a reading selection.</p> <p>Apply a concept in other contexts.</p>	<p>Conduct a project that requires specifying a problem, designing and conducting an experiment, analyzing its data, and reporting results/solutions.</p> <p>Apply mathematical model to illuminate a problem or situation.</p> <p>Analyze and synthesize information from multiple sources.</p> <p>Describe and illustrate how common themes are found across texts from different cultures.</p> <p>Design a mathematical model to inform and solve a practical or abstract situation.</p>



# Example – English Language Arts (Grade 10)

- **Standard (CCSS.ELA-LITERACY.RL.9-10.2):**  
“Determine a theme or central idea of a text and analyze in detail its development over the course of the text, including how it emerges and is shaped and refined by specific details.”
- **Learning Objective:** *Students will be able to analyze how two authors present similar themes differently.*
- **Success Criteria:**
  - Identify at least one theme accurately in both texts.
  - Use at least two pieces of textual evidence from each source.
  - Explain clearly how the authors’ approaches are similar or different.
  - Use academic vocabulary such as *theme, perspective, author’s purpose.*





## Proviso Learning Objective

Students will be able to analyze how two authors present similar themes differently **in order to explain how authors' choices shape meaning** by identifying at least one theme in both texts.

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# Designing Daily Formative Assessments



# Process

# English Language Arts (Grade 10)



## 1. Identify the Standard

CCSS.ELA-LITERACY.RL.9-10.2:

*Determine a theme or central idea of a text and analyze in detail its development over the course of the text.”*

## 2. Identify the Learning Objective

Students will be able to analyze how two authors present similar themes differently.

## 3. Define Success Criteria

*How can mastery look like? Here are my success criteria:”*

- Identify at least one theme in both texts.
- Use at least two pieces of textual evidence per text.
- Explain how the authors’ approaches are similar or different.
- Use academic vocabulary like *theme* and *author’s purpose*.

## 4. Draft the Proviso Learning Objective

Students will be able to analyze how two authors present similar themes differently **in order to explain how authors’ choices shape meaning by identifying at least one theme in both texts.**

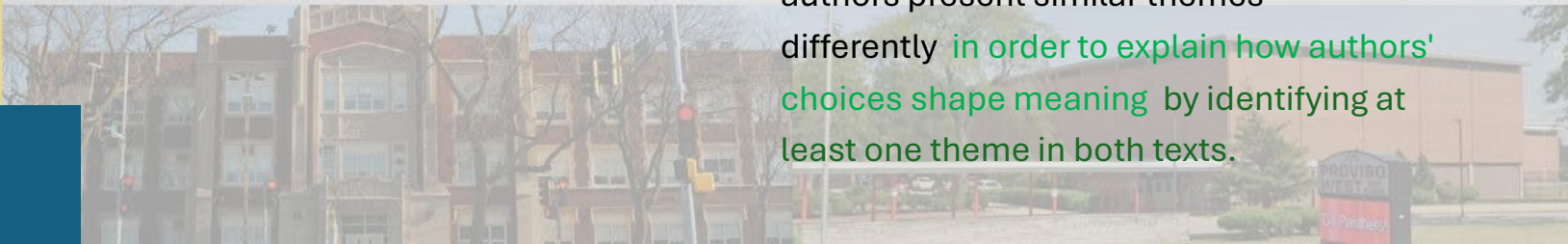
## 5. Create the Formative

“My objective uses the verb **analyze**, which is higher-order thinking. That means my formative can’t just be multiple-choice—it has to require analysis. Here’s a quick exit ticket I might use:”

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### Exit Ticket Prompt:

“List one theme that appears in both texts. Then write 3–4 sentences explaining how each author develops that theme differently. Use at least one piece of evidence from each text.”



# Alignment to Focused Instruction





**THE  
TEACHER  
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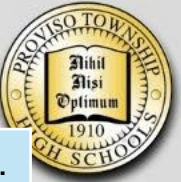
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# English Language Arts (Grade 10)



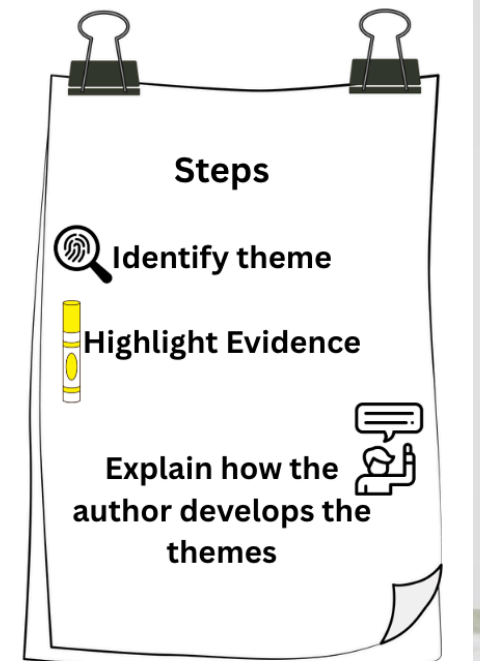
CCSS.ELA-LITERACY.RL.9-10.2: *Determine a theme or central idea of a text and analyze in detail its development over the course of the text.*

Students will be able to analyze how two authors present similar themes differently **in order to explain how authors' choices shape meaning by identifying at least one theme in both texts.**

“List one theme that appears in both texts. Then write 3–4 sentences explaining how each author develops that theme differently. Use at least one piece of evidence from each text.”

## • Think-Aloud + Partner Practice (with Anchor Chart)

- Teacher models analysis of a short passage, underlining evidence.
- On the **anchor chart**, record the process in steps:
  - Identify theme
  - Highlight evidence
  - Explain how the author develops the theme
- Students then try the same with a new passage in pairs, referencing the anchor chart for steps.



# Proviso Department Learning Cycle

## Reflect & Future Plan

Reflect on the cycle, its impacts on your practice, and ways to continue utilizing the strategy moving forward.

## Feedback & Refinement

Use observation opportunities, review of teacher and student work, etc. to continue strengthening implementation of the instructional strategy



## Learn & Set Goals

Dive into an instructional strategy, discuss with peers, and create a goal for using the strategy in your classroom.

## Study & Plan

Reflect on your current use of the strategy, use the guidance tool and other resources to plan for implementation of the strategy and collection of relevant data

## Implement

Incorporate the instructional strategy into your practice and begin collecting relevant data.



# Update on District Discipline Procedures





# What is the purpose of discipline?

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# Updated Student Code of Conduct

- At Proviso Township High Schools District 209, we are committed to cultivating a learning environment where every student feels safe, respected, and empowered to succeed. Our Code of Conduct is grounded in the belief that discipline should be educational, equitable, and supportive of student growth.
- In accordance with Senate Bill 100, this guide reflects our responsibility to implement fair and developmentally appropriate responses to student behavior. It ensures that disciplinary practices are transparent, consistent, and aligned with students' rights to due process and access to education. While exclusionary discipline may be used when necessary, our focus remains on proactive interventions, restorative strategies, and collaborative problem-solving.





# Processing Teacher Referrals

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# Teacher Referrals

- Use the District Intervention Guide as a **resource** as you process teacher referrals.
- Note: Discipline must be individualized. Therefore, this resource is not to be as a "one size fits all." Zero Tolerance is no longer a practice in Illinois





# Teacher Referrals

- Always attempt to process teacher referrals as soon as possible.
- It is the responsibility of the Dean or AP to complete all the necessary documentation aligned with processing the referral including: documenting in PS, communicating with parent and teacher, etc.





# Responding to Major Disruptions to the Learning Environment

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# Process for Responding to Major Disruptions to the Learning Environment



1. Make the Situation Safe/De-escalate
2. Investigate – witness statements & due process
3. If considering exclusionary discipline, ensure that proper procedures have been followed and that the offence meets the legal criteria for excluding a student
4. Complete documentation in PowerSchool
5. Create a suspension notification letter using counsel-approved district template
6. Communicate with District Office, Parents, Teachers, Counselor & Social Worker
7. Take steps to prevent additional harm/repeat offences
8. Provide virtual support via check-in each day of the suspension
9. Hold a re-entry meeting & continue check-ins





# AP Testing Fees

- **Equitable Access to College Credit:** District will cover AP exam fees to ensure all students can access rigorous, college-level assessments.
- **Strong Student Participation:** 1,666 exams taken in 2025, with an 87% testing rate across the district.
- **Improved Outcomes Across Schools:**
  - **Proviso East:** % scoring 3+ increased from 15.2% (2024) to **27.4%** (2025)
    - 80.26% Growth
  - **Proviso West:** Increased from 17.6% to **30.7%**
    - 74.4% Growth
  - **PMSA:** Increased from 46.4% to **59.6%**
    - 28.4% Growth
- **Budgeted Investment:** Estimated cost of **\$148,680** before fee reductions; funded through local district resources.





# Triton Dual Degree Program for School Year 2026-2027

- **Program Expansion: Increasing enrollment from 28 to 42 students** to meet growing demand and expand early college access across all campuses.
- **Dual Diploma Advantage: Students graduate with both a Proviso high school diploma** and an **Associate of Science degree** from Triton College.
- **Investment in Equity & Readiness**
  - **\$285,134** total program cost (Year 1 + Year 2 cohorts)
  - Provides rigorous, tuition-free college coursework to historically underserved students.
- **Strategic Growth: 18 Proviso teachers** are applying for credentialing to deliver more Triton dual credit courses in-house; long-term goal includes offering the full program on-site at PMSA.





# Triton Dual Enrollment Program for School Year 2026-2027

- **Expanded College & Career Access: Program offers stackable credentials and college credit** for students in both CTE and general education pathways.
- **Course Offerings at Triton Career Academies:** Nursing, Dental Assistant, Sports Conditioning, Physical Therapy, Criminal Justice, Firefighting, Welding, Education, and HVAC.
- **Enrollment Growth & Investment**
  - Enrollment increased from **30 students (SY24–25)** to **99 students (SY25–26)**
  - **Estimated cost: \$95,400** for approx. 120 students
- **Covers Fall, Spring, Summer I & II sessions**
- **5Essentials Alignment – Ambitious Instruction:** Dual enrollment coursework engages students in rigorous, college-aligned learning that builds real-world skills and supports future readiness.



# Voucher Meal Card Purchase for Dual Degree and Dual Enrollment for School Year 2026-2027



- **Purpose:** Provides free breakfast and lunch to students attending **Triton College** for Dual Degree and Dual Enrollment, ensuring nutritional equity with peers on campus.
- **Equity-Focused Solution:** Meal delivery is not feasible due to varying Triton schedules. Pre-paid vouchers allow students to eat in the Triton cafeteria without using personal funds.
- **Who Benefits**
  - 42 Dual Degree students
  - 120 Dual Enrollment students
- **Estimated Cost:** Up to **\$1,600 per student**, with a total projected cost of **\$259,200**, funded through the **CTE and Early College Office**.





## **Certiport Licensing Purchase for Career Technical Education**

- **Expanding Credentialing Access: Licenses provide students access to online curriculum, practice tests, and industry-recognized certifications** in high-demand career pathways.
- **Certifications Offered**
  - **Adobe • AutoDesk • QuickBooks • Microsoft Office Specialist • IT Specialist • Digital Literacy • Communication Skills for Business • Entrepreneurship & Small Business**
- **Equity & Impact: Ensures students at all campuses, including Proviso East, West, and PMSA, can earn stackable credentials** that enhance employability and college readiness.
- **Total cost = \$47,333**
  - Proviso East: \$14,179
  - Proviso West: \$33,154
  - PMSA uses shared licensing to reduce additional cost.





# **Upcoming Items to be Approved at the October 14, 2025 Meeting of the Board of Education**

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# Graduation Ceremony at UIC

- **Date & Location Confirmed:** Graduation set for **Saturday, May 23, 2026**, at the **UIC Credit Union 1 Arena**.
- Will include Keynote speakers at each ceremony
- **Equity & Accessibility:** UIC offers ample seating, central location, and we provide live translation services to ensure equitable access for families.
- **Consistent, High-Quality Experience:** Continues successful partnership with UIC, reducing logistical stress and supporting a professional, celebratory environment.
- **Financial:** Total cost of **\$50,500** aligns with past ceremonies and is funded through the district budget.





# Academic Program and Course Catalog Updates

- **No Major Program Changes for 2026–2027:** To ensure quality planning and alignment with an accelerated course selection timeline, no new courses will be introduced this year.
- **Looking Ahead to SY28:** A structured stakeholder engagement process will launch by December 2025 to explore new course offerings for the 2027–2028 school year.
- **IB Diploma Programme Phase-Out:** All IB courses and references have been removed from the catalog and will be archived in PowerSchool beginning SY27.
- **Curriculum Streamlining:** Updates include course description revisions, elimination of low-enrollment courses, and alignment with ISBE graduation requirements and 2023 Curriculum Management Audit recommendations.





# PTU MOA – Dungeons and Dragons Club





# Administrators' and Special Payroll Employees Employment Contracts





# Personnel Report





# Old Business





# New Business





# PTHS BOARD OF EDUCATION



**JENNY BARBAHEN**  
PRESIDENT



**ROLANDRA MORRIS**  
VICE PRESIDENT



**EBONY "NICKI" SMITH**  
SECRETARY



**WILLIAM FISHER**  
BOARD MEMBER



**SANDRA HIXSON**  
BOARD MEMBER



**NICOLE "MOLLY" MOLINARO**  
BOARD MEMBER



**DAVID OCAMPO**  
BOARD MEMBER



8. Upcoming Items to be Approved at the October 14, 2025 Meeting of the Board of Education

- a) Graduation Ceremony at UIC Contract
- b) Approval of Academic Programs and Course Catalog Updates for 2026-2027
- c) PTU Memorandum of Agreement Regarding Addition of Dungeons & Dragons Club as an Activity Club
- d) Administrators' and Special Payroll Employees' 2025-2026 Employment Contracts

9. Approval of Personnel Report

67

A. Approval of Hiring of Administrative, Licensed and Non-Certified Staff, Approval of Transfers of Employees, Approval of Resignation and/or Terminations of Employees, Approval of Stipend and/or Extra-Duty Employment and Approval of Employee Leaves

# **ACTION ITEM – PERSONNEL REPORT**

*Updated 9.30.25*

Below you will find a list of recommended candidates that must be approved by the BOE before a contract or official agreement is legally binding. Pursuant to 105 ILCS 5/24-14, the Board reserves the right to rescind acceptance of certified staffs' mid-year resignation, in the event the certified employee accepts a position at a K-12 school during SY 24.

## **September 30, 2025 - Personnel Report**

### **I. Proviso Teacher Union**

#### **A. Employment - Proviso Teacher Union**

- |                                |  |
|--------------------------------|--|
| <b>1.) Gamino, Alexander D</b> | <b>ESL Mathematics Teacher, West</b>   |
| Effective Date:                | October 13, 2025                       |
| Compensation:                  | \$66,788.00                            |
| Experience:                    | Step 1, MA                             |
| Replacing:                     | VACANCY (FY26 Budgeted)                |
| <b>2.) Klisiewicz, Kelly L</b> | <b>Special Education Teacher, West</b> |
| Effective Date:                | October 13, 2025                       |
| Compensation:                  | \$70,251.00                            |
| Experience:                    | Step 4, MA                             |
| Replacing:                     | VACANCY (K Morrow)                     |

### **II. Support Staff Union**

#### **A. Resignation - Support Staff Union**

- |                          |                                   |
|--------------------------|-----------------------------------|
| <b>1.) Simon, Serena</b> | <b>Security (Full-Time), East</b> |
| Resignation Date:        | September 11, 2025                |

#### **B. Reversal of Approval - Support Staff Union**

- |                                 |  |
|---------------------------------|--|
| <b>1.) Mondragon, Stephanie</b> | <b>Grade Level II: Administrative Assistant II, East</b> |
| Board Approval Date:            | September 9, 2025  |
| Reversal Effective Date:        | September 9, 2025  |
| Reason:                         | <i>Recinded acceptance after BOE approval</i>            |

### **III. Special Payroll**

#### **A. Employment - Administration**

1.) <b>Johnson, Toni</b>	<b>Coordinator of Dual Credit, Dual Degree, and Advanced Placement, District</b>
Effective Date:	October 15, 2025
Compensation:	\$115,000.00
Replacing:	VACANCY (FY26 Budgeted)

**B. Resignation - Special Payroll**

1.) <b>Moon, Dejuan A</b>	<b>Coordinator II - Student Information System, District</b>
Resignation Date:	October 3, 2025

**IV. Stipend**

**A. Proviso East Stipend**

1.) <b>Boyce, Donald</b>	<b>Boys Basketball - Varsity Head Coach, East</b>
Compensation:	\$8,634.71
2.) <b>Baker Sr, Eddie</b>	<b>Boys Wrestling - Varsity Head Coach, East</b>
Compensation:	\$8,429.64
3.) <b>Robinson, Noelle P</b>	<b>Girls Basketball - Varsity Head Coach, East</b>
Compensation:	\$8,634.71
4.) <b>Johnson, Diana K</b>	<b>Girls Wrestling - Varsity Head Coach, East</b>
Compensation:	\$8,429.64
5.) <b>Mobley, Launa P</b>	<b>Competitive Cheerleading - Varsity Head Coach, East</b>
Compensation:	\$8,233.46
6.) <b>Barker-McCottrell, Peaches C</b>	<b>Competitive Dance - Varsity Head Coach, East</b>
Compensation:	\$5,136.02
7.) <b>Jeffers, Othys</b>	<b>Weight Training Coach, East</b>
Compensation:	\$6,687.53
8.) <b>Mobley, Launa P</b>	<b>Cheerleaders, East</b>
Compensation:	\$6,285.81
9.) <b>James, Asia D</b>	<b>Dance Assistant (Cheerleading), East</b>
Compensation:	\$3,017.27

## **B. Proviso West Stipend**

- |   |   |
|---|---|
| <b>1.) Silmon, Jala L</b><br>Compensation:    | <b>Dance Assistant (Pantherettes), West</b><br>\$3,017.27 |
| <b>2.) Braxton, Summer M</b><br>Compensation: | <b>Student Fellowship Sponsor, West</b><br>\$2,658.69     |





**FY25 Employee Count Report - September 30, 2025**





**PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209**

*Office of Human Resources*





<b>KEY:</b> Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval				
	Head Count					Allocations				Vacancies						East	West	PMSA	District

<b>Special Payroll</b>																			
<i>Office of the Superintendent</i>																			
Superintendent of Schools				1	1				1					0					Mohip, Krish
Deputy Superintendent of School Improvement				1	1				1					0					Kirmes, Jennifer L
Deputy Superintendent of Operations				1	1				1					0					Alvarez, Elizabeth
Deputy Superintendent of Academics				1	1				1					0					Aschoff, Alexander S
Deputy Superintendent of Finance				1	1				1					0					Watson-Hill, Deborah
Executive Assistant - Superintendent's Office and Board of Education				1	1				1					0					Enriquez, Janessa
<i>School Improvement</i>																			
Director of Multi-Tiered System of Supports, Counseling and Social Work				1	1				1					0					Mcintosh, Latoya A
Director of Instructional Framework and Support				1	1				1					0					Bahena, Olimpia
Director of Professional Development and Performance Management				1	1				1					0					Horaites, Athanasia
Coordinator of Alternative Learning Opportunities				1	1				1					0					Thomas, Debra D <b>70</b>
Administrative Assistant - Deputy Superintendent of School Improvement				1	1				1					0					Hernandez, Jacqueline
Administrative Assistant - Coordinators of School Improvement				1	1				1					0					Lucas, Johnnie R
Director of Communication				1	1				1					0					Vandenbroek, Kristine A
Digital Specialist for Public and Community Relations				1	1				1					0					Lackland, Nia
Parent Advocate and Engagement Specialist	1	1	1		3	1	1	1						0		Hobbs, Cori	Hibbler, Gail	VACANCY (FY26 Budgeted)	
<i>Finance</i>																			
Coordinator I - Accounting and Finance				1	1				1					0					Turner, Cassandra
Coordinator I - State and Federal Programs				1	1				1					0					Walker, Shaylon M
Coordinator II - Payroll				1	1				1					0					Geans, Jeanetta
Administrative Assistant - Office of Finance				1	1				1					0					Johnson, Carla D
Coordinator II - Financial Generalist				2	2				2					0					Horton, Brenda Watson, Marcia S
<i>Human Resources</i>																			
Director - Human Resources					1				1				1	1					VACANCY (S Hadala)
Coordinator I - Human Resources				1	1				1					0					Breisch Jr, William C
Coordinator I - Benefits Specialist					1				1				1	1					VACANCY (FY26 Budgeted)
Coordinator II - Human Resources Generalist				1	1				1					0					Edwards, Michelle L
Administrative Assistant - Human Resources				1	1				1					0					Reyes, Lizett
Specialist - Benefits					1				1				1	1					VACANCY (A Sabado)
<i>Technology</i>																			
Director of Technology				1	1				1					0					Swanson, Michael Scott
Coordinator I - Computer Solutions				1	1				1					0					Uddin, Faraz M
Coordinator I - Network Systems				1	1				1					0					Delgadillo, Diego
Coordinator II - Student Information System				1	1				1					0					Moon, Dejuan A

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies						East	West	PMSA	District
Coordinator II - Information Systems				3	3				3					0					Bennett, David L Bennett, Lamont D Chielo, Victor A
IT Intern				1	1				1					0					Huerta, David
<b>Operations</b>																			
Manager - Transportation				1	1				1					0					DeLeon Jr, Jose A
Bus Driver - Full Time				1	1				1					0					Hernandez, Claudia M
Bus Driver - Part Time				1	1				1					0					Walker, Jeffery
Director of Safety and Security				1	1				1					0					Peppers, Aaron
Manager - Student Nutrition				1	1				1					0					Garza, Stephanie A
Assistant Manager of Food Services				1	1				1					0					Gonzalez, Roberto R
Kitchen Supervisor	1	1	1		3	1	1	1						0		Dixon, Letitia	Wachowski, Jennifer	Ratley, Joseph B Jr	
Director of Buildings and Grounds				1	1				1					0					Taylor, Lt Jr
Custodial and Maintenance Building Lead	1	1	1		3	1	1	1						0		Mcdonald, Alfred Jr	Perales, Jose L	House, Leon	
Administrative Assistant to Director of Buildings and Grounds				1	1				1					0					Chambers, Marchanne
<b>Academics &amp; Student Services</b>																			
Director of CTE, Early College, Licensing, and Dual Enrollment/Dual Credit/Dual Degrees					1				1				1	1					VACANCY (A Brandon)
Coordinator of Dual Credit, Dual Degree, and Advanced Placement					1				1				1	1	1				VACANCY (FY26 Budgeted), pending Johnson, Tom
Coordinator I - CTE				1	1				1					0					Ortiz, Rubi Y
Director of Research, Assessment, and Data				1	1				1					0					Butler, Aaron
Research and Data Associate				1	1				1					0					Evans, Abigail
Coordinator I - Data and Assessment				1	1				1					0					Faul, Chase
Coordinator I - Data and Enrollment				1	1				1					0					Felder, Matsa
Director of Curriculum				1	1				1					0					Marino, Angela K
Coordinator I - Technology Integration				1	1				1					0					Lee, Felicia
Director of Multilingual Education				1	1				1					0					Kallieris, Dimitrios J
Coordinator II - English Language Learners				2	2				2					0					Burton, Leonor Lopez, Miguel Uribe
Director of Specialized Services				1	1				1					0					Schmitt, Vanessa C
Coordinator II - Specialized Services	2	2			4	2	2							0		Barone, Meghan Leigh Zjalic-Maksimov, Vera	Harris-Hughes, Beverly E Rowlen, Kelley M		
Administrative Assistant - Deputy Superintendent of Academics				1	1				1					0					Greenhow, Jonette M
Administrative Assistant - Coordinators of Educational Services				5	5				5					0					Barron, Sara Brooks-Lawrence, Tiffany Daniel, Roberto Molina, Melanie Stackhouse, Valencia
<b>School Administration</b>																			
Principal	1	1	1		3	1	1	1						0		Hull, Rodney	Christian, Jeremy E	Sanchez, Jorge J	
Assistant Principal	2	2	2		6	2	2	2						0		Garcia, Ricardo Lang, Kisha M	Brumfield, Michelle C Joseph, Jinu K	Mason, Erin M McElroy, Kim E	
Director of Athletics and Activities	1				2	1	1					1		1		Brandon, Alexander J	VACANCY (C McGinnis)		
Dean	4	4	1		9	4	4	1						0		Birts, Sherrie L Lawrence, Daniel Martin, Angela M Moffett, Andre	Johnson, John D Milsap, Teresa Morrow, Kevin T Zak, Peter	Carson, Akiva S	
Administrative Assistant - Office of the Principal	1	1	1		3	1	1	1						0		Green, Karmen	Rodriguez, Angelica	Ramirez, Rosa I	
<b>School Student Resources and Services</b>																			





	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies									
School Psychologist		2			3	1	2			1				1		VACANCY (G Washington)	Burton, Treavon T Ziyad-Nau, Taliah B		
Permanent Building Substitute Teacher	2	4	2		10	4	4	2		2				2		Spears, Aaron D Upchurch, Derrick J VACANCY (M Pasquier) VACANCY (E Stith)	George, Regina N McLaren, Jane Naylor, Harriet Young, John	Fletcher, Leroy H Zenteno, Alejandro V	
NJROTC	3	2			5	3	2							0		Person, Darryl N Toombs, Mckinley Albert Velez, Alejandro	Hawley, Regina M Rushing, Felinquist R		
<b>Special Payroll Count</b>	<b>19</b>	<b>21</b>	<b>10</b>	<b>56</b>	<b>115</b>	<b>22</b>	<b>22</b>	<b>10</b>	<b>61</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>9</b>	<b>1</b>				

CONTINUED ON THE NEXT PAGE...

<b>KEY:</b> Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 <b>PROVISO EAST</b> East	 <b>PROVISO WEST</b> West	 <b>PMSA</b> PROVISO EAST DISTRICT 51 PROVISO WEST DISTRICT 52 PROVISO SOUTH DISTRICT 53 PROVISO NORTH DISTRICT 54 PROVISO CENTRAL DISTRICT 55 PROVISO EDUCATION AGENCY	 <b>District</b>
	Head Count					Allocations				Vacancies									





**Proviso Teachers WSTU, Local 571 AFT AFL-CIO**
**General Education**

Art Teacher	6	4	3		13	6	4	3						0		Hill, Daphne A Kim, Marilyn Risch, Carinne Rose, Meghan E Sandoval, Ismael A Tomita Martin, Johannah C	Dolezal, Luke A Doyle, Daniel P Rozell, Alison D Shiple, Sean L	Cornelius, Jeannine Gerise La Porte, Marcia Schmidt, Grace E	
English Teacher	12	12	9		32	11	12	9						0		Blagojev, Kristina Clay, Courtney Blair Clayton-Taylor, Jordan Fischer, Brian J Glass, Donica L Gottlieb, Anne Harris, Lynn K Josephs, Catherine Muhammad, Nadia T Olson, Cole L Pak, Faith Y Wordlaw-Franklin, Tabitha L	Bates, Sherry D Bohne, Morgan Daniel, David M Gillespie, Carissa M Goel, Angda Hensel, Michaela R Roberts, Sierra L Ruggiero, Allison Marie Saulsberry, Amanda J Sears, Robin R Sigman, Jennifer L Wesolowski, Beata A	Beresheim, Courtney Ann Duran, Cassidy M Foti, Silvia V Helpey, Brooke A Markus, Robert A Ovalle, Kathryn Phifer, Robyn Grace Rutstein, Neal David Taylor, Shantel N	
Mathematics Teacher	10	11	9		30	10	11	9						0		Appelman, David T Domanski, Michelle Eng, Savannah M Hay, Michael T Kram, Daniel James Souza, Henry M Iv Thomas, Debra Ann Tran, Carisa C Walker, Ryan A Zabrodsky, Andre M	Aulakh, Parampreet Kaur Blood, David Brown, Keith A Collains, Clezeal Peoples, Christopher D Rosko, Jozsef Rupar, Jason S Saltzman, Jay A Sauter, Kristina Spires, Larry Douglas Targos, Melanie N	Birch, Nicholas P Bokar, Michael J Ferraro, Jessica L Huezo, Gloria T Nowak, Bradley J Resnick, Rebecca A Stompur, Jennifer J Walker, Kennedy Wolff-Klammer, Kurt	73
Music Teacher	2	2	1		5	2	2	1						0		Seals Jr, Cletis Darrell Severini, Marco R	Atcher, Samuel Watson, Salina E	Burkovskiy, Felicia F	
Physical Education Teacher	9	11	5		25	9	11	5						0		Analitis, Alexander C Donnelly, Melissa A Goslawski, Bennie J Lishka, Blake A Pennington, Robert J Romo, Rodolfo Rosado, Mayra Talley, Angela R Zuazo, Jose Angel	Barajas, Amanda M Bryant, Lamont Cox, Travis Mercedes Green, Michael J Ramirez Lona, Allan G Shriber, Emily A Skorupa, John F Spaulding, Randall J Struwing, Paula Williams, Brian A Zubeck, Joseph A	Mccormick, Tracy L Olivares, Ruben D Parker, Gina L Reich, Robert J Schaub, Jessica L	
Science Teacher	9	11	8		28	9	11	8						0		Choi, Thomas Crawford, Marianne Duffey, Siobhan Fisher, Brian P McCallister, Crystal L Mcelhatton, Ann E Moore, Justin W Richards, Linea Solano, Anthony C	English, Danielle Delisa Gucciardo, Anjanette M Hendrickson, Jessica A Humphreys, Jeremy A Kjeldsen, Zachary A Laiq, Subuhe Lane, James W Lucas, Michelle E McCall, Daniel R Pilcher, Chad D Williams, Colin R	Beidas, Mahera Z Caldwell, Daniel S Demirlika, Eva Huels, Sarah Elizabeth Krejci, Christie Popadowski, Stacey Porter, Ethan A Wardisiani, John C	

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA	 District
	Head Count					Allocations				Vacancies						East	West	PMSA	District
Social Studies Teacher	12	11	8		31	12	11	8						0		Brouwer, Faith E Corso, Christine E Gibfried, Jonathan J Martin, Ryan Douglas McCellistrim, Martina McCulloch, Tyler O Mullen, Joshua Joseph Perry, Ralph B Piemonte, Jessica M Salazar, Omar F Sunner, Christopher S	Brakie, James E Butler, Danele Lee Emmanuel, Ashok V Gordon, Jennifer Hendrickson, Scott L Kozlars, Thomas Levasseur, Margarita Anna Loulouis, Ekaterini Spiering, Victoria A Thomas, Rachel R Villanueva, Carlos L	Colwell, Steven J Ireland, Savannah C Kozma, Michael J Momney, Alexandra J Nyquist, Rex D O'Connell, Kelly M Petruzzi-Asselborn, Sarah C Schlessler, Rachael	
World Languages Teacher	7	5	5		17	7	5	5						0		Augustin, Shery N Collins, Vanessa M Dominguez, Claudia Gonzalez, Hector J Greab, Anamaria Quito, Mercy L Spain, Sydney E	Cruz, Wanda R Dorleans, Jocelyn Farreras Canario, Josefa Mcmanmon, Zoe C Otero, Bryan	Duvall, Amanda Kate Garcia, Pablo Gart, Audra D Hahn, Cory A Martinez, Alexandra	
<b>English Learners (EL)</b>																			
Bilingual Education English Teacher	3	4			7	3	4							0		Hayslett, Karen Jo Rodriguez, Jovana J Serrano, Melissa	Canton Herrero, Andrea Natschke, Adenike O Navarro Ruiz, Leydis Saldana Vasquez, Katherine		
ESL Education English Teacher	3	3	1		7	3	3	1						0		Bojalad-Baginski, Catherine M Gonzalez, Patricia E Rasul, Noreen	Costello, Michael S Serritella, Victoria Lynn Carey, Michael C	Mendelsohn, Mark	74
Bilingual Education Mathematics Teacher	2	1			4	2	2				1			1		Ariton, Sorin Soca Matos, Dayelis	Perez, Damian <b>VACANCY (M Uribe-Lopez)</b>		
ESL Education Mathematics Teacher	1				2	1	1				1			1	1	Pjūt, Dale A	<b>VACANCY (FY26 Budgeted), pending Gamino, Alexander D</b>		
Bilingual Education Science Teacher	2	1			4	2	2				1			1		Arias, Maria C Castellanos-Guevara, Isabel C	Galvan, Jorge C <b>VACANCY (FY26 Budgeted)</b>		
ESL Education Science Teacher	3	1			4	3	1							0		Hillegonds, Cathy Dorothea Raceala, Veronica Marinela Razeq, Chadia Z	Klonowski, Joanne V		
Bilingual Education Social Studies Teacher	2	2			5	2	3				1			1		Quendo Jr, Lucio Soto, Micaela	Calvanese, Antonio Medina-Olague, Diana M <b>VACANCY (FY26 Budgeted)</b>		
ESL Education Social Studies Teacher	1	2			3	1	2									Spencer, Zacharia M	Hammoud, Karen B Wortel, Robert J		
<b>Special Education</b>																			
Special Education Teacher	16	19	1		41	19	21	1		3	2			5	1	Bishop, Danielle A Brecheisen, Lauren E Brockett, Neal R Buffa, Beth Chikko, Dylan G Deady, Lauren E Hackett, Patrick J Josefek, Rebecca S Katz, Susan S Konstant, Janet Ann La Bash, Jennifer J Lodovico, Dean M Mayhan, Ann Moss, David J Radecki, Joseph C Sirota, Michelle E <b>VACANCY (M Atcher)</b> <b>VACANCY (FY26 Budgeted)</b> <b>VACANCY (M Barone)</b>	Biniewicz, Daniel Michael Contractor, Satyam R Doyle, Colin T Ford, Steven R Gadau, Melissa B Green, Phyllis M Jackson, Alyssa L Kissel, Christopher S LeGrand, Lance Lira, Tina C Owolabi, Babatunde Powers, Emily E Renaud, Daniel J Shelby, Julius J Smith, Suzan A Valente, Tony Vassallo, David N Weldon, Caryn Joan Williams, Martha D <b>VACANCY (L Oconnell)</b> <b>VACANCY (K Morrow), pending Klisiewicz, Kelly L</b>	Harney-Forde, Kathryn M	

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PMSA	 District District
	Head Count					Allocations				Vacancies									
<b>Career Technical Education</b>																			
Business Education Teacher	3	4			7	3	4							0		Earl, Keisha A Pasquier, Monette Richards, Lamarlo A	Bivens, Natalia Mitchell Casto, Trinity D Walter, Herman Winfield, Shaurae		
Family and Consumer Sciences Teacher	4	3			7	4	3							0		Green, Patricia E Ibioloye, Maya I Morrow, Jasmine Thomas, Ryan C	Carter, Latonia Hampton, Glenida Riley, Margaret M		
Applied Technology Teacher	2	3	1		6	2	3	1						0		Jaimes, Robert Thomas, Timothy A	Fedele Jr, Carl S Ferguson, Mark Senase, April M	Syed, Abdur-Rehman	
<b>Student Resources and Services</b>																			
School Counselor	8	8	4		20	8	8	4						0		Bridges, Tonya Caballero, Jocelyn Gomez, Lauren A Kopf, Julie C Pappas, George A Martinez, Melissa N Mercado, Nia Tyus, Erica J	Soria-Alvarez, Linda Cuci, Cassandra Hooper, De Cora Nichole Oconnor, Nicole G Gonzalez, Antonio Gray-Jones, Hillary V Greenhow, Antony D Robertson, Lauren N	Jarmoc, Ninorta D Lugo, Melissa Maria Mejstrik, Nicole L Paprocki, Constance E	
College and Career Counselor	1	1	1		3	1	1	1						0		Korntheuer, John D	Spiridis-Skoupas, Anastasia	Paulus, Amy E	
School Social Worker	5	5	2		12	5	5	2						0		Johnson, Hannah M Liboy, Glenda Ross, Amanda Santino, Amy M Williams, Amanda C	Doran, Joseph S Franklin, Tramaine R Grady, Charlotte Hogan-Matthews, Jeri B Montoto Vega, Elsa J	Godinez, Ruben Watt, Tianna M	75
Librarian	1	1	1		3	1	1	1						0		Adjetey, Patricia	Scott, Shannon M	Fiala, Shoshana E	
Reset Room Certified Teacher					0									0					
<b>PTU Count</b>	<b>124</b>	<b>125</b>	<b>59</b>	<b>0</b>	<b>316</b>	<b>126</b>	<b>131</b>	<b>59</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>2</b>				

CONTINUED ON THE NEXT PAGE...

<b>KEY:</b> Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PROVISO EDUCATIONAL SERVICES PROVISO CHARTER AGENCY	 DISTRICT DISTRICT
	Head Count					Allocations				Vacancies									

**Proviso Support Staff Council of the WSTU, LOCAL 571 AFT**

<b>Ten (10) Month Support Staff</b>																						
Grade Level I: Job Coach				1	1				1											Walker, Montese		
Grade Level I: Administrative Assistant I	1	4			5	1	4									0				Garcia, Maria P	Hrobowski, Kya K Lambert, Diann G Lindsey, Kim Leanna Rodriguez, Estephania	
Grade Level II: Technical Support Aide					0											0						
Cafeteria Monitor	4	3	1		9	4	4	1			1					1				Cooper, Millison Griffin, Alfred L Jr Moore, Barbara Thomas, Betty J	Bailey, Laura H Neal, Valeria Nevins, Delania Y VACANCY (J Rodriguez)	Thomas, Beatrice
Security (Full-Time)	20	25	8		56	21	26	9		1	1	1			3				Barker-McCottrell, Peaches C Bradford III, Richard L Burns, Daryl A Carroll, Destiny Diaz, Sofia Dodson Sr, Eric Donaldson, Cleophus Douglass, Mary L Ford, Willard S Green, Liza R Harris, Lance Manzo, Elizabeth D Mayfield, Ronald Moore, Dionta Paxton Jr, Cornelius Pieranunzi, Frank J Polk, Justyn V Powell, Sharell L Robinson, Brian Jephunneh Tate, Derrinesha Walker, Titiana VACANCY (S Simon)	Akui, Jahwan El-Haj Gillespie, Robert L Greenhow, Devaughn J Haggans, Kyla D Harris, Anthony N Hill, Leticia A Howard, Christina C Howard, Qunnetti Johnson, Darien D Mackey, Lionel Metzger, Siatta Miller Sr, Renard Mitchell, Darryl Murphy, Ernest L Owens, Matthew Rodgers, Richard Saldivar, Ambrocio Singleary, Catrina G Smith, Adam M Sleptor, Lavar J Swoope, Alexander F Thompson, D'Kartes Herron Washington, Khari Wilson, Racquel M Young, Keeshawn M VACANCY (R Moore)	Farries, Brody E Grant, Bobby D Johnson, Darius Powell, Patricia A Smith Banner, Tami D Simpson-Stigger, Shellsallan White, Anthony D Womack, Johnnie Jr VACANCY (O Ratliff)	76
Security (Part-Time)	3	2	1		6	3	2	1							0				Horn, De Andre Loury, Chere Thomas, Tamica L	Pruitt, Darryl Williams, William C	Russell, Billy	
Paraprofessional (Full-time)	6	6			15	7	8			1	2				3				Higgins, Angela S Johnson, Diana K Mcafee, Candice R Smith, Lincoln R Swinnie, Javon A Yates, Carla VACANCY (K Brown)	Gomez, Kimberly Mazzulla, Ana K Norwood, Fatima L Parrott, Marco C Tyler, Tiffany E Wilson, Keyuna P VACANCY (FY26 Budgeted) VACANCY (J Thomas)		
Paraprofessional (Full-time) - Bilingual Spanish		1			10	5	5			5	4				9				VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted)	Mazon, Carolina A VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted)		
Paraprofessional (Part-time)	1	1			6	3	3			2	2				4				Westbrook, Richard Tyrone VACANCY (G Hampton) VACANCY (T Harris)	Glass, Mia J VACANCY (FY26 Budgeted) VACANCY (G Washington)		
<b>Twelve (12) Month Support Staff</b>																						

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PROVISO SOURCE AGENCY	 District	
	Head Count					Allocations				Vacancies						East	West	PMSA	District	
Grade Level II: Administrative Assistant II	12	12		1	28	13	12	2	1	1		2		3		Boyce, Donald Brown, Keva Ann Coleman, Victoria Galarza Jr, Alvaro Jeffers, Othys Mancilla, Jessica Mendoza, Gabriela Mata, Laura A McGrew, Andrea D Miller, Ashley M Negrete Luevano, Dolores Smith, Tatanisha V VACANCY (S Mondragon)	Adams, Deanna M Batts De Diaz, Triniece F Braxton, Summer M Faleti, Pearl Garcia, Lynette Horton, Tara N Jackson, Barbara J Jacobo, Lorena Jenkins, Johnny N Johnson, Ashley Jones, Latanya Satterfield, Angela C	Correa, Alexandra V Garzon, Melanie A VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted)	Jones, Marc	
Grade Level II: Assistant to the Band Director	1	1			2	1	1							0		Johnson, Joseph	Ross, Timothy			
Grade Level II: Translator/Office Assistant	-1		-1	-1	1		1			1	1	1	1	4		VACANCY (FY26 Budgeted)	VACANCY (T Batts De Diaz)	VACANCY (FY26 Budgeted)	VACANCY (FY26 Budgeted)	
Grade Level III: Administrative Assistant III	1	1			2	1	1							0		Washington, Joann	Walker, Daphene			
Grade Level IV: Accounts Payable and Receivable Agent				1	1				1					0					Mobley, Launa P	
Grade Level IV: Business Office Liaison			2		2			2						0					Benion, Devaughn P Zollicoffer, Shardae	
Grade Level IV: Procurement Agent				1	1				1					0					Courts, Diamond A	
Grade Level IV: Registrar	1	1	1		3	1	1	1						0		White, Marion D	Magee, Shirley	Teruel, Wanda V		
Grade Level V: Nurse	1		1		3	1	1	1			1			1		Jacoby, James	VACANCY (L Rice)	Delgado, Maria Margarita	77	
Grade Level V: Assistant to the Director/Accounting and Payroll					1				1				1	1					VACANCY (FY26 Budgeted)	
Grade Level V: Head Bookkeeping/Chief Cashier				1	1				1					0					Chester, Ida L	
Grade Level V: Assistant to the Director of IT				1	1				1					0					Emory, Mariah	
<b>Food Services</b>																				
Kitchen Lead	1	1	1		3	1	1	1						0		Draper, Infinite	Griffin, Deaja	Sanderson, Larhonda		
Food Service Worker (8 hours)	2	2	2		6	2	2	2						0		Jones-Graham, Annette Watson, James E	Watts, Kunta K Young, Twanna	Hart, Carolyn D Miller, CD		
Food Service Worker (6.5 hours)	2	1	1		5	2	2	1			1			1		Gillings, Jeanette O Miller, Charles W	Harris, Bertha A VACANCY (E Santos)	Chavez, Emilia		
Food Service Worker (6 hours)	1	1	1		3	1	1	1						0		Lewis, Sandra	Adams, Brenda L	Hicks, Patricia		
Food Service Worker (4 hours)	3	2			6	3	3				1			1		Jefferson, Tanya Tankson, David R Williams, Cynthia	Perkins, Jackson III White, Stephanie M VACANCY (B Harris)			
<b>Support Staff Union Count</b>	<b>59</b>	<b>64</b>	<b>18</b>	<b>5</b>	<b>177</b>	<b>70</b>	<b>78</b>	<b>22</b>	<b>7</b>	<b>11</b>	<b>14</b>	<b>4</b>	<b>2</b>	<b>31</b>						





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<b>KEY:</b> Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISIO EAST East	 PROVISIO WEST West	 PMSA PROVISIO SOURCE AGENCY	 District
	Head Count					Allocations				Vacancies									

**Proviso Custodial And Maintenance Union SEIU Local 73, CTW**

<b>Tier I Custodial And Maintenance</b>																			
Lead Fireman	1	1	1		3	1	1	1								Gluecklich, Steven E	Noyola, Sergio X	Johnson, Corey J	
Fireman	1	1			2	1	1									Edmond, Terry			
Maintenance I	6	4	2		12	6	4	2								Brown, Claude E Cozzi, Joseph E Donatille, Anthony John Pirozzoli, Vito Anthony Shelton, Woodrow A Sloan, Thomas	Echevarria, Martin R Good, Ronald A Ruiz, Roy Welch, Billy W	Taylor, Calvin K Zambole, Nicholas C	
Maintenance II	2	2	1		5	2	2	1								Murray, Danielle Lavon Straughter, Darrell R	Graham, Michael M Hughes, Leroy I	Madlock, Jeffrey	
Custodian (Day)	1	1	1		3	1	1	1								Craig, Terrase	Daniels Owens, Denise L	Mccarroll Wynn, Rayda L	
Custodian (Night)	1		1		2	1		1								Angelino, Elicelda		Velazquez, Ambrosio	
<b>Tier II Custodial And Maintenance</b>																			
Custodian (Day)	2	2	1		5	2	2	1								Alcarcel, Luis F Johnson, Reginald	Plomero, Javier Sotelo, Ofelia	Garcia, Ana Rosa	
Custodian (Night)	8	10	3		26	9	13	4		1	3	1		5		Davis, Lamar F Hayes, Jesse Johnson, Charlotte Joiner, Bryce M Mahmoud, Ahmad Ross, Nijel Q Velazquez, Juan C Washington, Shaquiel S VACANCY (E Dodson Jr)	Aguilera, Luis F Cano-Cantu, Alfredo J Hrobowski, Marcus Lopez De Gallegos, Yessica A Macias, Wenceslada Norwood, Shaundell J Plomero, Aricia Plomero, Javier Smith, Michael R Stafford, Larry L Jr VACANCY (R Jay) VACANCY (F Aguilera Aguilar) VACANCY (C Ross)	Enciso, Salvador Galvan, Jose L Robbins, Winston B VACANCY (J Madlock)	78
Maintenance	2	3			9	3	5	1		1	2	1		4		Love, Demetre K Sr Taylor, William C VACANCY (E Watt)	Aguilera Aguilar, Fermin E Guerrero, Ernesto Tellez, Sergio VACANCY (J Perales OM) VACANCY (D Knapp)	VACANCY (K Williams)	
Fireman		1			3	1	2			1	1			2		VACANCY (T Garner)	Rodas-Beltran, Dario Xavier Villalva, Luis A VACANCY (D Duncan)		
<b>Custodial &amp; Maintenance Union Count</b>	<b>24</b>	<b>25</b>	<b>10</b>	<b>0</b>	<b>70</b>	<b>27</b>	<b>31</b>	<b>12</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>11</b>					

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	Head Count					Allocations				Vacancies									
Employee Count Totals	226	235	97	61	678	245	262	103	68	20	27	6	7	60	3				

10. Old Business
11. New Business
12. Adjourn