



AGENDA

The Business Meeting of the
Board of Education of Township High School District 214
will be held on Thursday, October 20, 2022
in the Forest View Educational Center
2121 South Goebbert Road
Arlington Heights, IL 60005 at 7:00 PM

1. **Call to Order**
President Dussling
 - 1.1. Roll Call
2. **Pledge of Allegiance**
President Dussling
3. **Approval of the Minutes**
4. **Board Recognition**
 - 4.1. Community Partner; IKEA Schaumburg
 - Susan Busa, People and Culture Manager
 - Jen Preston, Market Manager
5. **Public Comments**
Members of the public, especially residents of District 214, are welcome to contribute during public comments. To do so, you must sign up before the start of the meeting.
6. **Superintendent Report**
 - 6.1. Freedom of Information Act Report
 - 6.2. Administrator and IMRF Salary Reports
7. **Board Member Updates**
8. **Consent Items**
 - 8.1. Approval of Accounts Payable
 - 8.2. Approval of Personnel Transaction Report
 - 8.3. Approval to dispose of closed session audio recordings pursuant to the Open Meetings Act
 - 8.4. Approval of Snow Removal and Ice Control Services Bid
 - 8.5. Approval of changes to Board Policy
 - 8.6. Approval of France Tour, Prospect High School
 - 8.7. Approval of Italy Tour, Rolling Meadows High School

- 8.8. Approval of Italy Tour, Prospect High School
- 8.9. Approval of Spain Tour, Prospect High School
- 8.10. Approval of Ecuador Tour, Hersey High School
- 8.11. Approval of Italy Tour, Wheeling High School

9. Action Item

- 9.1. Approval of 2023-2024 Budget Calendar

10. Discussion Items

- 10.1. Academic Handbook Revisions & Curriculum Changes

11. Closed Session

- 11.1. Motion to go into closed session for:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body 5 ILCS 120/2(c)(1), amended by P.A. 101-459
- The setting of a price for sale or lease of property owned by the District. 5ILCS 120/2(c)(6);
- Collective negotiating matters between the district and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5ILCS 120/2(c)(2);

- 11.2. Immediately following the Closed Session, the Board of Education will convene in Open Session and may take action resulting from Closed Session discussions.

- 11.3. Motion to adjourn closed session for

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body 5 ILCS 120/2(c)(1), amended by P.A. 101-459
- The setting of a price for sale or lease of property owned by the District. 5ILCS 120/2(c)(6);

- 11.4. Immediately following the Closed Session, the Board of Education will convene in Open Session and may take action resulting from Closed Session discussions.

12. Adjournment



WORKSHOP MINUTES

Township High School District 214 Board of Education
Thursday, October 6, 2022 at 6:30 pm
Buffalo Grove High School
1100 W Dundee Road
Buffalo Grove, IL 60089

Present at Roll Call: Bill Dussling, Millie Palmer, Mark Hineman, Alva Kreutzer, Dan Petro, Andrea Rauch

Excused: Lenny Walker

1. Call to Order
 - 1.1. President Dussling called the meeting to order at 6:32 pm.
2. Pledge of Allegiance
 - 2.1. President Dussling led the pledge of allegiance.
3. Public Comments

None
4. Consent Items

Motion by Alva Kreutzer with second by Millie Palmer to approve the consent agenda.
Aye: Bill Dussling, Millie Palmer, Mark Hineman, Alva Kreutzer, Dan Petro, Andrea Rauch
Nay:

 - 4.1. Approval of Accounts Payable
 - 4.2. Approval of Personnel Transaction Report
5. Superintendent's Report
 - 5.1. Buffalo Grove High School Spotlight

Principal Jeff Wardle introduced Jill Maraldo and Rob Hartwig, who highlighted the learning acceleration program for at-risk students, students who have fallen behind in credits, and students who need social emotional support.
Teachers Wil Hansen and Stef McCleish reviewed the new Multimedia Pathway. Students Neko Heinrich and Xavier Lipani share the details of the “BGN Network,” which includes yearbook, newspaper, podcast and broadcast.
Jeff Bott, Philip Tschammer and student Eva Mason talked about the Robotics Pathway. The program includes creating accessories for the robots’ arms, programming the robots and maintenance of the robots.
Tim Kosiek and Maggie Sheehy, teachers in the Education Pathway, explained the dual credit classes through Eastern Illinois University and National Louis University. An Education Pathway video was viewed.

6. Workshop Discussion Items

6.1. Teaching and Learning Report, School Report Card

Laz Lopez, Jeffrey Smith, Tony Bradburn shared the details of the ISBE School Report Card which will be released this month. The new Board goals align to college and career indicators from the state. 42% of our students are in the top 1/3 of all students nationwide taking the SAT. An SAT review will be part of curriculum in junior year. The data from 2020 is skewed as it represents only students who wanted to take it, not all students. Remediation numbers have gone down below 15%. 82% of our seniors are in college level courses. 84% earned college credit. The “equity journey continuum” is a new part of the report card. Three areas of equity are measured: student learning, learning conditions and elevating educators.

6.2. D214 Foundation

Michael Happ, Executive Director of the Foundation reviewed the Foundation’s three-year strategic plan. Areas of concentration include mission and message, board and governance, administration, and fundraising.

7. Adjournment

Motion to adjourn by Alva Kreutzer with second by Mark Hineman to adjourn.

Aye: Bill Dussling, Millie Palmer, Mark Hineman, Alva Kreutzer, Dan Petro, Andrea Rauch

Nay:

The meeting adjourned at 8:39 pm.

William J. Dussling, President

Mildred Palmer, Vice President



BUSINESS MEETING MINUTES

Township High School District 214 Board of Education
Thursday, September 15, 2022 at 7:00 PM
Forest View Educational Center
2121 South Goebbert Road
Arlington Heights, IL 60005

Present: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer
Excused: Millie Palmer

1. Call to Order
President Dussling called the meeting to order at 7:00 p.m.
2. Pledge of Allegiance
3. Approval of the Minutes
 - 3.1. Motion by Alva Kreutzer with second by Dan Petro to approve the open and closed minutes from August 25, 2022.
Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Alva Kreutzer
Abstain: Lenny Walker:
4. Recognition
 - 4.1. Community Partner: Arlington Heights Memorial Library
Pat Mogge thanked the Arlington Heights Library for their partnership in literacy.
Mike Driskell, Executive Director
Dana Revilla, Deputy Director
Catalina Shin, Community Engagement Liaison
Board Trustees Debbie Smart, Sarah Galla and President Greg Zyck
 - 4.2. Spotlight Story: Educator Prep Program
Superintendent Dave Schuler shared an NBC Chicago news story video featuring the Educator Prep Program at Rolling Meadows High School.
5. Public Comments
 - Kathy Murschel, parent, public statement in support of a fair election
 - Elizabeth Bauer, parent, fighting and disruptive behavior data
 - Ewa Wojik, parent, opt out forms for health
 - Melissa Cayer, community member, Arlington Heights property taxes and TIF districts
 - Misa Edwardsen, parent, book challenge process
6. Superintendent Report
 - 6.1. Freedom of Information Act Report

The following Freedom of Information Act requests that were complied with consistent with School Code:

- Ewa Wojcik, curricular information
- Acme Research, financial information
- Meredith Kolodner, student information
- Elizabeth Bauer, curricular information

6.2. 708 Mental Health Board Referendum

Lorri Grainawi presented information about the November Referendum for a Community Mental Health Board in Wheeling Township.

6.3 Answers to Budget Questions

Dr. Schuler addressed public questions raised at the last board meeting regarding the budget.

7. Board Member Updates

Mark Hineman reported that Wheeling High School will host Transportation Career Day, Friday, September 23 including a car show, career fair and demonstrations. Hersey High School is promoting inclusion with a school-wide basketball game, September 27, at 10 a.m. Sixty special education students will be playing and money raised will go to the D214 Special Olympics. He also attended breakfast with the distinguished alumni from Prospect High School. Former band director David Morrison had the Band Room named after him. Alumni Jennifer Morrison, actor, Chris Patlek, radio disc jockey, David Kendziera, Olympian, were honored.

Alva Kreutzer reported the North Cook division meeting is October 26 at Evanston High School. Wheeling High School will be hosting the 54th annual Chicagoland Marching Band Festival. Prospect High School will host the 26th annual Knight of Champions Marching Band Festival on Oct 1st.

Andrea Rauch also attended the Prospect High School distinguished alumni event. An Art Walk was held in Arlington Heights downtown, featuring student artwork. Thank you to student Samantha Springer who organized the Wheeling clothing drive.

Lenny Walker reported the Wheeling High School open house included 26 community organizations.

Bill Dussling announced that the Veterans of Foreign Wars named Elk Grove teacher Stephanie Byrne as Illinois Teacher of the Year. She has led the annual Veterans Day Assembly for nine years.

8. Consent Items

Motion by Alva Kreutzer and second by Mark Hineman to approve the Consent Items as presented
Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer
Nay:

8.1. Approval of Accounts Payable

8.2. Approval of Personnel Transaction Report

8.3. Approval to dispose of closed session audio recordings pursuant to the Open Meetings Act

9. Roll Call Action Items

9.1. District Vision, Mission and Goals

Motion by Alva Kreutzer with second by Mark Hineman to approve the District Vision, Mission and Goals

Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer

Nay:

Board Discussion

Superintendent Schuler updated the board on the status of SAT cohort data. PSAT 8, PSAT 9, PSAT 10, and SAT 2024 cohort will be the first cohort with four years of data going forward. In cohort years 2017-2024, the tests were not offered, offered out of sequence or optional.

Public Comments

Elizabeth Bauer, parent, concerns about goal measurements

Misa Edwardsen, parent, concerns about student safety

10. Closed Session

For the purpose of discussing

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body 5 ILCS 120/2(c)(1), amended by P.A. 101- 459.

Immediately following closed session, action may take place as a result of closed session discussion.

Motion by Mark Hineman with second by Alva Kreutzer to go into closed session

Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer

Nay:

The Board convened in closed session at 8:07 p.m.

11. Reconvene in open session

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body 5 ILCS 120/2(c)(1), amended by P.A. 101- 459

Immediately following closed session, action may take place as a result of closed session discussion.

Motion by Mark Hineman with second by Alva Kreutzer to reconvene in open session

Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer

Nay:

The Board reconvened in open session at 8:43 p.m.

12. Roll Call Action Items

12.1 Approval of Personnel Transaction Report II

Motion by Lenny Walker with second by Alva Kreutzer to approve PTR II

Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer

Nay:

12.2 Approval of Intergovernmental Agreement with Barrington 220 for Shared Instructional Services

Motion by Mark Hineman with second by Alva Kreutzer to approve IGA with Barrington 220

Aye: Bill Dussling, Mark Hineman, Dan Petro, Lenny Walker, Alva Kreutzer

Nay: Andrea Rauch

12.3 Approval of Intergovernmental Agreement with North Cook Intermediate Center for the Regional Safe Schools Program

Motion by Alva Kreutzer with second by Mark Hineman to approve IGA with North Cook

Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer

Nay:

13. Adjournment

Motion by Alva Kreutzer with second by Mark Hineman to adjourn

Aye: Bill Dussling, Mark Hineman, Dan Petro, Andrea Rauch, Lenny Walker, Alva Kreutzer

Nay:

Meeting adjourned at 8:45 p.m.

William J. Dussling, President

Mildred Palmer, Vice President

Township High School District 214
IMRF Public Disclosure of Total Compensation in FY23
Compensation Package over \$75,000

Job Position	Total Annual Earnings	Bonuses	Clothing Allowance	Employer Paid Health & Dental Insurance Benefit	Vacation Units	Sick Units	Total
ADMINISTRATIVE ASSISTANT I	\$69,666.51			\$24,807.12	10	12	\$94,473.63
ADMINISTRATIVE ASSISTANT I	\$64,686.24			\$24,807.12	10	12	\$89,493.36
ADMINISTRATIVE ASSISTANT I	\$57,087.38			\$24,807.12	10	12	\$81,894.50
ADMINISTRATIVE ASSISTANT I	\$53,369.28			\$24,807.12	10	12	\$78,176.40
ADMINISTRATIVE ASSISTANT I	\$62,886.80			\$24,807.12	10	12	\$87,693.92
ADMINISTRATIVE ASSISTANT I	\$79,110.24			\$24,807.12	10	12	\$103,917.36
ADMINISTRATIVE ASSISTANT I	\$57,628.80			\$24,807.12	10	12	\$82,435.92
ADMINISTRATIVE ASSISTANT I	\$52,346.16			\$24,807.12	10	12	\$77,153.28
ADMINISTRATIVE ASSISTANT I	\$73,218.78			\$9,036.00	10	12	\$82,254.78
ADMINISTRATIVE ASSISTANT II	\$66,200.89			\$24,807.12	10	12	\$91,008.01
ADMINISTRATIVE ASSISTANT II	\$80,528.21			\$10,082.16	10	12	\$90,610.37
ADMINISTRATIVE ASSISTANT II	\$67,212.72			\$24,807.12	10	12	\$92,019.84
ADMINISTRATIVE ASSISTANT II	\$72,936.38			\$24,807.12	10	12	\$97,743.50
ADMINISTRATIVE ASSISTANT II	\$58,651.92			\$20,398.80	10	12	\$79,050.72
ADMINISTRATIVE ASSISTANT II	\$65,485.98			\$20,398.80	10	12	\$85,884.78
ADMINISTRATIVE ASSISTANT II	\$54,350.64			\$24,807.12	10	12	\$79,157.76
ADMINISTRATIVE ASSISTANT II	\$80,251.89			\$8,848.56	10	12	\$89,100.45
ADMINISTRATIVE ASSISTANT II	\$70,701.85			\$24,807.12	10	12	\$95,508.97
ADMINISTRATIVE ASSISTANT II	\$72,578.88			\$24,807.12	10	12	\$97,386.00
ADMINISTRATIVE ASSISTANT II	\$52,262.64			\$28,901.52	10	12	\$81,164.16
ADMINISTRATIVE ASSISTANT II	\$72,578.88			\$24,807.12	10	12	\$97,386.00
ADMINISTRATIVE ASSISTANT II	\$77,222.60			\$0.00	10	12	\$77,222.60
ADMINISTRATIVE ASSISTANT II	\$72,578.88			\$24,807.12	10	12	\$97,386.00
ADMINISTRATIVE ASSISTANT II	\$72,578.88			\$24,807.12	10	12	\$97,386.00
ADMINISTRATIVE ASSISTANT III	\$90,738.44			\$9,036.00	10	12	\$99,774.44
ADMINISTRATIVE ASSISTANT III	\$85,300.95			\$24,807.12	10	12	\$110,108.07
ADMINISTRATIVE ASSISTANT III	\$57,712.32			\$20,398.80	10	12	\$78,111.12
ADMINISTRATIVE ASSISTANT III	\$71,800.52			\$24,807.12	10	12	\$96,607.64
ADMINISTRATIVE ASSISTANT III	\$74,456.32			\$24,807.12	10	12	\$99,263.44
APPLICATIONS SPECIALIST	\$94,903.00			\$24,282.48	10	12	\$119,185.48
APPLICATIONS SPECIALIST	\$109,221.59			\$8,848.56	10	12	\$118,070.15
APPLICATIONS SPECIALIST	\$79,373.24			\$24,807.12	10	12	\$104,180.36
ASSESSMENT SUPERVISOR	\$83,707.80			\$24,282.48	10	12	\$107,990.28
ASSESSMENT SUPERVISOR	\$56,954.08			\$24,807.12	10	12	\$81,761.20
ASSESSMENT SUPERVISOR	\$60,437.00			\$24,807.12	10	12	\$85,244.12
ASSESSMENT SUPERVISOR	\$83,157.10			\$24,282.48	10	12	\$107,439.58
ASSESSMENT SUPERVISOR	\$74,382.27			\$24,807.12	10	12	\$99,189.39
ASSESSMENT SUPERVISOR	\$61,012.00			\$24,807.12	10	12	\$85,819.12
ASSISTANT DIRECTOR OF BUSINESS SERVICES	\$146,580.00			\$24,807.12	10	12	\$171,387.12
ASSISTANT DIRECTOR OF OPERATIONS	\$130,257.00			\$24,807.12	10	12	\$155,064.12
ASSISTANT DIRECTOR OF RESEARCH & DEVELOPMENT	\$138,000.00			\$0.00	10	12	\$138,000.00
ATHLETIC ASSISTANT	\$53,135.56			\$24,807.12	10	12	\$77,942.68
ATHLETIC TRAINER - SUPERVISOR	\$80,306.00			\$847.68	10	12	\$81,153.68

Township High School District 214
IMRF Public Disclosure of Total Compensation in FY23
Compensation Package over \$75,000

Job Position	Total Annual Earnings	Bonuses	Clothing Allowance	Employer Paid Health & Dental Insurance Benefit	Vacation Units	Sick Units	Total
ATHLETIC TRAINER - SUPERVISOR	\$82,530.00			\$24,807.12	10	12	\$107,337.12
ATHLETIC TRAINER - SUPERVISOR	\$77,934.00			\$9,036.00	10	12	\$86,970.00
ATHLETIC TRAINER - SUPERVISOR	\$71,643.00			\$8,848.56	10	12	\$80,491.56
ATHLETIC TRAINER - SUPERVISOR	\$80,600.00			\$24,807.12	10	12	\$105,407.12
ATTENDANCE ASSISTANT	\$50,925.60			\$24,807.12	10	12	\$75,732.72
BOOKKEEPER	\$78,806.56			\$7,461.36	10	12	\$86,267.92
BOOKKEEPER	\$72,820.52			\$24,807.12	10	12	\$97,627.64
BOOKKEEPER	\$75,764.81			\$24,282.48	10	12	\$100,047.29
BOOKKEEPER	\$79,634.19			\$10,082.16	10	12	\$89,716.35
BOOKKEEPER	\$65,779.11			\$24,807.12	10	12	\$90,586.23
BUILDING & GROUNDS SUPERVISOR PROJECTS	\$94,750.00			\$8,848.56	10	14	\$103,598.56
BUILDINGS & GROUNDS SUPERVISOR	\$135,404.33			\$24,807.12	10	14	\$160,211.45
BUILDINGS & GROUNDS SUPERVISOR	\$81,923.08			\$0.00	10	14	\$81,923.08
BUILDINGS & GROUNDS SUPERVISOR	\$137,652.17			\$24,282.48	10	14	\$161,934.65
BUILDINGS & GROUNDS SUPERVISOR	\$139,537.44			\$24,282.48	10	14	\$163,819.92
BUILDINGS & GROUNDS SUPERVISOR	\$114,394.00			\$24,807.12	10	14	\$139,201.12
BUILDINGS & GROUNDS SUPERVISOR	\$100,872.00			\$8,848.56	10	14	\$109,720.56
BUILDINGS & GROUNDS SUPERVISOR	\$110,250.00			\$24,282.48	10	14	\$134,532.48
CAMPUS SECURITY	\$64,222.28	\$	125.00	\$20,398.80	10	12	\$84,621.08
CAMPUS SECURITY	\$54,256.08	\$	125.00	\$24,282.48	10	12	\$78,538.56
CAMPUS SECURITY	\$72,015.00	\$	125.00	\$24,807.12	10	12	\$96,822.12
CAREER DISCOVERY DEPARTMENT SUPERVISOR	\$83,104.00			\$8,188.32	10	12	\$91,292.32
CAREER DISCOVERY DEPARTMENT SUPERVISOR	\$82,957.50			\$20,398.80	10	12	\$103,356.30
CAREER DISCOVERY DEPARTMENT SUPERVISOR	\$80,843.00			\$24,807.12	10	12	\$105,650.12
CENTRAL MAINTENANCE	\$69,071.04	\$	400.00	\$9,894.72	10	14	\$78,965.76
CENTRAL MAINTENANCE	\$85,306.00	\$	400.00	\$24,807.12	10	14	\$110,113.12
CENTRAL MAINTENANCE	\$62,222.40	\$	400.00	\$24,807.12	10	14	\$87,029.52
CENTRAL OPERATIONS SUPERVISOR	\$111,341.62			\$20,398.80	10	14	\$131,740.42
COMMUNICATIONS COORDINATOR	\$81,349.00			\$24,282.48	10	12	\$105,631.48
COMMUNITY E&O OFFICE & PROGRAM MGR	\$82,000.00			\$24,807.12	10	12	\$106,807.12
COMMUNITY ENGAGEMENT & OUTREACH PROJECT MANAGER	\$69,418.00			\$24,807.12	10	12	\$94,225.12
COMMUNITY ENGAGEMENT SUPERVISOR	\$87,000.00			\$8,848.56	10	12	\$95,848.56
COMMUNITY ENGAGEMENT SUPERVISOR	\$95,029.00			\$24,282.48	10	12	\$119,311.48
COMPROLLER	\$140,166.00			\$24,807.12	10	12	\$164,973.12
CUSTODIAN I - 2ND SHIFT	\$51,991.20	\$	400.00	\$24,807.12	10	14	\$76,798.32
CUSTODIAN I - 2ND SHIFT	\$56,062.80	\$	400.00	\$24,282.48	10	14	\$80,345.28
CUSTODIAN I - 2ND SHIFT	\$60,510.24	\$	400.00	\$24,282.48	10	14	\$84,792.72
CUSTODIAN I - 2ND SHIFT	\$53,306.64	\$	400.00	\$24,807.12	10	14	\$78,113.76
CUSTODIAN I - 2ND SHIFT	\$60,510.24	\$	400.00	\$20,398.80	10	14	\$80,909.04
CUSTODIAN I - 2ND SHIFT	\$60,510.24	\$	400.00	\$24,807.12	10	14	\$85,317.36
CUSTODIAN I - 2ND SHIFT	\$60,510.24	\$	400.00	\$24,807.12	10	14	\$85,317.36
CUSTODIAN I - 2ND SHIFT	\$60,510.24	\$	400.00	\$20,398.80	10	14	\$80,909.04
CUSTODIAN I - 2ND SHIFT	\$60,510.24	\$	400.00	\$24,282.48	10	14	\$84,792.72
CUSTODIAN I - 2ND SHIFT	\$60,510.24	\$	400.00	\$20,398.80	10	14	\$80,909.04
CUSTODIAN I - 2ND SHIFT	\$68,924.76	\$	400.00	\$24,282.48	10	14	\$93,207.24

Township High School District 214
IMRF Public Disclosure of Total Compensation in FY23
Compensation Package over \$75,000

Job Position	Total Annual Earnings	Bonuses	Clothing Allowance	Employer Paid Health & Dental Insurance Benefit	Vacation Units	Sick Units	Total
CUSTODIAN I - 3RD SHIFT	\$60,614.64		\$ 400.00	\$24,282.48	10	14	\$84,897.12
CUSTODIAN I - 3RD SHIFT	\$69,049.58		\$ 400.00	\$24,807.12	10	14	\$93,856.70
CUSTODIAN I - 3RD SHIFT	\$60,614.64		\$ 400.00	\$20,398.80	10	14	\$81,013.44
CUSTODIAN I - 3RD SHIFT	\$56,167.20		\$ 400.00	\$20,398.80	10	14	\$76,566.00
CUSTODIAN II	\$65,500.56		\$ 400.00	\$24,282.48	10	14	\$89,783.04
CUSTODIAN II	\$65,500.56		\$ 400.00	\$24,807.12	10	14	\$90,307.68
CUSTODIAN II	\$65,500.56		\$ 400.00	\$24,807.12	10	14	\$90,307.68
CUSTODIAN II	\$65,500.56		\$ 400.00	\$24,282.48	10	14	\$89,783.04
D214 FOUNDATION EXECUTIVE DIRECTOR	\$125,903.00			\$24,282.48	10	12	\$150,185.48
DATA PROCESSING OPERATOR	\$84,388.06			\$24,807.12	10	12	\$109,195.18
DATA PROCESSING OPERATOR	\$63,070.65			\$24,807.12	10	12	\$87,877.77
DATA PROCESSING OPERATOR	\$57,628.80			\$20,398.80	10	12	\$78,027.60
DATA PROCESSING OPERATOR	\$82,906.07			\$24,807.12	10	12	\$107,713.19
DIGITAL CONTENT COORDINATOR	\$82,264.00			\$24,282.48	10	12	\$106,546.48
DIR RESEARCH & EVALUATION	\$171,366.00			\$7,461.36	10	12	\$178,827.36
DIRECTOR COMMUNITY ENGAGEMENT AND OUTREACH	\$203,830.00			\$24,807.12	10	12	\$228,637.12
DIRECTOR GRANTS/SPEC PRG	\$155,072.10			\$8,848.56	10	12	\$163,920.66
DIRECTOR OF EMPLOYEE RELATIONS	\$112,049.00			\$0.00	10	12	\$112,049.00
DIRECTOR OF FOOD AND NUTRITION	\$166,016.90			\$17,697.12	10	12	\$183,714.02
DIST ASSESSMENT COOR	\$78,983.00			\$0.00	10	12	\$78,983.00
DIST MAIL DELIVERY	\$68,214.96			\$24,282.48	10	12	\$92,497.44
DIVISION ASSISTANT	\$48,528.70			\$29,768.40	10	12	\$78,297.10
DIVISION ASSISTANT	\$55,650.34			\$24,282.48	10	12	\$79,932.82
EARLY COLLEGE PROGRAM SUPERVISOR	\$84,478.00			\$24,807.12	10	12	\$109,285.12
EXEC ADMIN ASST SUPERINTENDENT	\$96,396.00			\$24,807.12	10	12	\$121,203.12
EXEC ASST TO THE SCHL BRD AND SUPERINTENDENT	\$106,869.00			\$8,848.56	10	12	\$115,717.56
FINANCE & OPERATIONS SUPERVISOR	\$83,435.00			\$24,807.12	10	12	\$108,242.12
FOOD AND NUTRITION SERV SUPR	\$67,407.00			\$24,807.12	10	12	\$92,214.12
GRANTS SUPERVISOR	\$86,204.00			\$20,398.80	10	12	\$106,602.80
GROUNDSKEEPER OP/AP LICENSE	\$68,755.00	\$	400.00	\$20,398.80	10	14	\$89,153.80
GROUNDSKEEPER OP/AP LICENSE	\$74,478.96	\$	400.00	\$20,398.80	10	14	\$94,877.76
GROUNDSKEEPER OP/AP LICENSE	\$74,478.96	\$	400.00	\$7,461.36	10	14	\$81,940.32
GROUNDSKEEPER OP/AP LICENSE	\$74,478.96	\$	400.00	\$24,282.48	10	14	\$98,761.44
GROUNDSKEEPER OP/AP LICENSE	\$74,478.96	\$	400.00	\$20,398.80	10	14	\$94,877.76
GROUNDSKEEPER OP/AP LICENSE	\$68,883.12	\$	400.00	\$20,398.80	10	14	\$89,281.92
GROUNDSKEEPER OP/AP LICENSE	\$55,854.00	\$	400.00	\$22,388.64	10	14	\$78,242.64
HEALTH SERVICES SUPERVISOR I	\$77,177.00			\$24,282.48	10	12	\$101,459.48
HEALTH SERVICES SUPERVISOR I	\$65,627.00			\$24,807.12	10	12	\$90,434.12
HEALTH SERVICES SUPERVISOR I	\$75,492.00			\$7,461.36	10	12	\$82,953.36
HEALTH SERVICES SUPERVISOR I	\$66,461.54			\$24,282.48	10	12	\$90,744.02
HEALTH SERVICES SUPERVISOR I	\$77,803.00			\$20,398.80	10	12	\$98,201.80
HEALTH SERVICES SUPERVISOR II	\$95,711.15			\$0.00	10	12	\$95,711.15
HEALTH SERVICES SUPERVISOR II	\$97,755.00			\$24,807.12	10	12	\$122,562.12
HEALTH SERVICES SUPERVISOR II	\$93,864.00			\$0.00	10	12	\$93,864.00
HEALTH SERVICES SUPERVISOR II	\$79,479.00			\$0.00	10	12	\$79,479.00

Township High School District 214
IMRF Public Disclosure of Total Compensation in FY23
Compensation Package over \$75,000

Job Position	Total Annual Earnings	Bonuses	Clothing Allowance	Employer Paid Health & Dental Insurance Benefit	Vacation Units	Sick Units	Total
HEALTH SERVICES SUPERVISOR II	\$85,521.00			\$0.00	10	12	\$85,521.00
HUMAN RESOURCES SUPERVISOR	\$114,081.39			\$24,282.48	10	12	\$138,363.87
INDIVIDUAL RESOURCES ASSISTANT	\$51,805.58			\$24,807.12	10	12	\$76,612.70
INFORMATION MGT SUPV	\$115,597.00			\$0.00	10	12	\$115,597.00
INFRASTRUCTURE SUPERVISOR	\$117,972.00			\$24,807.12	10	12	\$142,779.12
INST ASST ELL	\$53,444.97			\$29,768.40	10	12	\$83,213.37
INST ASST ELL	\$61,671.60			\$20,398.80	10	12	\$82,070.40
INST ASST ELL	\$51,774.47			\$24,807.12	10	12	\$76,581.59
INSTRUCTIONAL ASSISTANT-STUDENT SERVICES	\$60,149.72			\$20,398.80	10	12	\$80,548.52
INSTRUCTIONAL ASSISTANT-STUDENT SERVICES	\$65,049.93			\$24,807.12	10	12	\$89,857.05
INSTRUCTIONAL ASSISTANT-STUDENT SERVICES	\$75,691.28			\$10,843.20	10	12	\$86,534.48
INSTRUCTIONAL ASSISTANT-STUDENT SERVICES	\$51,870.98			\$24,807.12	10	12	\$76,678.10
INSTRUCTIONAL ASSISTANT-STUDENT SERVICES	\$65,912.98			\$24,807.12	10	12	\$90,720.10
INSTRUCTIONAL ASSISTANT-STUDENT SERVICES	\$58,678.84			\$24,807.12	10	12	\$83,485.96
INSTRUCTIONAL ASSISTANT-STUDENT SERVICES	\$68,489.98			\$20,398.80	10	12	\$88,888.78
INSURANCE SUPERVISOR	\$84,936.59			\$9,036.00	10	12	\$93,972.59
JOB PLACEMENT SPECIALIST	\$83,007.30			\$24,807.12	10	12	\$107,814.42
JOB PLACEMENT SPECIALIST	\$55,813.04			\$20,398.80	10	12	\$76,211.84
LD TCH/MED SVCS TECH	\$75,734.68			\$24,807.12	10	12	\$100,541.80
LEAD BUILDING MAINT	\$74,708.64	\$	400.00	\$24,282.48	10	14	\$98,991.12
LEAD BUILDING MAINT	\$80,805.60	\$	400.00	\$24,807.12	10	14	\$105,612.72
LEAD BUILDING MAINT	\$85,127.76	\$	400.00	\$24,807.12	10	14	\$109,934.88
LEAD BUILDING MAINT	\$70,772.20	\$	400.00	\$20,398.80	10	14	\$91,171.00
LEAD BUILDING MAINT	\$85,127.76	\$	400.00	\$20,398.80	10	14	\$105,526.56
LEAD BUILDING MAINT	\$72,787.68	\$	400.00	\$24,282.48	10	14	\$97,070.16
LEAD BUILDING MAINT	\$84,255.04	\$	400.00	\$9,036.00	10	14	\$93,291.04
LEAD CUSTODIAN-2ND SHIFT	\$78,174.72	\$	400.00	\$24,282.48	10	14	\$102,457.20
LEAD CUSTODIAN-2ND SHIFT	\$72,328.32	\$	400.00	\$20,398.80	10	14	\$92,727.12
LEAD CUSTODIAN-2ND SHIFT	\$78,174.72	\$	400.00	\$24,282.48	10	14	\$102,457.20
LEAD CUSTODIAN-2ND SHIFT	\$78,174.72	\$	400.00	\$24,282.48	10	14	\$102,457.20
LEAD CUSTODIAN-2ND SHIFT	\$92,433.52	\$	400.00	\$8,848.56	10	14	\$101,282.08
LEAD CUSTODIAN-3RD SHIFT	\$62,878.64	\$	400.00	\$24,282.48	10	14	\$87,161.12
LEAD CUSTODIAN-3RD SHIFT	\$78,279.12	\$	400.00	\$24,282.48	10	14	\$102,561.60
LEAD CUSTODIAN-3RD SHIFT	\$63,746.64	\$	400.00	\$20,398.80	10	14	\$84,145.44
LEAD CUSTODIAN-3RD SHIFT	\$59,048.64	\$	400.00	\$19,352.64	10	14	\$78,401.28
LEAD CUSTODIAN-3RD SHIFT	\$78,279.12	\$	400.00	\$24,807.12	10	14	\$103,086.24
LEAD GROUNDSKEEPER OP/AP LICENSE	\$81,238.08	\$	400.00	\$24,282.48	10	14	\$105,520.56
LEAD GROUNDSKEEPER OP/AP LICENSE	\$88,302.08	\$	400.00	\$20,398.80	10	14	\$108,700.88
LEAD GROUNDSKEEPER OP/AP LICENSE	\$78,112.08	\$	400.00	\$24,282.48	10	14	\$102,394.56
LEAD GROUNDSKEEPER OP/AP LICENSE	\$78,112.08	\$	400.00	\$0.00	10	14	\$78,112.08
LEAD GROUNDSKEEPER OP/AP LICENSE	\$78,112.08	\$	400.00	\$24,807.12	10	14	\$102,919.20
LOGISTICS COORDINATOR	\$102,829.00			\$24,282.48	10	12	\$127,111.48
LOGISTICS SPECIALIST - ASST CENTRAL MAINT	\$60,948.72			\$20,398.80	10	12	\$81,347.52
MAINTENANCE I	\$65,312.64	\$	400.00	\$24,807.12	10	14	\$90,119.76
MAINTENANCE I	\$65,312.64	\$	400.00	\$24,807.12	10	14	\$90,119.76

Township High School District 214
IMRF Public Disclosure of Total Compensation in FY23
Compensation Package over \$75,000

Job Position	Total Annual Earnings	Bonuses	Clothing Allowance	Employer Paid Health & Dental Insurance Benefit	Vacation Units	Sick Units	Total
MAINTENANCE I	\$78,286.15		\$ 400.00	\$8,507.52	10	14	\$86,793.67
MAINTENANCE I	\$68,820.48		\$ 400.00	\$7,461.36	10	14	\$76,281.84
MAINTENANCE I	\$68,820.48		\$ 400.00	\$24,282.48	10	14	\$93,102.96
MAINTENANCE II	\$73,226.16		\$ 400.00	\$24,807.12	10	14	\$98,033.28
MAINTENANCE II	\$79,789.62		\$ 400.00	\$24,282.48	10	14	\$104,072.10
MAINTENANCE II	\$73,226.16		\$ 400.00	\$7,456.56	10	14	\$80,682.72
MAINTENANCE II	\$73,226.16		\$ 400.00	\$20,398.80	10	14	\$93,624.96
MAINTENANCE II	\$72,156.07		\$ 400.00	\$24,282.48	10	14	\$96,438.55
MAINTENANCE II	\$67,713.84		\$ 400.00	\$24,807.12	10	14	\$92,520.96
MARKETING AND MULTIMEDIA SERVICES SUPERVISOR	\$90,922.00			\$24,807.12	10	12	\$115,729.12
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$24,807.12	10	14	\$113,359.20
MASTER MAINTENANCE	\$69,071.04		\$ 400.00	\$24,282.48	10	14	\$93,353.52
MASTER MAINTENANCE	\$77,673.60		\$ 400.00	\$24,807.12	10	14	\$102,480.72
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$24,807.12	10	14	\$113,359.20
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$9,036.00	10	14	\$97,588.08
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$20,398.80	10	14	\$108,950.88
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$8,848.56	10	14	\$97,400.64
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$9,036.00	10	14	\$97,588.08
MASTER MAINTENANCE	\$83,979.36		\$ 400.00	\$8,848.56	10	14	\$92,827.92
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$24,807.12	10	14	\$113,359.20
MASTER MAINTENANCE	\$71,785.44		\$ 400.00	\$22,913.28	10	14	\$94,698.72
MASTER MAINTENANCE	\$88,552.08		\$ 400.00	\$23,760.96	10	14	\$112,313.04
NETWORK OPERATIONS SPECIALIST	\$95,375.00			\$24,282.48	10	12	\$119,657.48
NETWORK OPERATIONS SPECIALIST	\$81,069.00			\$24,807.12	10	12	\$105,876.12
PAYROLL SUPERVISOR	\$93,807.00			\$24,282.48	10	12	\$118,089.48
PE AREA ASSISTANT (AQUATICS)	\$57,836.76			\$24,807.12	10	12	\$82,643.88
PRINT PRODUCTION/DIG PRINT SPEC PRODUCTION/MAIL TECHNICIAN I	\$58,651.92			\$20,398.80	10	12	\$79,050.72
PRODUCTION/MAIL TECHNICIAN I	\$58,777.20			\$20,398.80	10	12	\$79,176.00
PROFESSIONAL LEARNING PROGRAM ASSISTANT	\$50,341.68			\$24,807.12	10	12	\$75,148.80
PROGRAMMER ANALYST	\$102,478.00			\$0.00	10	12	\$102,478.00
REGISTRAR	\$66,001.68			\$24,807.12	10	12	\$90,808.80
REGISTRAR	\$55,478.16			\$24,807.12	10	12	\$80,285.28
REGISTRAR	\$54,413.28			\$24,807.12	10	12	\$79,220.40
REGISTRAR	\$69,927.12			\$24,807.12	10	12	\$94,734.24
RESEARCH ANALYST	\$71,643.00			\$22,913.28	10	12	\$94,556.28
RESOURCE ASSISTANT	\$63,282.24			\$29,768.40	10	12	\$93,050.64
RESOURCE ASSISTANT	\$56,877.13			\$24,282.48	10	12	\$81,159.61
SCHOOL NUTRITION SERV MGR	\$58,232.00			\$24,282.48	10	12	\$82,514.48
SCHOOL NUTRITION SERV MGR	\$54,917.00			\$24,807.12	10	12	\$79,724.12
SCHOOL NUTRITION SERV MGR	\$51,497.00			\$24,282.48	10	12	\$75,779.48
SCHOOL NUTRITION SERV MGR	\$71,839.95			\$24,282.48	10	12	\$96,122.43
SR PURCHASING/PAYABLES CLERK	\$73,841.77			\$24,807.12	10	12	\$98,648.89
STUD. SERV. ADMIN. ASST.	\$55,373.76			\$24,807.12	10	12	\$80,180.88
STUDENT INFO SYS SUPV	\$97,324.00			\$20,398.80	10	12	\$117,722.80
STUDENT SERVICES ADMINISTRATIVE ASSISTANT	\$80,526.36			\$24,807.12	10	12	\$105,333.48

Township High School District 214
IMRF Public Disclosure of Total Compensation in FY23
Compensation Package over \$75,000

Job Position	Total Annual Earnings	Bonuses	Clothing Allowance	Employer Paid Health & Dental Insurance Benefit	Vacation Units	Sick Units	Total
SYSTEM SOFTWARE SUPR	\$99,400.40			\$0.00	10	12	\$99,400.40
TEACHING & LEARNING SUPERVISOR	\$84,346.00			\$24,807.12	10	12	\$109,153.12
TECH ASST/LAB	\$55,012.08			\$24,807.12	10	12	\$79,819.20
TECH ASST/LIBRARY	\$55,138.13			\$24,807.12	10	12	\$79,945.25
TECH/MEDIA SVCS TECH II	\$78,475.00	\$	400.00	\$20,398.80	10	12	\$98,873.80
TECH/MEDIA SVCS TECH II	\$69,859.66	\$	400.00	\$20,398.80	10	12	\$90,258.46
TECH/MEDIA SVCS TECH II	\$77,026.32	\$	400.00	\$20,398.80	10	12	\$97,425.12
TECH/MEDIA SVCS TECH II	\$77,026.32	\$	400.00	\$20,398.80	10	12	\$97,425.12
TECH/MEDIA SVCS TECH II	\$97,287.32	\$	400.00	\$24,807.12	10	12	\$122,094.44
TECHNOLOGY ASSISTANT-HELP DESK	\$79,931.92			\$24,807.12	10	12	\$104,739.04
TECHNOLOGY ASSISTANT-HELP DESK	\$50,315.10			\$29,768.40	10	12	\$80,083.50
TECHNOLOGY ASSISTANT-HELP DESK	\$61,666.77			\$29,768.40	10	12	\$91,435.17
TECHNOLOGY ASSISTANT-HELP DESK	\$51,169.92			\$24,282.48	10	12	\$75,452.40
TECHNOLOGY ASSISTANT-HELP DESK	\$55,018.19			\$24,807.12	10	12	\$79,825.31
TECHNOLOGY SERV SUPR	\$98,838.00			\$24,807.12	10	12	\$123,645.12
TECHNOLOGY SERV SUPR	\$91,369.30			\$24,807.12	10	12	\$116,176.42
TECHNOLOGY SERV SUPR	\$112,608.89			\$0.00	10	12	\$112,608.89
TECHNOLOGY SERV SUPR	\$90,626.00			\$24,807.12	10	12	\$115,433.12
TECHNOLOGY SERV SUPR	\$128,518.95			\$9,036.00	10	12	\$137,554.95
TECHNOLOGY SERV SUPR	\$115,595.00			\$24,807.12	10	12	\$140,402.12
VISUAL COMMUNICATIONS COORDINATOR	\$76,618.00			\$7,461.36	10	12	\$84,079.36
VISUAL COMMUNICATIONS SUPERVISOR	\$95,375.00			\$24,807.12	10	12	\$120,182.12
WEEKEND HOLIDAY GENERALIST	\$69,918.02	\$	400.00	\$24,807.12	10	14	\$94,725.14
WEEKEND HOLIDAY GENERALIST	\$55,519.92	\$	400.00	\$20,398.80	10	14	\$75,918.72

EIS Administrator and Teacher Salary and Benefits Report - School Year 2022

9/22/2022 3:53 pm

Township HSD 214 2121 S Goebbert Rd, Arlington Heights, IL 60005 050162140170000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
ABAT, MEDIHA	200-Teacher	\$103,939.95	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
ABAT, MEDIHA	203-English as a Second Language Teacher	\$25,985.04	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
ABEL, BRADLEY S	200-Teacher	\$132,877.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
AGUILARIANNOTTI, JENNIFER N	200-Teacher	\$122,543.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ALBRECHT, LAUREN E	250-Special Education Teacher	\$65,553.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
ALEXANDER, DEVON L	200-Teacher	\$48,899.41	0.60	0	14	\$0.00	\$0.00	\$0.00	\$10,775.06
Allegretti, Erin	200-Teacher	\$16,855.19	0.29	0	0	\$0.00	\$0.00	\$0.00	\$0.00
AMEDEO, LORI E	200-Teacher	\$113,388.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
AMOS, DEVONTE	200-Teacher	\$59,057.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,191.88
ANDERSON, NICHOLE B	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
ANDREWS, MICHAEL T	200-Teacher	\$132,877.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ANKROM, CALEB TRISTON	200-Teacher	\$68,506.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
ANTOSZ, TOMASZ FRANCISZEK	200-Teacher	\$69,274.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
APONTE, JANICE TERESA	104-Assistant Principal	\$145,299.00	1.00	20	14	\$0.00	\$0.00	\$14,370.24	\$12,600.72
AREY, JAMES M	200-Teacher	\$154,205.63	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
ARREOLA NUNEZ, LIZBETH	200-Teacher	\$67,030.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
ASCHENBRENER, JANET L	250-Special Education Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ASLINGER, NATHAN J	104-Assistant Principal	\$169,615.96	1.00	25	14	\$0.00	\$0.00	\$16,775.28	\$28,929.84
ATHANASOPOULOS, CHRISTINA	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$22,172.02
ATHANASOPOULOS, CHRISTINA	200-Teacher	\$28,748.84	0.20	0	14	\$0.00	\$0.00	\$2,843.28	\$5,542.94
AUGSBURGER, JOANNA DAWN	200-Teacher	\$14,882.40	0.20	0	14	\$0.00	\$0.00	\$0.00	\$1,346.00
AUGSBURGER, JOANNA DAWN	203-English as a Second Language Teacher	\$59,529.60	0.80	0	0	\$0.00	\$0.00	\$0.00	\$5,384.02
AYALA, MICHAEL ANGEL	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
BAHAVEOLOSOLF, ERIC SAUCEDO	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BAIMA, PATRICIA SUE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
BAKAS, MARIA SYREGGELAS	200-Teacher	\$97,325.55	0.80	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BAKER, JEFFREY R	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,599.14
BAKER, LUCAS C	200-Teacher	\$87,403.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
BAKER, MEGAN N	200-Teacher	\$128,154.03	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
BAKER, SAMUEL E	200-Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
BALAN, MARINA N	203-English as a Second Language Teacher	\$128,154.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BALDWIN, DIANE	200-Teacher	\$158,283.60	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BALE, JULIE A	200-Teacher	\$138,489.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BALLARINI, JACQUELINE E	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
BARAN, AMANDA KATHRYN	250-Special Education Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BARNUM, CHRISTINA MARIE	200-Teacher	\$68,033.41	0.60	0	14	\$0.00	\$0.00	\$0.00	\$0.00
BARNUM, CHRISTOPHER J	200-Teacher	\$124,020.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
BARRY, DAWN	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BARTHEL, JULIA A	200-Teacher	\$54,613.68	0.40	0	14	\$0.00	\$0.00	\$0.00	\$2,692.00
BARTHEL, JULIA A	250-Special Education Teacher	\$81,920.40	0.60	0	14	\$0.00	\$0.00	\$0.00	\$4,038.02
BASSLER, JONATHAN EUSEBIO	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BATEY, JEFFREY R	200-Teacher	\$107,484.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BATMAN, KATHARINE ALYSSA	200-Teacher	\$29,764.80	0.40	0	14	\$0.00	\$0.00	\$0.00	\$2,692.00
BATMAN, KATHARINE ALYSSA	203-English as a Second Language Teacher	\$44,647.20	0.60	0	0	\$0.00	\$0.00	\$0.00	\$4,038.02
BATTAGLIA, JOSEPH ANTHONY	200-Teacher	\$76,184.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
BAUM, DIJANA BALTIC	250-Special Education Teacher	\$76,183.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
BECKER, LARA SUSANNE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BEDINGFIELD, GEORGE D	200-Teacher	\$145,217.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
BEDOYA, ALEXANDRA	200-Teacher	\$50,080.00	0.80	0	14	\$0.00	\$0.00	\$0.00	\$0.00
BEDOYA, ALEXANDRA	203-English as a Second Language Teacher	\$12,520.00	0.20	0	14	\$0.00	\$0.00	\$0.00	\$0.00
BEER, ELIZABETH S	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
BEISHIR, TIMOTHY CHARLES	200-Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
BELLOF, KEITH	611-Resource Teacher Other	\$140,635.63	1.00	0	14	\$0.00	\$0.00	\$0.00	\$20,647.26
BERGER, KEITH WILLIAM	200-Teacher	\$64,077.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
BERGMAN, KRISTEN M	200-Teacher	\$111,027.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
BERGQUIST, CHERYL ANN	200-Teacher	\$91,537.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BEYNA, TERRY A	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BHANSALI, AMANDA TERESA	200-Teacher	\$67,088.88	0.80	0	11	\$0.00	\$0.00	\$0.00	\$18,345.78
BIERNACKI, BRIAN	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BJANKINI, LAURA JANET	200-Teacher	\$62,599.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$685.80
BLACK, CARRIE LYNN	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BLANKE, CARYN A	200-Teacher	\$139,965.12	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BLAZEK, JODI LYNN	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BLAZEK, KENNETH	200-Teacher	\$153,721.33	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
BLOCK, JASON H	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BOCZAR, THOMAS	200-Teacher	\$71,340.75	0.80	0	14	\$0.00	\$0.00	\$0.00	\$12,073.54
BOCZAR, THOMAS	203-English as a Second Language Teacher	\$17,835.15	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,018.38

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
BOHNENKAMP, MATTHEW THOMAS	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BONASERA, MARIANGELA PEZZELLA	200-Teacher	\$89,766.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BONDI, ANTONINO LORETO	200-Teacher	\$113,980.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BOORMAN WOLOWIEC, REBECCA	250-Special Education Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
BORGHOFF, KENT R	200-Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
BOSCO, MICHAEL JOHN	200-Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
BOTT, JEFFREY O	125-Head of Gen Ed (Depart chair admin endorsement held)	\$113,017.64	0.80	0	14	\$0.00	\$0.00	\$11,177.52	\$22,531.48
BOTT, JEFFREY O	200-Teacher	\$28,254.44	0.20	0	14	\$0.00	\$0.00	\$2,794.32	\$5,632.76
BOURN, KEVIN MICHAEL	200-Teacher	\$100,397.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BOUVIER, CAROL RUMPEL	200-Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BOWES, MELINDA J	200-Teacher	\$157,019.98	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
BOYER, JONATHAN LUCAS	200-Teacher	\$68,506.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
BOYLE, PAMELA	208-Career and Technical Educator (CTE)	\$40,678.21	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
BRACEROS, TARA N	200-Teacher	\$61,419.15	0.80	0	14	\$0.00	\$0.00	\$0.00	\$5,384.02
BRACEROS, TARA N	203-English as a Second Language Teacher	\$15,354.75	0.20	0	0	\$0.00	\$0.00	\$0.00	\$1,346.00
BRADBURN, ANTHONY CHARLES	107-General Administrator or General Supervisor	\$146,346.96	1.00	20	14	\$0.00	\$0.00	\$14,473.92	\$31,502.00
BRANCH, STEVEN M	250-Special Education Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BRANHAM, MATTHEW P	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
BREJ, KATHLEEN H	200-Teacher	\$100,397.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
BRIODY, FRANK	200-Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BROOKS, THADDEUS J	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BROSNAN, ELIZABETH ANN	208-Career and Technical Educator (CTE)	\$50,079.89	0.80	0	0	\$0.00	\$0.00	\$0.00	\$17,958.42
BROWN, ASHLEY MORGAN	200-Teacher	\$76,183.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$20,479.12
BROWN, HENRY DONNELL	104-Assistant Principal	\$44,749.68	0.29	0	0	\$0.00	\$0.00	\$0.00	\$0.00
BROWN, HENRY DONNELL	107-General Administrator or General Supervisor	\$108,439.47	0.71	20	14	\$0.00	\$0.00	\$0.00	\$0.00
BROWN, MAURA CHRISTINE	200-Teacher	\$113,980.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BROWN, ROBERT D	200-Teacher	\$126,973.20	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BROWNLEY, MEGAN EILEEN	250-Special Education Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
BROWNLEY, WALTER A	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BRTVA, JESSICA MARIE	200-Teacher	\$97,325.55	0.80	0	14	\$0.00	\$0.00	\$0.00	\$5,384.02
BRYANT, NASIR JORDAN	200-Teacher	\$59,057.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,787.68
BUCCIARELLI, BRIAN JOSEPH	250-Special Education Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
BUCCIARELLI, LINDSAY ANNE	200-Teacher	\$27,312.88	0.20	0	14	\$0.00	\$0.00	\$0.00	\$3,669.16
BUJDEI, PERSIDA	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BULAVA, NATASHA MARLENE	200-Teacher	\$66,379.95	0.80	0	14	\$0.00	\$0.00	\$0.00	\$64.80
BULAVA, NATASHA MARLENE	203-English as a Second Language Teacher	\$16,595.04	0.20	0	0	\$0.00	\$0.00	\$0.00	\$16.20
BURMEISTER, LANCE	200-Teacher	\$144,169.12	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
BURNETT, MICHELE L	200-Teacher	\$112,550.40	0.80	0	14	\$0.00	\$0.00	\$0.00	\$5,384.02
BURNETT, MICHELE L	250-Special Education Teacher	\$28,137.60	0.20	0	0	\$0.00	\$0.00	\$0.00	\$1,346.00
BURNS, JAIME L	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BURRIER, DEAN ARIC	200-Teacher	\$89,176.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
BURRITT, KYLE R	104-Assistant Principal	\$169,615.96	1.00	20	14	\$0.00	\$0.00	\$16,775.28	\$28,929.84
BUSH, JOSEPH D	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
BUTI, CHRISTOPHER R	200-Teacher	\$156,630.80	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
BUXTON, JENNIFER KATHERINE	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$685.80
BYROM, LINDA ELIZABETH	200-Teacher	\$63,072.61	0.60	0	14	\$0.00	\$0.00	\$0.00	\$0.00
CABALLERO, FRANCISCO RAUL	200-Teacher	\$54,613.68	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,338.32
CABALLERO, FRANCISCO RAUL	203-English as a Second Language Teacher	\$81,920.40	0.60	0	0	\$0.00	\$0.00	\$0.00	\$11,007.46
CALDERA, DANIEL	200-Teacher	\$54,332.40	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,338.32
CALDERA, DANIEL	203-English as a Second Language Teacher	\$81,498.61	0.60	0	0	\$0.00	\$0.00	\$0.00	\$11,007.46
CALDWELL, STARR	250-Special Education Teacher	\$88,290.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$20,479.12
CAMACHO, JACQUELIN ALEJANDRA	200-Teacher	\$65,553.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
CAMPORESE, NICHOLAS JAMES	200-Teacher	\$66,616.08	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,366.74
CAMPORESE, NICHOLAS JAMES	203-English as a Second Language Teacher	\$16,654.08	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,591.68
CANADY, REBECCA ANN	250-Special Education Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
CAPONIGRO, DONNA LYNN	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CAPPELEN, DIANA ISABEL	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CAPPUCCITTI, ARIANA NICOLE	200-Teacher	\$71,754.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
CARLSON, JEREMY S	200-Teacher	\$121,067.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
CARLSON, RICHARD W	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CARRISON, MICHELLE E	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
CARRO, CYNTHIA L	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CARROLL, KEVIN M	200-Teacher	\$125,200.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
CASBARIAN, ROBIN LEE	250-Special Education Teacher	\$74,412.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
CASSIDY, CHRISTOPHER M	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CASTRO, REBECCA S	200-Teacher	\$82,207.23	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
CASTRO, RICARDO	200-Teacher	\$22,323.60	0.20	0	14	\$0.00	\$0.00	\$0.00	\$3,018.38
CASTRO, RICARDO	203-English as a Second Language Teacher	\$89,294.40	0.80	0	0	\$0.00	\$0.00	\$0.00	\$12,073.54
CAVAZOS, CHARLES	200-Teacher	\$145,476.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
CHAMBERS, SHANNON J	203-English as a Second Language Teacher	\$112,550.40	0.80	0	11	\$0.00	\$0.00	\$0.00	\$15,091.92
CHAMPETIER DE RIBES, ANNE LAURE	200-Teacher	\$64,017.60	0.80	0	14	\$0.00	\$0.00	\$0.00	\$18.00
CHAPMAN, DENISE MARIE	200-Teacher	\$55,986.00	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
CHAPMAN, DENISE MARIE	203-English as a Second Language Teacher	\$37,324.08	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,338.32
CHAUDHARI, SAMIR JASHWANT	200-Teacher	\$74,412.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
CHERF, KIMBERLY G	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
CHICO, SANDRA L	200-Teacher	\$157,019.98	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
CHILVER, JOANN C	200-Teacher	\$131,320.88	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
CHRISTELL, ELIZABETH	200-Teacher	\$76,183.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CHRISTIE, RYAN M	200-Teacher	\$87,403.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
CHRISTOFFERSEN, LI DIANE	200-Teacher	\$138,817.20	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,599.14
CIDES BAZAN, ALFONSO JESUS	200-Teacher	\$38,977.68	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,338.32
CIDES BAZAN, ALFONSO JESUS	203-English as a Second Language Teacher	\$58,466.40	0.60	0	0	\$0.00	\$0.00	\$0.00	\$11,007.46
CISNEROS LUCKETT, KESHENA ELISE	200-Teacher	\$76,183.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$16,606.98
CLARK, RICHARD K	200-Teacher	\$137,012.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
CLAYTON, ADAM A	153-Special Education Supervisor	\$143,743.96	1.00	0	14	\$0.00	\$0.00	\$14,216.40	\$28,231.44
CLEARY, MICHAEL JOSEPH	250-Special Education Teacher	\$60,828.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
COHEN, JASON S	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
COLELLA, STEPHEN	200-Teacher	\$103,350.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
COLLINS, AMY T	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
COLLINS, BROCK RYAN	200-Teacher	\$83,269.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
COMERJAWORSKI, LYN MARIE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
COMO, ANTHONY T	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CONCIALDI, MICHAEL F	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CONNELL, BRITT	200-Teacher	\$112,550.40	0.80	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
COOK, JERRY	103-Principal	\$197,013.00	1.00	20	14	\$0.00	\$0.00	\$19,484.88	\$29,668.80
COOLEY, LISA LYNN	250-Special Education Teacher	\$78,841.20	0.60	0	14	\$0.00	\$0.00	\$0.00	\$0.00
COONEY, THOMAS JOSEPH	200-Teacher	\$38,505.15	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,338.32
COONEY, THOMAS JOSEPH	250-Special Education Teacher	\$57,757.81	0.60	0	0	\$0.00	\$0.00	\$0.00	\$11,007.46
CORR, JILL ALEXANDRA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CORTEZ, FRANCISCO	203-English as a Second Language Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
COSTA, MICHAEL R	200-Teacher	\$119,590.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
COTEACKERT, PAMELA	200-Teacher	\$154,044.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,338.24
COTTRELL, LISA MARIE	250-Special Education Teacher	\$156,543.23	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
CRANDALL, ZACHARY C	200-Teacher	\$131,107.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CROOK, CHRISTINE VICTORIA	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CURCIO, JAMIE LYNN	200-Teacher	\$71,459.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
CURRAN, CHARLES JOHN	250-Special Education Teacher	\$83,269.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CURTIS, MELISSA A	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CUSHING, MARK	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
CUSTABLE, TODD	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
DAROCHA, LISA	104-Assistant Principal	\$168,146.68	1.00	20	14	\$0.00	\$0.00	\$16,629.84	\$28,374.16
DAVIDSMEIER, THOMAS M	200-Teacher	\$128,448.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DAVIS, MICKIA S	125-Head of Gen Ed (Depart chair admin endorsement held)	\$124,542.00	1.00	0	14	\$0.00	\$0.00	\$12,317.28	\$27,196.56

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
DAVISSON, DANIEL D	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
DE BOEUF, DANIEL J	200-Teacher	\$31,890.72	0.40	0	14	\$0.00	\$0.00	\$0.00	\$2,636.64
DE BOEUF, DANIEL J	250-Special Education Teacher	\$47,836.21	0.60	0	0	\$0.00	\$0.00	\$0.00	\$3,954.96
DE MEO, NATALIE S	200-Teacher	\$136,533.97	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
DEBERGE, ALISON KESLER	200-Teacher	\$77,010.48	0.80	0	14	\$0.00	\$0.00	\$0.00	\$64.80
DEBERGE, ALISON KESLER	203-English as a Second Language Teacher	\$19,252.56	0.20	0	0	\$0.00	\$0.00	\$0.00	\$16.20
DECALUWE, NYSSA MARIE	200-Teacher	\$65,553.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
DEL PERCIO, NATALIE ROSE	200-Teacher	\$82,966.16	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
DELBOCCIO, NICHOLAS	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DELGADO, ELIZABETH CALDERON	200-Teacher	\$48,131.52	0.50	0	14	\$0.00	\$0.00	\$0.00	\$7,545.96
DELGADO, ELIZABETH CALDERON	203-English as a Second Language Teacher	\$48,131.52	0.50	0	0	\$0.00	\$0.00	\$0.00	\$7,545.96
DELZER, CORINNE	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
DENARDO, ZAYA KAY	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DERDIGER, SARA	250-Special Education Teacher	\$43,296.80	0.60	0	14	\$0.00	\$0.00	\$0.00	\$0.00
DI SILVIO, JOSEPH J	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DI VITO, RICCARDO	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DIAZ, CHRISTINA MAE	153-Special Education Supervisor	\$136,493.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
DIAZ, LUCIO A	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
DIESBERGEN, ALEX PETER	200-Teacher	\$69,704.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
DIETERICH, ERIC ARTHUR	200-Teacher	\$62,599.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
DIMATTEO, MICHAEL RAY	200-Teacher	\$139,695.81	1.00	0	14	\$0.00	\$0.00	\$4,190.87	\$0.00
DOHERTY, SMITHA JOSEPH	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
DOMAN, HEATHER ANN	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
DOMARACKI, JAMIE NICOLE	200-Teacher	\$124,020.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DOMPKE, DAVID P	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DORSEY, WHITNEY STARR	250-Special Education Teacher	\$100,397.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DRAPATSKY, MELISSA A	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DRENNAN, STACEY A	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DRENTH, MICHAEL P	200-Teacher	\$136,533.89	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DRYE, QIANA JUSTINE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DUBINSKI, STACY	200-Teacher	\$76,006.21	0.60	0	8	\$0.00	\$0.00	\$0.00	\$0.00
DUBNICKA, LAURA JANE	200-Teacher	\$78,546.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
DUDLE, PATRICK J	200-Teacher	\$108,073.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DUDZIK, TRACY K	200-Teacher	\$91,537.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
DUFFER, PETER	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
DUFKIS, JOEL M	200-Teacher	\$92,176.76	0.95	0	14	\$0.00	\$0.00	\$0.00	\$0.00
DYER, JOHN M	200-Teacher	\$23,622.75	0.20	0	14	\$0.00	\$0.00	\$0.00	\$3,669.16
DYER, JOHN M	250-Special Education Teacher	\$94,491.15	0.80	0	0	\$0.00	\$0.00	\$0.00	\$14,676.62

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
DYER, KENT MICHAEL	200-Teacher	\$89,176.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
DZIEN, PAUL H	200-Teacher	\$81,498.61	0.60	0	14	\$0.00	\$0.00	\$0.00	\$10,775.06
DZIEN, PAUL H	203-English as a Second Language Teacher	\$54,332.40	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,183.36
ECCLES, ZACHARY J	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
ELLISABDULLAH, CRYSTAL E	200-Teacher	\$79,844.85	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
ELLISABDULLAH, CRYSTAL E	203-English as a Second Language Teacher	\$53,229.92	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,338.32
ERIKSSON, PETER K	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ESPINOZA, ROXANNE STEPHANIE	250-Special Education Teacher	\$59,056.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
EUBANKS, KIRSTEN MARIE	200-Teacher	\$62,599.97	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
EVANS, JULIANNE LUICK	125-Head of Gen Ed (Depart chair admin endorsement held)	\$95,829.60	0.80	0	14	\$0.00	\$0.00	\$9,477.60	\$9,530.40
EVANS, JULIANNE LUICK	200-Teacher	\$23,957.40	0.20	0	0	\$0.00	\$0.00	\$2,369.52	\$2,382.48
EVERT, MATTHEW ROBERT	200-Teacher	\$59,057.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
FANIZZA, MELISSA ANI MARDOIAN	200-Teacher	\$35,197.95	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,039.66
FANIZZA, MELISSA ANI MARDOIAN	203-English as a Second Language Teacher	\$52,797.01	0.60	0	0	\$0.00	\$0.00	\$0.00	\$10,559.48
FARRELL, JAMES M	200-Teacher	\$134,355.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
FARRELL, SARA J	200-Teacher	\$121,067.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
FEELEY, ALLISON L	200-Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,949.42
FENDLEY, MARY SUSAN	200-Teacher	\$142,852.91	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FENZEL, KURT THOMAS	200-Teacher	\$97,444.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FERNANDEZIBARRA, JULIO C	200-Teacher	\$69,097.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
FINLAYSON, ANDREW J	200-Teacher	\$129,925.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FIORE, ARIANNA	200-Teacher	\$47,245.68	0.80	0	14	\$0.00	\$0.00	\$0.00	\$6,588.36
FIORITO, RONALD J	200-Teacher	\$126,973.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FISHER, KRISTEN LYNN	200-Teacher	\$134,059.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FITZPATRICK, SEANNA M	200-Teacher	\$67,030.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
FLETCHER, KIRSTEN KEELEY	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FOECKING, BRIAN A	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FOLAN, EMILY ROSE	250-Special Education Teacher	\$90,948.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
FONSINO, MICHELLE LIN	200-Teacher	\$115,752.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FRANCIS, DAWN MICHELLE	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$22,585.20
FRANCIS, DAWN MICHELLE	200-Teacher	\$28,748.84	0.20	0	14	\$0.00	\$0.00	\$2,843.28	\$5,646.24
FRASER, PAUL D	200-Teacher	\$132,877.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FREEMAN, CHAD E	200-Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
FREEMAN, DANIELLE JOANN	200-Teacher	\$131,401.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FREEMAN, MARY M	200-Teacher	\$48,662.88	0.40	0	14	\$0.00	\$0.00	\$0.00	\$2,692.00
FREEMAN, MARY M	250-Special Education Teacher	\$72,994.21	0.60	0	0	\$0.00	\$0.00	\$0.00	\$4,038.02
FRENCH, BECKY S	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
FRENCH, BRUCE E	125-Head of Gen Ed (Depart chair admin endorsement held)	\$129,779.70	0.80	0	14	\$0.00	\$0.00	\$12,835.44	\$22,982.74
FRENCH, BRUCE E	200-Teacher	\$32,344.88	0.20	0	0	\$0.00	\$0.00	\$3,198.96	\$5,743.34
FRERICKS, KATINA MARIE	200-Teacher	\$71,566.19	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
FROATS, THOMAS K	200-Teacher	\$156,630.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
FROESCHLE, CHAD STEVEN	200-Teacher	\$112,550.40	0.80	0	14	\$0.00	\$0.00	\$0.00	\$12,073.54
FROESCHLE, CHAD STEVEN	203-English as a Second Language Teacher	\$28,137.60	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,018.38
FULLHART, PAIGE LEA	200-Teacher	\$84,412.80	0.60	0	14	\$0.00	\$0.00	\$0.00	\$4,038.02
FULLHART, PAIGE LEA	203-English as a Second Language Teacher	\$56,275.20	0.40	0	0	\$0.00	\$0.00	\$0.00	\$2,692.00
FURMAN, ANTHONY W	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
GAJZLER, PETER P	200-Teacher	\$77,651.17	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
GALARZA, JUDY	250-Special Education Teacher	\$64,077.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
GALLAGHER, JOAN AILEEN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$120,248.84	0.80	0	14	\$0.00	\$0.00	\$11,892.72	\$10,187.52
GARCIA, CECILIA	200-Teacher	\$128,154.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
GARCIA, VANESSA	200-Teacher	\$61,714.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,796.68
GARMS, TYLER J	200-Teacher	\$69,983.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$8,839.18
GARST, DAVID THOMAS	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
GEIST, MICHAEL D	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
GELDON, KEVIN ANDREW	200-Teacher	\$108,073.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
GENITONI, ALYSSA C	200-Teacher	\$131,107.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
GENOVA, ANTONETTE MARIE	250-Special Education Teacher	\$91,537.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
GENOVESE, ANTHONY J	200-Teacher	\$125,437.20	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
Ghanem, Ruquicyah	611-Resource Teacher Other	\$19,488.55	0.30	0	12	\$0.00	\$0.00	\$0.00	\$0.00
GIERMAN, KRISTEN MARIE	200-Teacher	\$83,861.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
GINDER, CORINNE L	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
GIUSTI, ROSS	200-Teacher	\$145,935.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$24,461.04
GLINSKI, ANNA M	200-Teacher	\$89,176.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
GLOSSON, KRISTA KAYE	200-Teacher	\$128,154.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
GOEBEL, KATHERINE A	200-Teacher	\$75,120.60	0.60	0	8	\$0.00	\$0.00	\$0.00	\$0.00
GONZALEZ, VICTOR J	200-Teacher	\$132,898.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
GONZALEZMARTINEZ, GLADYS	200-Teacher	\$132,878.05	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,476.66
GOTT, VERONICA	203-English as a Second Language Teacher	\$82,089.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
GREGORNIKGARCIA, DAWN MARIE	200-Teacher	\$118,114.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
GRIFFIS, KATHERINE THERESE	200-Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
GRONSKI, JACQUELIN M	250-Special Education Teacher	\$119,295.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
GROW, PANAGIOTA MERRIS	104-Assistant Principal	\$158,400.00	1.00	20	14	\$0.00	\$0.00	\$15,616.92	\$28,612.12
GRUBISICH, NICHOLAS O	250-Special Education Teacher	\$72,640.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,476.66
GRUEN, SANDRA J	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
GRYBASH, JEFFREY R	200-Teacher	\$124,020.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
GUDAITIS, SEAN M	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
GUIMON, LESLIE ERIN	200-Teacher	\$121,067.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
GUNTHER, MARK	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
GUZMAN, CRISTINA	250-Special Education Teacher	\$67,325.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
HACKMANCUSHING, LINDSAY I	200-Teacher	\$30,473.41	0.30	0	14	\$0.00	\$0.00	\$0.00	\$0.00
HAEN, HEIDI C	200-Teacher	\$159,411.12	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HALLEEN, LISA S	200-Teacher	\$118,919.76	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
HAMANN, JAMES A	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HAMILTON, MATTHEW KEVIN	250-Special Education Teacher	\$111,618.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HAMMERSTROM, ERIK	200-Teacher	\$151,085.63	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
HANSEN, WILLIAM DONOVAN	200-Teacher	\$78,841.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
HARALAMBAKIS, FRANK P	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HARALAMBAKIS, LEE ANN	200-Teacher	\$128,154.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
HARBAUGH, LISA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
HARDER, JACLYN ANNE	200-Teacher	\$118,114.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HART, EILEEN M	103-Principal	\$226,075.20	1.00	25	14	\$0.00	\$0.00	\$22,359.12	\$30,447.12
HARTWIG, F ROBERT	104-Assistant Principal	\$184,517.24	1.00	20	14	\$0.00	\$0.00	\$18,248.94	\$4,975.98
HATFIELD, TODD N	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
HAUBRICH, DAVID L	250-Special Education Teacher	\$67,325.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
HAUCK, BRIAN	200-Teacher	\$132,877.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HAWKINS, ANGELA	125-Head of Gen Ed (Depart chair admin endorsement held)	\$50,961.30	0.41	0	14	\$0.00	\$0.00	\$0.00	\$0.00
HAWKINS, ANGELA	200-Teacher	\$12,740.33	0.10	0	14	\$0.00	\$0.00	\$0.00	\$0.00
HAWKINS, ANGELA	104-Assistant Principal	\$72,615.00	0.49	20	14	\$0.00	\$0.00	\$7,398.74	\$14,523.00
HEALY, KEITH VERNON	200-Teacher	\$110,436.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
HEILMAN, JAY D	200-Teacher	\$132,877.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HEINTZ, MARK	200-Teacher	\$128,154.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
HEINTZ, NANCY	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HEINTZELMAN, JONATHAN R	200-Teacher	\$114,570.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HELDMANN, THOMAS R	200-Teacher	\$83,861.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
HENDRICKS FITZGERALD, KATIE DAVIS	250-Special Education Teacher	\$52,059.50	0.55	0	14	\$0.00	\$0.00	\$0.00	\$0.00
HENDRICKS FITZGERALD, KATIE DAVIS	125-Head of Gen Ed (Depart chair admin endorsement held)	\$53,443.23	0.45	0	0	\$0.00	\$0.00	\$0.00	\$0.00
HENG, AMI KHEANG	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
HENNELLY, PATRICK AUGUSTUS	200-Teacher	\$70,867.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
HENNIG, TIMOTHY PAUL	200-Teacher	\$126,972.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HENRY, STEVEN CHARLES	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
HERBSTER, EILEEN MARIE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HERNANDEZ, DOMINIQUE AKIKO	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
HERNANDEZ, JULISSA	200-Teacher	\$97,325.55	0.80	0	14	\$0.00	\$0.00	\$0.00	\$5,384.02
HERNANDEZ, JULISSA	203-English as a Second Language Teacher	\$24,331.44	0.20	0	0	\$0.00	\$0.00	\$0.00	\$1,346.00
HERNANDEZ, PATRICIA	203-English as a Second Language Teacher	\$82,089.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
HETTEL, SETH COLE	125-Head of Gen Ed (Depart chair admin endorsement held)	\$99,701.56	0.80	0	14	\$0.00	\$0.00	\$9,860.64	\$18,701.42
HETTEL, SETH COLE	200-Teacher	\$24,925.44	0.20	0	14	\$0.00	\$0.00	\$2,465.04	\$4,675.30
HIBNER, ERIN MAUREEN	200-Teacher	\$86,814.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
HIGDON, MICHAEL MOORE	200-Teacher	\$69,096.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
HILE, SPENCER KENNETH	200-Teacher	\$67,030.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,582.60
HIRSCHAUER, BRIAN A	200-Teacher	\$71,566.19	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
HODGES, ERIK R	200-Teacher	\$123,429.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
HOEKSTRA, CONCETTA J	250-Special Education Teacher	\$60,828.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
HOFFMAN, ELYSE REGAN	200-Teacher	\$108,074.16	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HOIJER, JOANELL	200-Teacher	\$149,497.57	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HOPE, SUSAN MARIE	200-Teacher	\$131,997.68	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
HORWATH, SHARON MARIE	200-Teacher	\$111,618.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,211.78
HUCK, HEIDI	200-Teacher	\$157,019.98	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
HUERTA, BROOKE NICOLE	200-Teacher	\$76,184.03	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
HUSSEY, SHANNON BARRETT	250-Special Education Teacher	\$107,484.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$2,837.64
HUYNH, BINH H	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
HYDE, RICHARD R	200-Teacher	\$126,972.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
INGEMUNSON, KATHERINE L	200-Teacher	\$119,886.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
IZENSTARK, ANDREA L	200-Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
JACKSON, GABRIELLA STETZ	107-General Administrator or General Supervisor	\$151,272.00	1.00	20	14	\$0.00	\$0.00	\$14,960.88	\$27,917.52
JACOBY, TIMOTHY JAMES	200-Teacher	\$89,294.40	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
JOHNSON, ANGEL	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,543.16	0.80	0	14	\$0.00	\$0.00	\$11,328.48	\$10,182.52
JOHNSON, ANGEL	200-Teacher	\$28,635.84	0.20	0	0	\$0.00	\$0.00	\$2,832.00	\$2,545.64
JOHNSON, CATHY LYNN	101-Assistant/Associate District Superintendent	\$203,472.96	1.00	20	14	\$0.00	\$0.00	\$20,123.76	\$29,843.52
JOHNSON, DAVID G	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
JOHNSON, ERIC T	200-Teacher	\$96,852.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
JOHNSON, KENNETH G	200-Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
JOHNSON, MARNI ANN	101-Assistant/Associate District Superintendent	\$143,800.13	0.81	0	14	\$0.00	\$0.00	\$0.00	\$0.00
JONES, DANIEL CARL	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
JOSEPH, DE JUANA VENEETA	200-Teacher	\$100,397.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$36.00
JOSEPH, JOHN DAVID	200-Teacher	\$111,618.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
JOU KIM, CHRISTINA SUNG	203-English as a Second Language Teacher	\$81,498.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
JUNG, KORI KANDIS SCHULTZ	250-Special Education Teacher	\$118,114.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
JUSZCZYK, ANNA	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KAEMPEN, ALEXANDER CHARLES	200-Teacher	\$60,829.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
KAHLERUIZ, SARA ANNE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KALCHBRENNER, AMANDA HELEN AMS	200-Teacher	\$93,900.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
KALE, BONNIE JOY	200-Teacher	\$89,176.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
KALKOUNOS KARAFOTIAS, EFFIE	200-Teacher	\$110,791.20	0.80	0	11	\$0.00	\$0.00	\$0.00	\$15,091.92
KAMEDULA, MICHAEL T	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KAMINSKY, JONATHON J	200-Teacher	\$121,067.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
KANE, NORMAN	203-English as a Second Language Teacher	\$146,767.95	1.00	0	0	\$0.00	\$0.00	\$0.00	\$17,795.40
KANUPKE, KAREN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KAPPLER, HENRY JOSEPH	200-Teacher	\$92,719.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
KARAGIANNIS, AIMEE LYNETTE	200-Teacher	\$8,474.64	0.10	0	14	\$0.00	\$0.00	\$0.00	\$1,834.58
KARAGIANNIS, AIMEE LYNETTE	250-Special Education Teacher	\$76,272.24	0.90	0	0	\$0.00	\$0.00	\$0.00	\$16,511.20
KARAMITOS, PETER	250-Special Education Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
KARAVOUZIS, JAMIE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KATOVICH, KEVIN	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KEELEY, JACQUELINE FIGLIULO	200-Teacher	\$96,852.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
KELLY, MARTHA C	200-Teacher	\$84,412.80	0.60	0	14	\$0.00	\$0.00	\$0.00	\$3,338.50
KELLY, MARTHA C	203-English as a Second Language Teacher	\$56,275.20	0.40	0	0	\$0.00	\$0.00	\$0.00	\$2,225.66
KELLY, PAUL W	103-Principal	\$189,516.96	1.00	20	14	\$0.00	\$0.00	\$18,743.52	\$13,979.28
KEMP, BRIAN D	200-Teacher	\$135,535.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KEMP, MARY ELIZABETH	125-Head of Gen Ed (Depart chair admin endorsement held)	\$110,170.36	0.80	0	14	\$0.00	\$0.00	\$10,896.00	\$2,972.74
KEMP, MARY ELIZABETH	200-Teacher	\$27,542.64	0.20	0	14	\$0.00	\$0.00	\$2,724.00	\$743.18
KENDRICK, KARA ELIZABETH	104-Assistant Principal	\$169,615.96	1.00	20	14	\$0.00	\$0.00	\$16,775.28	\$28,929.84
KENNEY, JOHN P	200-Teacher	\$142,852.91	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
KENWORTHY, JONATHAN R	250-Special Education Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KEZIOS, STEPHANIE C	200-Teacher	\$124,649.76	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
KIEPURA, CHRISTOPHER G	200-Teacher	\$124,020.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KIM, JOYCE AMY	104-Assistant Principal	\$113,077.60	0.80	20	14	\$0.00	\$0.00	\$11,183.48	\$15,525.32
KIM, JOYCE AMY	200-Teacher	\$28,269.40	0.20	20	14	\$0.00	\$0.00	\$2,396.52	\$3,185.62
KING, PETER R	250-Special Education Teacher	\$103,939.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KINNEE, REBECCA LYNN	203-English as a Second Language Teacher	\$19,878.97	0.16	0	14	\$0.00	\$0.00	\$1,396.73	\$2,765.80
KINNEE, REBECCA LYNN	104-Assistant Principal	\$29,900.33	0.23	20	14	\$0.00	\$0.00	\$3,046.54	\$598.06
KINNEE, REBECCA LYNN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$55,317.00	0.41	0	14	\$0.00	\$0.00	\$5,636.24	\$11,063.40
KIOLBASSA, RONALD C	104-Assistant Principal	\$166,698.96	1.00	25	14	\$0.00	\$0.00	\$16,486.80	\$28,852.08

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
KIRKORSKY, RYAN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
KLACZEK, KATHARINE A	200-Teacher	\$90,268.69	0.60	0	14	\$0.00	\$0.00	\$0.00	\$10,457.10
KLACZEK, KATHARINE A	250-Special Education Teacher	\$69,205.95	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,888.68
KLAUS, DANIEL K	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KLEIN, MOLLY ANTOINETTE	200-Teacher	\$99,805.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KNAPPIK, ALISON K	200-Teacher	\$93,841.39	0.70	0	14	\$0.00	\$0.00	\$0.00	\$10,564.34
KNAPPIK, ALISON K	203-English as a Second Language Teacher	\$40,217.76	0.30	0	0	\$0.00	\$0.00	\$0.00	\$4,527.58
KNIGHT, MEGAN MARIE	107-General Administrator or General Supervisor	\$169,193.00	1.00	20	14	\$0.00	\$0.00	\$16,733.28	\$28,917.60
KOCHANSKI, SARA B	200-Teacher	\$61,582.27	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
KOELPER, JANET L	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
KOLLIAS, LISA ANN	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KOŁODZIEJ, KIMBERLY KATHLEEN	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KOŁODZIEJ, STEPHEN M	125-Head of Gen Ed (Depart chair admin endorsement held)	\$14,585.33	0.10	0	0	\$0.00	\$0.00	\$0.00	\$0.00
KOŁODZIEJ, STEPHEN M	104-Assistant Principal	\$137,274.99	0.85	17	14	\$0.00	\$0.00	\$13,576.63	\$27,455.00
KONYAR, KATHERINE MARION	200-Teacher	\$154,205.52	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KOPECKY, SCOTT	200-Teacher	\$84,412.80	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
KOPECKY, SCOTT	203-English as a Second Language Teacher	\$56,275.20	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,338.32
KOPENY, MARYANN E STEPHENS	200-Teacher	\$106,066.35	0.80	0	14	\$0.00	\$0.00	\$0.00	\$20,479.12
KOPKOWSKI, ANDREA ELIZABETH	200-Teacher	\$50,948.21	0.60	0	8	\$0.00	\$0.00	\$0.00	\$0.00
KOPKOWSKI, JASON E	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KORAKAKIS, JENNIFER VALERIE	125-Head of Gen Ed (Depart chair admin endorsement held)	\$131,563.96	1.00	0	14	\$0.00	\$0.00	\$13,011.84	\$23,565.12
KOSIEK, TIMOTHY B	200-Teacher	\$106,066.56	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
KOSIROG, MARK C	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
KOZŁOWSKI, NANCY	200-Teacher	\$31,182.00	0.40	0	14	\$0.00	\$0.00	\$0.00	\$0.00
KRAFT, CARMEL K	101-Assistant/Associate District Superintendent	\$192,080.00	1.00	20	14	\$0.00	\$0.00	\$18,996.91	\$29,536.56
KRAJACIC, JOSEPH	104-Assistant Principal	\$192,255.12	1.00	25	14	\$0.00	\$0.00	\$19,014.24	\$25,198.08
KRITEK, JOHN W	200-Teacher	\$128,448.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KRUPICKA, KIMBERLY RAE	200-Teacher	\$121,656.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KRUSE, KAREN E	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
KU, ANN EUNJOO	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KUEHN, JENNIFER M	200-Teacher	\$70,750.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
KUEHN, STEPHEN M	200-Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KUMLER, ANGELA LYNN	200-Teacher	\$111,027.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KUNDE, KAREN A	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
KUPKOWSKI, TIFFANY D	200-Teacher	\$125,496.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
KUPON, ROBERT J	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,551.10
KURA, KEITH E	200-Teacher	\$103,939.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
KUTSKA, KURTIS J	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LALA, JAMIE	250-Special Education Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LANE, RICHARD S	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LANGLOIS, SABRINA ANN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$95,829.60	0.80	0	14	\$0.00	\$0.00	\$9,477.60	\$24,628.20
LANGLOIS, SABRINA ANN	200-Teacher	\$23,957.40	0.20	0	0	\$0.00	\$0.00	\$2,369.52	\$6,156.94
LANGTON, DAWN THERESA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LARSON, CHARLES RYAN	200-Teacher	\$83,269.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
LARSON, CORINNE A	200-Teacher	\$128,154.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LARSON, MARY P	200-Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
LAVAND, COURTNEY L	250-Special Education Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
LAZZAROTTO, TIMOTHY S	200-Teacher	\$154,205.60	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LEA, COLLEEN MULLANEY	200-Teacher	\$96,852.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$19,175.38
LEANE, MARA E	200-Teacher	\$64,077.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
LEE, BRIAN ANTWAN	200-Teacher	\$83,861.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
LEE, SANDRA KYUNGAE	200-Teacher	\$87,769.76	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,211.78
LEIBFORTH, ROBERT	250-Special Education Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LENNON, ELIZABETH KATHLEEN	200-Teacher	\$66,616.21	0.60	0	8	\$0.00	\$0.00	\$0.00	\$0.00
LENNON, KEVIN M	200-Teacher	\$53,623.68	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,338.32
LENNON, KEVIN M	203-English as a Second Language Teacher	\$80,435.41	0.60	0	0	\$0.00	\$0.00	\$0.00	\$11,007.46
LESLIE, ALLISON N	200-Teacher	\$58,111.81	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
LESLIE, ALLISON N	203-English as a Second Language Teacher	\$19,370.64	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
LESLIE, ALLISON N	250-Special Education Teacher	\$19,370.64	0.20	0	14	\$0.00	\$0.00	\$0.00	\$3,669.16
LESNIAK, KRISTEN GUTH	200-Teacher	\$89,176.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
LESNIAK, STEVEN P	200-Teacher	\$35,338.48	0.29	0	14	\$0.00	\$0.00	\$0.00	\$0.00
LESNIAK, STEVEN P	125-Head of Gen Ed (Depart chair admin endorsement held)	\$90,000.00	0.71	0	14	\$0.00	\$0.00	\$8,901.09	\$18,000.00
LEVENE, JULIE A	200-Teacher	\$66,970.80	0.60	0	8	\$0.00	\$0.00	\$0.00	\$0.00
LEVIN, MARLI ERIN	200-Teacher	\$89,294.40	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
LEVINSON, ADAM M	125-Head of Gen Ed (Depart chair admin endorsement held)	\$143,744.00	1.00	0	14	\$0.00	\$0.00	\$14,216.42	\$12,743.78
LEWIS, ALVIN ROD EMANUEL	125-Head of Gen Ed (Depart chair admin endorsement held)	\$121,710.96	1.00	0	14	\$0.00	\$0.00	\$12,037.44	\$27,120.72
LICATA, JENNIFER NICOLE	200-Teacher	\$89,332.22	0.75	0	14	\$0.00	\$0.00	\$0.00	\$15,355.80
LINDEMAN, JAMES W	200-Teacher	\$152,819.28	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LIVAS, MATTHEW O	200-Teacher	\$114,570.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LOCH, QUINTEN T	200-Teacher	\$87,403.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LOPEZ CINTRON, YULIANA	200-Teacher	\$66,438.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
LOPEZ, LAZARO J	101-Assistant/Associate District Superintendent	\$213,473.00	1.00	25	14	\$0.00	\$0.00	\$21,112.80	\$30,113.28
LOVDA, MEGAN ELISE	250-Special Education Teacher	\$86,223.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
LOVE, MATTHEW D	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,599.14
LUCKRITZ, MARY K	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$10,047.40
LUCKRITZ, MARY K	203-English as a Second Language Teacher	\$28,748.84	0.20	0	14	\$0.00	\$0.00	\$2,843.28	\$2,511.80
LUDEWIG, ERIN J	200-Teacher	\$96,263.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LUDWIGSEN, DAN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$131,066.58	0.80	0	14	\$0.00	\$0.00	\$12,962.64	\$3,531.00
LUDWIGSEN, DAN	200-Teacher	\$32,344.88	0.20	0	14	\$0.00	\$0.00	\$3,198.96	\$872.74
LUKOWICZ, LINDSAY GIBBEL	250-Special Education Teacher	\$87,403.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
LUSE, ROBERT DONALD	200-Teacher	\$76,183.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
LUSSOW, KELLY T	200-Teacher	\$35,670.48	0.40	0	14	\$0.00	\$0.00	\$0.00	\$32.40
LUSSOW, KELLY T	203-English as a Second Language Teacher	\$53,505.60	0.60	0	0	\$0.00	\$0.00	\$0.00	\$48.60
LUSSOW, NICHOLAS F	200-Teacher	\$115,161.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MABRY, MELISSA ANN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MACDONALD, CLAIRE ELIZABETH	200-Teacher	\$93,310.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MACIEJEWSKI, JESSICA	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MACKOWIAK, KRISTINA ALEXSANDRA	200-Teacher	\$83,861.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
MAKOVEC, BREANNE THERESA	200-Teacher	\$148,426.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MALEK, MICHAEL ANDREW	200-Teacher	\$92,718.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MANTHEY, KENT	200-Teacher	\$132,877.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
MARALDO, JILL CLAUDINE	104-Assistant Principal	\$159,772.04	1.00	20	14	\$0.00	\$0.00	\$15,801.60	\$4,310.64
MARCHISOTTO, JOSEPH ANTHONY	200-Teacher	\$73,525.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,273.02
MARCONI, JENNIFER LINDA	203-English as a Second Language Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MARCONI, MICHELLE LYNETTE	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MARKS, CHRISTOPHER D	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
MARNSTEIN, AARON	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MARQUETTE, KYLE	200-Teacher	\$142,853.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MARSHALL, JOANNA L	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
MARTIN, BRENDA	153-Special Education Supervisor	\$143,743.96	1.00	0	14	\$0.00	\$0.00	\$14,216.40	\$27,714.96
MARTIN, JEANNA THERESE	200-Teacher	\$111,618.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
MARTINEAU, LISA MARIE	200-Teacher	\$142,852.91	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
MASON, JEFFREY JAMES	250-Special Education Teacher	\$80,613.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MATTINGLY, CARRIE L	200-Teacher	\$115,161.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
MATUSZEWSKI, PATRYK	250-Special Education Teacher	\$60,828.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MAXWELL, MARK S	200-Teacher	\$157,019.98	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MCARDLE, SAMANTHA CAITLYN	200-Teacher	\$67,030.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MCCABE, MICHAEL B	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MCCLEISH, STEFANIE LYNN	200-Teacher	\$113,980.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MCCOLAUGH, MICHAEL	200-Teacher	\$149,456.40	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MCCORMICK, NICOLE LOUISE	250-Special Education Teacher	\$97,444.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
MCDERMOTT, TIMOTHY J	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
MCGING, PATRICK E	200-Teacher	\$85,633.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MCNALLY, KATHLEEN C	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MCNAMEE, JOANNE MARY	200-Teacher	\$150,122.80	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MCPARTLIN, MICHAEL PATRICK	200-Teacher	\$74,412.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
MEINTZER, SHARON EILEEN	200-Teacher	\$137,367.02	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MELE, RICHARD W	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MELENDEZ PONCE, GABRIELA	203-English as a Second Language Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MENACKER, DANIELLE	200-Teacher	\$75,298.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
MEO, JACQUELINE	125-Head of Gen Ed (Depart chair admin endorsement held)	\$143,743.96	1.00	0	14	\$0.00	\$0.00	\$14,216.40	\$27,714.96
MESSER, STEPHEN	200-Teacher	\$160,256.48	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
MEYER, BARBARA	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$22,585.20
MEYER, BARBARA	200-Teacher	\$28,748.84	0.20	0	14	\$0.00	\$0.00	\$2,843.28	\$5,646.24
MEYER, ROBERT ALLEN	250-Special Education Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
MEYER, TIMOTHY ALAN	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MICHAEL, SARA B	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MICHELIN, MATTHEW B	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MICHELIS, ANGELIKI DEMETRA	200-Teacher	\$65,553.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
MIKLUSAK, KIMBERLY A	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
MIKS, JAMES	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MIKULAK, PETER M	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MIKUZIS, EMILY CATHERINE	200-Teacher	\$90,948.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
MILLER, GREGORY A	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
MILLER, KEVIN D	250-Special Education Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MILLER, TIMOTHY W	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MILLIGAN, SEAN PATRICK	200-Teacher	\$96,852.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
MILLS, KENNETH	200-Teacher	\$154,205.52	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MINTER, GREGORY	103-Principal	\$190,401.00	1.00	20	14	\$0.00	\$0.00	\$18,830.88	\$5,137.20
MIRANDOLA, FRANK J	104-Assistant Principal	\$161,274.00	1.00	20	14	\$0.00	\$0.00	\$15,950.16	\$24,365.52
MISHLER, MATTHEW L	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MODELSKI, KEVIN WILLIAM	200-Teacher	\$70,867.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
MOEHLIN, GREGORY S	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MOHAMMED, SAARAH NASIR	200-Teacher	\$68,506.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
MOLBERGER, KIMBERLY FLORETTE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MONAHAN, LAURA P	200-Teacher	\$27,993.01	0.20	0	14	\$0.00	\$0.00	\$0.00	\$1,346.00

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MONARREZ, PEDRO A	203-English as a Second Language Teacher	\$87,995.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
MONNICH, MELANIE VICTORIA	200-Teacher	\$64,077.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
MONTEMAYOR, WILLIAM JOSEPH	200-Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
MOORE, PATRICIA M	200-Teacher	\$157,019.98	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MORLEY, NICOLE EDELL MITCH	200-Teacher	\$118,113.97	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MORTENSEN, RICHARD P	250-Special Education Teacher	\$79,727.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MORTON, JEREMY	200-Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MOSHER, LAURA SUSAN	200-Teacher	\$104,885.60	0.80	0	11	\$0.00	\$0.00	\$0.00	\$17,958.42
MOTT, NEIL W	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MOY, MELISSA R	200-Teacher	\$20,551.68	0.20	0	10	\$0.00	\$0.00	\$0.00	\$69.66
MOYER, RACHEL TARA	200-Teacher	\$72,757.95	0.70	0	14	\$0.00	\$0.00	\$0.00	\$11,896.04
MOYER, RACHEL TARA	203-English as a Second Language Teacher	\$31,182.00	0.30	0	0	\$0.00	\$0.00	\$0.00	\$5,098.30
MROZ, THOMAS M	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MUCK, KEVIN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$129,379.59	0.80	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MUCK, KEVIN	200-Teacher	\$32,344.90	0.20	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MUELLER, KEVIN M	200-Teacher	\$109,255.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MUGERDITCHIAN, KEEGAN T	200-Teacher	\$23,622.75	0.40	0	14	\$0.00	\$0.00	\$0.00	\$32.40
MUGERDITCHIAN, KEEGAN T	250-Special Education Teacher	\$35,434.21	0.60	0	0	\$0.00	\$0.00	\$0.00	\$48.60
MULDOON BROWN, MEGHAN LORINE	107-General Administrator or General Supervisor	\$136,999.96	1.00	0	14	\$0.00	\$0.00	\$13,549.44	\$21,850.26
MULLIGAN, REBECCA A	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MUNDSCHENK, BRANDON ANTON	200-Teacher	\$60,829.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MURPHY, ROBERT J	200-Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
MURRAY, JAMES T	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MURRIN, SEAN	200-Teacher	\$112,550.40	0.80	0	14	\$0.00	\$0.00	\$0.00	\$12,073.54
MURRIN, SEAN	203-English as a Second Language Teacher	\$28,137.60	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,018.38
MURTAGH, COLLEEN SUZANNE	200-Teacher	\$106,302.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
MYERS, CAMBRIA MARIE	200-Teacher	\$112,207.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
MYERS, MATTHEW J	200-Teacher	\$131,107.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
NAAMI, RICHARD	250-Special Education Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
NAUGHTON, MICHAEL G	200-Teacher	\$92,719.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
NAVA, MARTHA E	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
NAVARRETE, JENNIFER	200-Teacher	\$34,859.55	1.00	0	6	\$0.00	\$0.00	\$0.00	\$2,489.34
NAVARRO, JULIA E	200-Teacher	\$61,715.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
NEBEL, ALAINA	250-Special Education Teacher	\$62,599.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,313.68
NGUYEN, LINHHAI HUU	200-Teacher	\$85,042.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
NICKOLA, ERIN JOANNE	200-Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
NIEDDEN, ALEXANDRA FRANCES	200-Teacher	\$92,683.68	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
NOBLE, ELIZABETH	200-Teacher	\$121,657.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
NORRIS, MATTHEW C	125-Head of Gen Ed (Depart chair admin endorsement held)	\$143,743.96	1.00	0	14	\$0.00	\$0.00	\$14,216.40	\$27,714.96
NORRIS, VALERIE LYNN	104-Assistant Principal	\$16,747.68	0.10	20	14	\$0.00	\$0.00	\$1,656.36	\$5,767.92
NORRIS, VALERIE LYNN	103-Principal	\$154,138.46	0.90	25	14	\$0.00	\$0.00	\$15,244.44	\$23,125.94
NORTH, CHRISTOPHER A	200-Teacher	\$157,866.13	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
OCONNOR, RYAN K	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
OHRT, AMY E	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
OLSON, BRETT S	200-Teacher	\$107,484.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
OLSON, NICHOLAS J	125-Head of Gen Ed (Depart chair admin endorsement held)	\$124,626.96	1.00	0	14	\$0.00	\$0.00	\$12,325.68	\$26,719.68
OLSON, ROY E	200-Teacher	\$118,114.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ONEAL, JOHN B	104-Assistant Principal	\$149,998.04	1.00	20	14	\$0.00	\$0.00	\$14,834.88	\$28,399.44
ONEILL, AMY CAROLE	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ONEILL, STEFANIE KATHLEEN RONGE	200-Teacher	\$65,671.20	0.75	0	14	\$0.00	\$0.00	\$0.00	\$4,101.44
ONEILL, STEFANIE KATHLEEN RONGE	203-English as a Second Language Teacher	\$16,417.80	0.20	0	0	\$0.00	\$0.00	\$0.00	\$0.00
ORAHAM, NICHOLAS JAMES	200-Teacher	\$76,183.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
OSEI, MILES N	250-Special Education Teacher	\$34,016.69	0.52	0	7	\$0.00	\$0.00	\$0.00	\$0.00
OSSMAN, DANIELLE M	200-Teacher	\$14,243.96	0.12	0	14	\$0.00	\$0.00	\$0.00	\$0.00
OSSMAN, DANIELLE M	125-Head of Gen Ed (Depart chair admin endorsement held)	\$109,878.01	0.88	0	14	\$0.00	\$0.00	\$10,867.04	\$21,975.60
OVERSMITH, KRISTIN	200-Teacher	\$90,948.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
OWENS, MELLONEY DENISE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
OWENSSCHIELE, ELIZABETH L	208-Career and Technical Educator (CTE)	\$16,962.42	0.23	0	14	\$0.00	\$0.00	\$0.00	\$0.00
PACH, CATHERINE J	200-Teacher	\$92,799.39	0.92	0	14	\$0.00	\$0.00	\$0.00	\$16,641.44
PACINI, JANET	200-Teacher	\$139,530.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
PACYK, CHRISTINE LINDA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PACYK, CYNTHIA A	200-Teacher	\$128,448.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
PADRON, MATTHEW IAN	200-Teacher	\$129,924.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PAGE, KATIE C	200-Teacher	\$84,412.80	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
PAHIGIANIS, HELENE A	200-Teacher	\$140,058.61	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
PAK, CINDY	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PAPEZ, DAVID M	200-Teacher	\$154,260.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PARDUN, JOSEPH	200-Teacher	\$84,232.21	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
PARK, ANDREW C	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PARK, ELEANOR JEESUNG	200-Teacher	\$82,207.20	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
PARK, ELEANOR JEESUNG	203-English as a Second Language Teacher	\$54,804.75	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,338.32
PARRA GARCIA, MIGUEL E	200-Teacher	\$13,394.16	0.20	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
PARRA GARCIA, MIGUEL E	203-English as a Second Language Teacher	\$61,183.20	0.80	0	14	\$0.00	\$0.00	\$0.00	\$3,669.16
PATAKY, KELLEY	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
PATTERSON, TIMOTHY R	200-Teacher	\$132,877.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PAUL, KARA C	250-Special Education Teacher	\$150,673.05	1.00	0	0	\$0.00	\$0.00	\$0.00	\$17,599.26
PAUL, KRISTA L	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
PEARLMAN, BRENT	200-Teacher	\$154,205.52	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PEDERSEN, ERIN BRIANNE	200-Teacher	\$91,537.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
PENA, CINDY L	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PENIO, JUSTIN T	125-Head of Gen Ed (Depart chair admin endorsement held)	\$135,171.82	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
PERALES, ILIANA	250-Special Education Teacher	\$69,096.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
PERALTA, CHRISTIAN	200-Teacher	\$59,057.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
PEREZ GARCIA, ERIK G	200-Teacher	\$13,394.16	0.18	0	14	\$0.00	\$0.00	\$0.00	\$2,414.70
PEREZ GARCIA, ERIK G	203-English as a Second Language Teacher	\$61,183.20	0.80	0	14	\$0.00	\$0.00	\$0.00	\$0.00
PEREZ, MARIO	203-English as a Second Language Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PERKINS, MELINDA LOUISE	200-Teacher	\$112,550.40	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
PERKINS, MELINDA LOUISE	203-English as a Second Language Teacher	\$28,137.60	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
PETERSON, KEITH W	200-Teacher	\$158,927.87	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PFEIFFER, JAMES R	250-Special Education Teacher	\$111,618.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PFISTER, KYLE EDWARD	200-Teacher	\$65,553.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
PFLANZ, RONNA LYNN	200-Teacher	\$159,195.57	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
PHAM, CHINH H	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PHILLIPS, TIMOTHY	125-Head of Gen Ed (Depart chair admin endorsement held)	\$130,817.04	0.80	0	14	\$0.00	\$0.00	\$12,937.92	\$22,822.14
PHILLIPS, TIMOTHY	200-Teacher	\$31,124.40	0.20	0	14	\$0.00	\$0.00	\$3,078.24	\$5,363.70
PIATEK, TIMOTHY J	125-Head of Gen Ed (Depart chair admin endorsement held)	\$110,867.17	0.77	0	14	\$0.00	\$0.00	\$0.00	\$0.00
PIATEK, TIMOTHY J	203-English as a Second Language Teacher	\$27,716.79	0.20	0	14	\$0.00	\$0.00	\$0.00	\$0.00
PICCOLI, MICHAEL S	200-Teacher	\$74,161.49	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
PICHIK, KYLE A	200-Teacher	\$109,846.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
PIEPER, JON TODD	200-Teacher	\$93,310.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PIHL, ROBERT L	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PITCHER, LEA ANN	200-Teacher	\$93,310.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
PLAZA, SCOTT THOMAS	200-Teacher	\$66,438.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
PODULKA, TIMOTHY A	250-Special Education Teacher	\$105,718.83	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
POISSON, NORMAN ANDRE	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
POKORNY, LISA MARIE	203-English as a Second Language Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
POLAK, THOMAS ADALBERT	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
POLLEY, STEPHEN C	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
POLYMENAKOS, CATHY	200-Teacher	\$37,918.08	0.60	0	9	\$0.00	\$0.00	\$0.00	\$0.00
POND, MICHAEL J	250-Special Education Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
PONSOT, DANIELLE N	200-Teacher	\$15,961.35	0.27	0	8	\$0.00	\$0.00	\$0.00	\$0.00
POPOVIC, BRENDA NICOLE	200-Teacher	\$70,868.40	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
POPOVIC, BRENDA NICOLE	203-English as a Second Language Teacher	\$47,245.68	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,338.32
POPOVICH, GABRIEL N	200-Teacher	\$108,073.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
POULOS, ZACHARY D	200-Teacher	\$79,579.57	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,796.68
PRENDERGAST, ALISSA ANN	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
PRIBAN, MATTHEW K	200-Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
PRICE, MICHELLE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
PROKUP, KRISTEN MARIE	153-Special Education Supervisor	\$134,765.04	1.00	0	14	\$0.00	\$0.00	\$13,328.40	\$27,990.24
PUGAWKO, ANNA M	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
QUAST, HEIDI	200-Teacher	\$111,972.00	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,366.74
QUAST, HEIDI	203-English as a Second Language Teacher	\$27,993.01	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,591.68
RACE, ERIC GENE	200-Teacher	\$69,251.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
RADAKOVITZ, MICHAEL LAWRENCE	200-Teacher	\$88,349.55	0.80	0	14	\$0.00	\$0.00	\$0.00	\$12,073.54
RADAKOVITZ, MICHAEL LAWRENCE	250-Special Education Teacher	\$22,087.44	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,018.38
RADCLIFF, SEAN WILLIAM	200-Teacher	\$68,506.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
RAFACZ, ALICIA	200-Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
RAFFERTY, KATHLEEN T	250-Special Education Teacher	\$114,571.09	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
RAKOW, GRETA DIANE	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$22,172.02
RAKOW, GRETA DIANE	200-Teacher	\$28,748.84	0.20	0	0	\$0.00	\$0.00	\$2,843.28	\$5,542.94
RAND, BRIANNE L	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$11,741.30
RANDALL, JACQUELYN BARBARA	104-Assistant Principal	\$125,165.04	1.00	0	14	\$0.00	\$0.00	\$12,378.96	\$27,730.08
RATHE, BRADFORD W	200-Teacher	\$121,067.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
RAUCCI, LISA ANN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RAY, KRISTEN M	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
REIFF, SAMANTHA JANE	200-Teacher	\$67,030.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
REINHART, KYLE LEE	200-Teacher	\$69,251.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RELF, AMI ELIZABETH	200-Teacher	\$69,982.56	0.50	0	14	\$0.00	\$0.00	\$0.00	\$3,295.80
RELF, AMI ELIZABETH	203-English as a Second Language Teacher	\$69,982.56	0.50	0	0	\$0.00	\$0.00	\$0.00	\$3,295.80
RENAUD, JAY M	200-Teacher	\$89,176.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RENNER, SUZANNE	200-Teacher	\$155,828.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
RICE, COLIN P	200-Teacher	\$96,263.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
RICE, MATTHEW JOSEPH	250-Special Education Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
RICKER, KENNETH F	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
RIEDY, MICHAEL J	200-Teacher	\$158,896.21	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RINGROSE, THOMAS	200-Teacher	\$74,412.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
RIVAS, MARIA ESTHER	203-English as a Second Language Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
RIVERA, AMY KATHRYN	200-Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
RIVERA, EDGAR	125-Head of Gen Ed (Depart chair admin endorsement held)	\$129,609.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
ROBERTS, KAREN LYNN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RODRIGUEZ MARTINEZ, MARIA ISABEL	200-Teacher	\$50,059.93	0.87	0	14	\$0.00	\$0.00	\$0.00	\$63.00
RODRIGUEZ, EMILY ANNE	200-Teacher	\$111,972.00	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
RODRIGUEZ, EMILY ANNE	203-English as a Second Language Teacher	\$27,993.01	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
RODRIGUEZ, LISETTE	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RODRIGUEZCUELLAR, SUSAN	250-Special Education Teacher	\$93,310.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
ROGERS, CHRISTOPHER J	200-Teacher	\$107,484.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
ROGERS, KEIR ALAIN	103-Principal	\$178,510.04	1.00	20	14	\$0.00	\$0.00	\$17,654.88	\$29,123.76
ROMANO, BRITTANY JORDAN	200-Teacher	\$75,002.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
ROMANO, LISA M	200-Teacher	\$111,972.00	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
ROMANO, LISA M	203-English as a Second Language Teacher	\$27,993.01	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
ROSENBERG, GENEVIEVE	153-Special Education Supervisor	\$167,767.00	1.00	0	14	\$0.00	\$0.00	\$16,443.00	\$27,597.92
ROSENWALD, ERIC M	200-Teacher	\$132,582.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ROSIN, SHELBY ANN	200-Teacher	\$69,251.15	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
ROWLEY, DONALD G	104-Assistant Principal	\$161,274.00	1.00	20	14	\$0.00	\$0.00	\$15,950.16	\$28,704.00
RUCKOLDT, JOY ANN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RUGG, CHRISTOPHER W	200-Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RUIZBERGMAN, CARMEN M	200-Teacher	\$90,711.15	0.80	0	14	\$0.00	\$0.00	\$0.00	\$81.00
RUNYARD, RITA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RUPLAUK, JOSEPH	250-Special Education Teacher	\$96,263.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RUSNIAK, JANET ANN	200-Teacher	\$99,311.63	0.98	0	14	\$0.00	\$0.00	\$0.00	\$81.00
RUSNIAK, MICHAEL J	250-Special Education Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RUSSELL, RICHARD SCOTT	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
RUSSO, JOSEPH C	250-Special Education Teacher	\$83,861.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
SADLER, MECCA MURPHY	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$3,102.76
SADLER, MECCA MURPHY	200-Teacher	\$28,748.84	0.20	0	0	\$0.00	\$0.00	\$2,843.28	\$775.64
SAKEN, DANIEL S	200-Teacher	\$131,107.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
SALVATO, JOSEPH ANTHONY	200-Teacher	\$14,830.58	0.19	0	14	\$0.00	\$0.00	\$0.00	\$0.00
SALZMANN, KIMBERLY MARIE	200-Teacher	\$79,727.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
SANDER, KIMBERLY ANN	200-Teacher	\$137,012.16	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
SANDSTEAD, JENNA WELLS RALSTON	200-Teacher	\$100,397.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SANGWA, SUSAN LEAH	125-Head of Gen Ed (Depart chair admin endorsement held)	\$101,326.36	0.80	0	14	\$0.00	\$0.00	\$10,021.20	\$21,802.60
SANGWA, SUSAN LEAH	200-Teacher	\$25,331.56	0.20	0	0	\$0.00	\$0.00	\$2,505.36	\$5,450.60
SANTEFORD, JULIE L	200-Teacher	\$124,020.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SAPP, LEIGH M	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
SAVENELLI, PAULA	200-Teacher	\$84,412.80	0.60	0	14	\$0.00	\$0.00	\$0.00	\$10,775.06
SAVENELLI, PAULA	203-English as a Second Language Teacher	\$56,275.20	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,183.36
SCHAAP, AIMEE R	200-Teacher	\$112,550.40	0.80	0	11	\$0.00	\$0.00	\$0.00	\$81.00
SCHAAP, TIMOTHY J	200-Teacher	\$136,533.89	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SCHAAP, TODD W	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SCHAETZLEIN, MARK A	104-Assistant Principal	\$161,274.00	1.00	25	14	\$0.00	\$0.00	\$15,950.16	\$28,704.00
SCHAFFELD, DARIA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SCHAFFER, DEVIN BLAINE	200-Teacher	\$67,030.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$16,994.34
SCHILTZ, RYAN GEAN	200-Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SCHILZ, REBECCA ANN	200-Teacher	\$97,444.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
SCHLORFF, ANTHONY JOSEPH	107-General Administrator or General Supervisor	\$169,615.96	1.00	20	14	\$0.00	\$0.00	\$16,775.28	\$23,595.84
SCHMIDT, REBECCA LEE	250-Special Education Teacher	\$52,442.88	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,183.36
SCHNELL, DAVID S	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
SCHOENBECK, PAUL V	200-Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
SCHOFFSTALL, JENNIFER	200-Teacher	\$141,191.44	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
SCHOFFSTALL, TERRICK	200-Teacher	\$153,610.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SCHOLTEN, SCOTT J	104-Assistant Principal	\$149,998.04	1.00	20	14	\$0.00	\$0.00	\$14,834.88	\$27,882.96
SCHRADER, STEPHANIE LYNN	200-Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SCHRAM, RICHARD E	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
SCHRAMMEL, KEVIN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$39,786.65	0.28	0	14	\$0.00	\$0.00	\$3,934.93	\$7,957.33
SCHRAMMEL, KEVIN	153-Special Education Supervisor	\$103,887.35	0.72	0	14	\$0.00	\$0.00	\$10,274.56	\$20,777.48
SCHULER, DAVID	100-District Superintendent	\$335,344.55	1.00	20	14	\$0.00	\$43,000.00	\$33,165.91	\$33,512.40
SCHULTZ, RYAN T	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
SCHWAGER, TOD G	200-Teacher	\$28,137.60	0.20	0	14	\$0.00	\$0.00	\$0.00	\$3,669.16
SCHWAGER, TOD G	203-English as a Second Language Teacher	\$112,550.40	0.80	0	0	\$0.00	\$0.00	\$0.00	\$14,676.62
SCOGGINS, CHAD ALAN	200-Teacher	\$114,570.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SCOTT, AUSTIN D	200-Teacher	\$105,889.39	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
SEARS, MARC D	200-Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
SEATON, GINA M	250-Special Education Teacher	\$128,448.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SEBESTYEN, MICHAEL E	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
SENTENO, ARTURO	104-Assistant Principal	\$168,453.00	1.00	20	14	\$0.00	\$0.00	\$0.00	\$0.00
SHAH, ANGELA RAWAL	200-Teacher	\$55,631.41	0.60	0	14	\$0.00	\$0.00	\$0.00	\$0.00
SHARKEYHAMMERSMITH, COLLEEN MARIE	207-Speech Language Pathology Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
SHEEHY, MARGARET M	200-Teacher	\$73,526.16	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
SHEPIN, LAURA G	200-Teacher	\$111,027.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SHERWIN, HEATHER ANNE	200-Teacher	\$122,543.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
SHINCOOPER, JEANNE MICHELE	200-Teacher	\$26,221.44	0.20	0	14	\$0.00	\$0.00	\$0.00	\$3,669.16
SHINCOOPER, JEANNE MICHELE	203-English as a Second Language Teacher	\$104,885.55	0.80	0	0	\$0.00	\$0.00	\$0.00	\$14,676.62
SILVER, REBECCA H A	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
SILVERMAN, AMY	250-Special Education Teacher	\$159,195.57	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SILVERMAN, MEREDITH LA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SINGH, PREET MOHAN	200-Teacher	\$33,190.08	0.40	0	14	\$0.00	\$0.00	\$0.00	\$0.00
SISSON, GORDON J	103-Principal	\$228,751.99	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
SKARB, KERI ANN	200-Teacher	\$121,656.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SMITH, BRIANNE M	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
SMITH, CHRISTINE ANN	200-Teacher	\$101,578.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SMITH, KATE SUSANN	200-Teacher	\$121,067.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SMITH, SINDI J	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SMITH, THOMAS J	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$10,195.06
SMITH, THOMAS J	200-Teacher	\$28,748.84	0.20	0	14	\$0.00	\$0.00	\$2,843.28	\$2,548.70
SNYDER, EMILY M	200-Teacher	\$45,710.40	0.60	0	14	\$0.00	\$0.00	\$0.00	\$0.00
SNYDER, LAURA T	200-Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SOBOL, MARIOLA	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
SOHN, SHAE MAUREEN	250-Special Education Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SONGER, GERRI KAY	250-Special Education Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
SOTO, ADRIANA ALVA	200-Teacher	\$15,413.76	0.20	0	14	\$0.00	\$0.00	\$0.00	\$1,346.00
SOTO, ADRIANA ALVA	203-English as a Second Language Teacher	\$61,655.28	0.80	0	0	\$0.00	\$0.00	\$0.00	\$5,384.02
SOUKUP, LISA CHRISTINE	125-Head of Gen Ed (Depart chair admin endorsement held)	\$117,608.72	0.80	0	14	\$0.00	\$0.00	\$11,631.60	\$22,720.20
SOUKUP, LISA CHRISTINE	200-Teacher	\$26,135.24	0.20	0	14	\$0.00	\$0.00	\$2,584.80	\$4,994.96
SPIERING, KRISTEN LYNN	200-Teacher	\$95,908.80	0.80	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
SPJUTH, JASON D	203-English as a Second Language Teacher	\$49,253.41	0.60	0	14	\$0.00	\$0.00	\$0.00	\$9,055.16
SPJUTH, JASON D	250-Special Education Teacher	\$32,835.60	0.40	0	0	\$0.00	\$0.00	\$0.00	\$6,036.76
SPRENGER, CRISTEN DIANA	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
STACK, MATTHEW KRISTOFER	200-Teacher	\$59,056.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
STAFFEL, KAROLINA MAGEALENA	250-Special Education Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
STANFORD, CHRISTINE	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
STAVROPOULOS, ALEXANDER P	200-Teacher	\$68,388.00	0.60	0	14	\$0.00	\$0.00	\$0.00	\$11,007.46
STAVROPOULOS, ALEXANDER P	203-English as a Second Language Teacher	\$45,592.08	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,338.32
STAVROS, ELIZABETH ERIN	200-Teacher	\$59,057.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$7,787.68
STEINBACH, THOMAS PATRICK	200-Teacher	\$89,176.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
STENZEL, LAUREN M	200-Teacher	\$135,831.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
STEWART, JOSHUA D	200-Teacher	\$83,861.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
STOCK, LAURA A	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
STOKER, JULIE	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$23,917.56
STOLTZ, NICOLE MARIE	200-Teacher	\$110,436.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
STOVALL, YOLANDA J	104-Assistant Principal	\$156,568.04	1.00	20	14	\$0.00	\$0.00	\$15,484.80	\$28,060.32
STRAMALACNI, STACY LEAH	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
Stransky, Jessica	200-Teacher	\$11,811.36	0.20	0	14	\$0.00	\$0.00	\$0.00	\$16.20
Stransky, Jessica	203-English as a Second Language Teacher	\$47,245.68	0.80	0	0	\$0.00	\$0.00	\$0.00	\$64.80
STRAUSS, SARA	200-Teacher	\$56,275.20	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,338.32
STRAUSS, SARA	203-English as a Second Language Teacher	\$84,412.80	0.60	0	0	\$0.00	\$0.00	\$0.00	\$11,007.46
STRUEBING, SARAH R	200-Teacher	\$89,176.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
STRUPEK, SAMANTHA ANNE	200-Teacher	\$62,599.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
Strzelecki, Nicholas	208-Career and Technical Educator (CTE)	\$34,991.50	0.50	0	14	\$0.00	\$0.00	\$0.00	\$6,998.20
Strzelecki, Nicholas	250-Special Education Teacher	\$34,991.50	0.50	0	14	\$0.00	\$0.00	\$0.00	\$6,998.20
STUTZMAN, WILLIAM LYON	250-Special Education Teacher	\$61,269.26	0.82	0	14	\$0.00	\$0.00	\$0.00	\$0.00
SULLIVAN, THOMAS M	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
SVARZ, STEPHANIE RACHAEL	200-Teacher	\$72,640.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
SWIERCZEK, DEREK	200-Teacher	\$112,550.40	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
SZABO, JOSEPH P	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
TANTILLO, MICHELLE T	200-Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
TAYLOR, MARK G	250-Special Education Teacher	\$137,788.00	1.00	0	2	\$0.00	\$0.00	\$0.00	\$17,599.26
TERMION, KATIE AURELIA	250-Special Education Teacher	\$129,630.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
THEODSAKIS, MICHAEL J	250-Special Education Teacher	\$139,965.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
THOMAS, MARCUS	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
THOMPSON, RITA M	200-Teacher	\$141,788.88	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
THORBURN, KATHERINE M	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
THORSON, LINDA S	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
TIERI, ROCCO C	200-Teacher	\$109,609.68	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
TIERI, ROCCO C	250-Special Education Teacher	\$27,402.48	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
TOBECKSEN, KELLY	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18.00
TOBIAS, MARGARET	250-Special Education Teacher	\$157,470.16	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
TOCK, TRISHA MARY	200-Teacher	\$83,269.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$81.00
TOME CZKO, LAURA SUSAN	200-Teacher	\$70,868.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$286.48
TRENKLE, KURT	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
TRENT, CINDY L	200-Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
TROIANO, JENNIFER L	200-Teacher	\$118,114.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
TROW, KEVIN M	200-Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
TSCHAMMER, PHILIP MICHAEL	200-Teacher	\$65,553.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
TUCKER, JESSICA A	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
UHLE, CHRISTOPHER K	107-General Administrator or General Supervisor	\$178,510.04	1.00	20	14	\$0.00	\$0.00	\$17,654.88	\$28,652.64

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
UHRIK, JOHN STEVEN	200-Teacher	\$100,397.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
URBAN, DANIEL R	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
UTLEY, DEBORA S	200-Teacher	\$136,534.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
VAN HOY, TRACY PANDELL	200-Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
VAN VLEET, VERNON TYLER	200-Teacher	\$81,498.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
VANBLADEL, JAMES R	200-Teacher	\$111,618.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
VANDER ARK, BRIAN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
VANGRONDELLE, CHRISTOPHER	250-Special Education Teacher	\$143,583.23	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
VANNATTA, AMY L	200-Teacher	\$127,555.43	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
VARELA, BRUCE K	203-English as a Second Language Teacher	\$137,011.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
VAREY, CHRISTINA MARIE	200-Teacher	\$80,613.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
VARGAS, DANIEL B	611-Resource Teacher Other	\$76,183.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
VARGAS, MIGUEL A	114-Chief School Business Official	\$144,000.00	1.00	20	14	\$0.00	\$0.00	\$14,241.84	\$12,565.44
VERNON, MASON R	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
VESPER, DANIEL J	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
VIERNEISEL, JENNIFER ANNE	200-Teacher	\$87,403.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
VISSING, RACHEL MARIE BARRY	203-English as a Second Language Teacher	\$85,987.20	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
VLK, JEFFREY J	200-Teacher	\$131,106.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
VOELKER, JOLINTA CHIENHO	200-Teacher	\$48,367.81	0.60	0	14	\$0.00	\$0.00	\$0.00	\$0.00
Voigt, Benjamin	200-Teacher	\$12,520.00	0.20	0	0	\$0.00	\$0.00	\$0.00	\$0.00
VOYLES, JAMES M	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WAGNER, LAURA M	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WALLACE, GREGORY Q	200-Teacher	\$100,397.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
WALLOCH, THOMAS E	200-Teacher	\$103,939.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,125.22
WALSH, CAITLYN HEATHER	200-Teacher	\$74,412.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
WALSH, KATELYN ANNE SCHIPITS	200-Teacher	\$77,955.00	0.98	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
WALTON, ANDREW J	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WANG, OLIVIA YOUNG	200-Teacher	\$76,184.16	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WANG, PETER B	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
WAPLE, JULIE ANNE	200-Teacher	\$128,154.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
WARDLE, JEFFREY D	103-Principal	\$186,756.96	1.00	20	14	\$0.00	\$0.00	\$18,470.40	\$29,392.80
WASCOW, KARLA STEPHANSEN	250-Special Education Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WATERS, TIMOTHY W	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WEBER, KATHERINE ANN	200-Teacher	\$112,550.40	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
WEBER, KATHERINE ANN	203-English as a Second Language Teacher	\$28,137.60	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
WEBER, MATTHEW R	200-Teacher	\$125,201.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
WEBER, PATRICK JOSEPH	200-Teacher	\$23,622.75	0.40	0	14	\$0.00	\$0.00	\$0.00	\$0.00
WEBER, PETER JOSEPH	200-Teacher	\$93,900.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
WEIDNER, DANIEL JOSEPH	104-Assistant Principal	\$169,615.96	1.00	20	14	\$0.00	\$0.00	\$16,775.28	\$28,929.84
WEINBERG, MATTHEW ADAM	200-Teacher	\$69,983.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
WEINTRAUB, JONATHAN D	125-Head of Gen Ed (Depart chair admin endorsement held)	\$134,971.96	1.00	0	14	\$0.00	\$0.00	\$13,348.80	\$23,656.80
WEIR, SARAH R	200-Teacher	\$92,128.80	0.80	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WELLS, ELIZABETH ANNE	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WELTER, MARK	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$20,927.06
WESEMAN, EVE HONYU	200-Teacher	\$154,078.11	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WESEMANN, DONALD W	153-Special Education Supervisor	\$63,702.11	0.48	0	14	\$0.00	\$0.00	\$6,300.20	\$12,740.42
WESEMANN, DONALD W	104-Assistant Principal	\$72,615.00	0.49	10	14	\$0.00	\$0.00	\$7,181.69	\$14,523.00
WEST, ALEXANDER REID	200-Teacher	\$60,829.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
WHALEN, JOSEPH E	200-Teacher	\$137,012.16	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WHALEN, THOMAS M	200-Teacher	\$124,020.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
WHIPPO, RONDA	200-Teacher	\$54,214.35	0.40	0	14	\$0.00	\$0.00	\$0.00	\$9,172.90
WHIPPO, RONDA	203-English as a Second Language Teacher	\$54,214.35	0.40	0	0	\$0.00	\$0.00	\$0.00	\$9,172.90
WHITE, ANNETTE FREDIAN	250-Special Education Teacher	\$77,659.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
WHITE, CORINNE	200-Teacher	\$159,474.72	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WIDELL, CHRISTINE SELANDER	200-Teacher	\$46,773.01	0.60	0	14	\$0.00	\$0.00	\$0.00	\$10,775.06
WIDELL, CHRISTINE SELANDER	250-Special Education Teacher	\$31,182.00	0.40	0	0	\$0.00	\$0.00	\$0.00	\$7,183.36
WIEDER, JASON D	200-Teacher	\$62,599.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$37,705.38
WIEGEL, SHELLY M	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
WIETRZAK, DAVID	125-Head of Gen Ed (Depart chair admin endorsement held)	\$114,995.24	0.80	0	14	\$0.00	\$0.00	\$11,373.12	\$22,584.76
WIETRZAK, DAVID	200-Teacher	\$28,678.20	0.20	0	14	\$0.00	\$0.00	\$2,836.26	\$5,644.46
WIGGIN, DANIEL CHARLES AUBRAY	200-Teacher	\$60,828.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$2,028.96
WILHELMI, ERIN ELIZABETH	200-Teacher	\$69,274.08	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
WILLIAMS, MARY T	200-Teacher	\$114,570.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WILLIAMS, RAMON D	125-Head of Gen Ed (Depart chair admin endorsement held)	\$166,504.30	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
WILLS, JAMES A	200-Teacher	\$152,888.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WILSEY, J PATRICK	200-Teacher	\$49,362.39	0.48	0	0	\$0.00	\$0.00	\$2,961.72	\$0.00
WINSAUER, DAVID	250-Special Education Teacher	\$126,972.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
WINSTEAD, KATIE M	250-Special Education Teacher	\$117,522.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
WINTER, PHILIP G	200-Teacher	\$134,058.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
WINTERMUTE, PETER	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WNEK, IZABELLA MONIKA	200-Teacher	\$96,263.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
WOLD, SHANNON CORIE	200-Teacher	\$107,247.15	0.80	0	11	\$0.00	\$0.00	\$0.00	\$18,345.78
WOLFE, JOSEPH PATRICK	200-Teacher	\$12,697.28	0.10	0	14	\$0.00	\$0.00	\$0.00	\$673.00
WOLFE, JOSEPH PATRICK	250-Special Education Teacher	\$114,275.76	0.90	0	0	\$0.00	\$0.00	\$0.00	\$6,057.02

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
WOLINSKI, JOSEPH P	200-Teacher	\$98,743.20	0.80	0	14	\$0.00	\$0.00	\$0.00	\$14,676.62
WOLINSKI, JOSEPH P	250-Special Education Teacher	\$24,685.81	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
WOLOWIEC, TIMOTHY R	250-Special Education Teacher	\$77,955.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
WONG, JONATHAN CHRISTOPHER	200-Teacher	\$87,403.95	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,958.42
WOOL, LOUIS J	200-Teacher	\$154,776.13	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
WORMSLEY, JIMMY R	250-Special Education Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WRIGHT, KENDALL MALLORY	200-Teacher	\$41,340.00	0.50	0	14	\$0.00	\$0.00	\$0.00	\$3,295.80
WRIGHT, KENDALL MALLORY	208-Career and Technical Educator (CTE)	\$41,340.00	0.50	0	0	\$0.00	\$0.00	\$0.00	\$3,295.80
WROBEL, MACIEJ	200-Teacher	\$37,616.61	0.30	0	14	\$0.00	\$0.00	\$0.00	\$7,705.22
WROBEL, MACIEJ	203-English as a Second Language Teacher	\$17,953.44	0.20	0	0	\$0.00	\$0.00	\$0.00	\$3,669.16
WYATT, ANN MARIE	203-English as a Second Language Teacher	\$124,020.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
WYSOCK, SARAH KATHRYN	200-Teacher	\$73,293.49	1.00	0	14	\$0.00	\$0.00	\$0.00	\$15,091.92
XAVIER, ORIN	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,591.60
YALDA, HEATHER GILLMAN	200-Teacher	\$82,680.00	0.80	0	11	\$0.00	\$0.00	\$0.00	\$15,091.92
YARGER, DINAZIA	203-English as a Second Language Teacher	\$60,947.28	0.80	0	14	\$0.00	\$0.00	\$0.00	\$20,479.12
YOO, KRIS DAHAE	200-Teacher	\$74,412.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
YORMARK, BEATA	200-Teacher	\$114,570.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
YOUNG, KEVIN R	200-Teacher	\$47,009.28	0.40	0	14	\$0.00	\$0.00	\$0.00	\$7,338.32
YOUNG, KEVIN R	203-English as a Second Language Teacher	\$70,513.81	0.60	0	0	\$0.00	\$0.00	\$0.00	\$11,007.46
ZABA, AMY MARIE	200-Teacher	\$114,570.96	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,264.78
ZAWORSKI, CATHERINE A	200-Teacher	\$71,754.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$6,730.02
ZDENOVEC, JEFFREY S	200-Teacher	\$140,688.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$18,345.78
ZHAGUI, KARLA P	200-Teacher	\$67,325.04	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16
ZWIERCAN, ALYSSA ANDREA BLUS	250-Special Education Teacher	\$82,089.01	1.00	0	14	\$0.00	\$0.00	\$0.00	\$5,564.16

Totals

Distinct Employee Count: 838	Distinct Positions Count: 940	Total Positions Count: 940	Vacation Days: 882	Sick Days: 11973
Base Salary: \$97,387,154.39	Bonuses: \$0.00	Annuities: \$43,000.00	Retirement Enhancements: \$1,164,372.78	Other Benefits: \$11,288,821.37

CLASSIFIED PERSONNEL TRANSACTION REPORT

EMPLOYMENT OF EDUCATIONAL SUPPORT PERSONNEL 2022 - 2023

CHANGE

<u>Name:</u>	<u>Assignment</u>	<u>Salary</u>	<u>Hrs./Week</u>
BERGMAN, WILLIAM			
Remarks:	Campus Security (EGHS)		
	Resignation		
	Effective: January 27, 2023		

EMPLOYMENT OF EDUCATIONAL SUPPORT PERSONNEL 2022 - 2023

NEW

<u>Name:</u>	<u>Assignment</u>	<u>Salary</u>	<u>Hrs./Week</u>
HUNT, HELEN			
Remarks:	Administrative Assistant I (FVEC)		
	Grade 4, Step 1	\$23.19	37.5
	Effective: October 21, 2022		
O'DONNELL, DAWN			
Remarks:	Receptionist (FVEC)		
	Grade 2, Step 1	\$21.40	40
	Effective: October 21, 2022		

EMPLOYMENT OF TEMPORARY AND GRANT FUNDED PERSONNEL 2022 - 2023

<u>Name:</u>	<u>Assignment</u>	<u>Salary</u>	<u>Hrs./Week</u>
DE BLASIO, PASQUA			
Remarks:	Campus Security (EGHS)		
	Probationary Release		
	Effective: October 7, 2022		
DIMITRI, SAM			
Remarks:	Campus Security (RMHS)		
	Probationary Release		
	Effective: October 12, 2022		

KMILEK, REGINA

Remarks: **Instructional Assistant - Student Services (Specialized Schools)**
 Grade 4, Step 1 \$23.19 37.5
 Effective: October 21, 2022 - June 2, 2023

MATKIVSKA, TETYANA

Remarks: **Instructional Assistant - Student Services (Specialized Schools)**
 Grade 4, Step 1 \$23.19 37.5
 Effective: October 21, 2022 - June 2, 2023

ORELLANA, MARIA

Remarks: **AVID Assistant (WHS)**
 Grade 3, Step 1 \$22.24
 Note: Will work 6 hrs/day, 3 days a wk
 Effective: October 21, 2022 - June 2, 2023

SCOTT, STEVEN

Remarks: **Instructional Assistant - Student Services (JHHS)**
 Grade 4, Step 1 \$23.19 37.5
 Effective: October 21, 2022 - June 2, 2023

VOLUNTARY RETIREMENT INCENTIVE EDUCATIONAL SUPPORT PERSONNEL 2022 - 2023**KINSELLA, HEATHER**

Remarks: **Administrative Assistant II (JHHS)**
 Intent to Participate
 Effective: June 30, 2026

PERSONNEL TRANSACTION REPORT

EMPLOYMENT OF EDUCATION ASSOCIATION PERSONNEL 2022-23

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>
SCAFA, LUCIENNE	1.0 School Counselor - SS/Newcomer	\$87,517.00 *pro-rata for days worked
<u>Remarks</u> Degree	M+60 step 7 M.A. M.A. B.A.	Northeastern Illinois University, Chicago, IL Northeastern Illinois University, Chicago, IL Columbia College, Chicago, IL
Exp.	8/2011 - present 8/2004 - 6/2008	Visual Arts - Carl Schurz HS, CPS Special Ed -
MOY, MELISSA	0.2 SOAR teacher - BGHS	\$5,074.10
<u>Remarks</u> Degree	M step 16.5 B.S. M.A. Effective: 2nd quarter only	University of Illinois, Chicago, IL National Louis University, Chicago, IL

10 20 2022

Proposed Changes to Board Policy

Changes in contact information, replacing Marni Johnson and Brian Lichtenburg with Felix Negron and Jessica Hermann in Board Policy

2:260

5:10

5:20

8-552

7:20

7:180

Changes in language proposed by Teaching and Learning

6:60—remove reference to “comprehensive” health education program

6:280—add in “behavior of”

6:310—Change “substitutions for” to “excusal from” physical education

7:315—remove “or” in non-school sponsored publications

Board of Education

2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights guaranteed by the [State](#) or federal [Constitution](#), State or federal statute, or Board policy, or have a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, [42 U.S.C. §12101](#) *et seq.*
2. Title IX of the Education Amendments of 1972, [20 U.S.C. §1681](#) *et seq.*, excluding Title IX sexual harassment complaints governed by policy 2:265, *Title IX Sexual Harassment Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §791](#) *et seq.*
4. Title VI of the Civil Rights Act, [42 U.S.C. §2000d](#) *et seq.*
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), [42 U.S.C. §2000e](#) *et seq.*
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, [5 ILCS 430/70-5\(a\)](#); Illinois Human Rights Act, [775 ILCS 5/](#); and Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) *et seq.* (Title IX sexual harassment complaints are addressed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*)
7. Breastfeeding accommodations for students, [105 ILCS 5/10-20.60](#)
8. Bullying, [105 ILCS 5/27-23.7](#)
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Victims' Economic Security and Safety Act, [820 ILCS 180/](#)
11. Illinois Equal Pay Act of 2003, [820 ILCS 112/](#)
12. Provision of services to homeless students
13. Illinois Whistleblower Act, [740 ILCS 174/](#)
14. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, [410 ILCS 513/](#); and Titles I and II of the Genetic Information Nondiscrimination Act, [42 U.S.C. §2000ff](#) *et seq.*

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parents/guardians that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall mail a written report of his or her findings to the complainant with a copy forwarded to the Superintendent. The Complaint Manager may request an extension of time.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph two of the following section of this policy.

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by registered mail, return receipt requested, and/or personal delivery as well as to the Complaint Manager. All decisions shall be based upon the preponderance of evidence standard.

Within 10 school business days after receiving the Complaint Manager's decision, the Complainant or the accused may appeal the decision to the Superintendent by making a written request. The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Superintendent. Within 30 school business days, the Superintendent shall affirm, reverse, or amend the Complaint Manager's decision and mail a written report of his/her findings. Within 10 school business days after receiving the Superintendent's decision, the Complainant may appeal the decision to the Board by making a written request to the Superintendent. The Superintendent shall promptly forward all materials relative to the complaint and appeal to the Board. Within 30 school business days after an appeal of the Superintendent's decision, the Board shall affirm, reverse, or amend the Superintendent's decision and mail a written report of their findings.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by registered mail, return receipt requested, and/or personal delivery as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing a Nondiscrimination Coordinator and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Superintendent shall appoint at least one Complaint Manager to administer the this policy. If possible, the Superintendent will appoint two Complaint Managers, one of each gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Superintendent shall insert into this policy and keep current the names, office addresses, email addresses, and telephone numbers of the Nondiscrimination Coordinator and the Complaint Managers.

Nondiscrimination Coordinator:

Kate Kraft, Associate Superintendent for Human Resources
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
Email: kate.kraft@d214.org
847.718.7647

Complaint Managers:

<p>Brian Lichtenberger, Employee Relations Supervisor Felix Negron 2121 S. Goebbert Rd. Arlington Hts., IL 60005 brian.lichtenbe@d214.org 847.718.7651</p>	<p>Marni Johnson, Asst. Supt. for Stu Jessica Hermann, 2121 S. Goebbert Rd. Arlington Hts., IL 60005 Email: marni.johnson@d214.org 847.718.7657</p>
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LEGAL REF.:

[8 U.S.C. §1324a](#)et seq., Immigration Reform and Control Act.

[20 U.S.C. §1232g](#), Family Education Rights Privacy Act.

[20 U.S.C. §1400](#), The Individuals with Disabilities Education Act.

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Education Amendments; [34 C.F.R. Part 106](#).

[29 U.S.C. §206](#)(d), Equal Pay Act.

[29 U.S.C. §621](#) *et seq.*, Age Discrimination in Employment Act.

[29 U.S.C. §791](#) *et seq.*, Rehabilitation Act of 1973.

[29 U.S.C. §2612](#), Family and Medical Leave Act.

[42 U.S.C. §2000d](#) *et seq.*, Title VI of the Civil Rights Act.

[42 U.S.C. §2000e](#) *et seq.*, Equal Employment Opportunities Act (Title VII of the Civil Rights Act).

[42 U.S.C. §2000ff](#) *et seq.*, Genetic Information Nondiscrimination Act.

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[42 U.S.C. §12101](#) *et seq.*, Americans With Disabilities Act.

[105 ILCS 5/2-3.8](#), [5/3-10](#), [5/10-20](#), [5/10-20.5](#), [5/10-20.7a](#), [5/10-20.60](#), [5/10-20.69](#), [5/10-20.75](#)(final citation pending), [5/10-22.5](#), [5/22-19](#), [5/24-4](#), [5/27-1](#), [5/27-23.7](#), and [45/1-15](#).

[5 ILCS 415/10](#)(a)(2), Government Severance Pay Act.

[5 ILCS 430/70-5](#)(a), State Officials and Employees Ethics Act.

[410 ILCS 513/](#), Ill. Genetic Information Privacy Act.

[740 ILCS 174/](#), Whistleblower Act.

[740 ILCS 175/](#), Ill. False Claims Act.

[775 ILCS 5/](#), Ill. Human Rights Act.

[820 ILCS 180/](#), Victims' Economic Security and Safety Act; [56 Ill.Admin.Code Part 280](#).

[820 ILCS 112/](#), Equal Pay Act of 2003.

[820 ILCS 70/](#), Employee Credit Privacy Act, [70/10](#)(b), and [70/25](#)

[23 Ill.Admin.Code §§1.240](#), [200.40](#), [226.50](#), and [226.570](#).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment),

5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED: January 6, 2011

REVISED: June 18, 2015; September 3, 2015; August 24, 2017; January 18, 2018; April 26, 2018; December 12, 2019; March 19, 2020; September 10, 2020; January 20, 2022

Township High School District 214

General Personnel

5:10 Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race, color, creed, religion, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status, order of protection status, unfavorable military discharge, citizenship status provided the individual is authorized to work in the United States, work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, [410 ILCS 130/](#).

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Kate Kraft, Associate Superintendent for Human Resources
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
Email: kate.kraft@d214.org
847-718-7647

Complaint Managers:

Felix Negrón

Brian Lichtenberger, Employee
Relations Supervisor
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
brian.lichtenbe@d214.org
847.718.7651

Jessican Hermann, Director for

Marni Johnson, **Asst. Supt.** for Student
Services
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
Email: marni.johnson@d214.org
847.718.7657

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.:

[8 U.S.C. §1324a](#) *et seq.*, Immigration Reform and Control Act.

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Education Amendments of 1972; [34 C.F.R. Part 106](#).

[29 U.S.C. §206](#)(d), Equal Pay Act.

[29 U.S.C. §621](#) *et seq.*, Age Discrimination in Employment Act.

[29 U.S.C. §701](#) *et seq.*, Rehabilitation Act of 1973.

[38 U.S.C. §4301](#) *et seq.*, Uniformed Services Employment and Reemployment Rights Act (1994).

[42 U.S.C. §1981](#) *et seq.*, Civil Rights Act of 1991.

[42 U.S.C. §2000e](#) *et seq.*, Title VII of the Civil Rights Act of 1964; [29 C.F.R. Part 1601](#).

[42 U.S.C. §2000ff](#) *et seq.*, Genetic Information Nondiscrimination Act of 2008.

[42 U.S.C. §2000d](#) *et seq.*, Title VI of the Civil Rights Act of 1964.

[42 U.S.C. §2000e\(k\)](#), Pregnancy Discrimination Act.

[42 U.S.C. §12111](#) *et seq.*, Americans with Disabilities Act, Title I.

[Ill. Constitution, Art. I](#), §§17, 18, and 19.

[105 ILCS 5/10-20.7](#), [5/10-20.7a](#), [5/10-21.1](#), [5/10-22.4](#), [5/10-23.5](#), [5/22-19](#), [5/24-4](#), [5/24-4.1](#), and [5/24-7](#).

[410 ILCS 130/40](#), Compassionate Use of Medical Cannabis Program Act.

[410 ILCS 513/25](#), Genetic Information Privacy Act.

[740 ILCS 174/](#), Ill. Whistleblower Act.

[775 ILCS 5/1-103](#), [5/2-101](#), [5/2-102](#), [5/2-103](#), [5/2-103.1](#), [5/2-104\(D\)](#) and [5/6-101](#), Ill. Human Rights Act.

[775 ILCS 35/](#), Religious Freedom Restoration Act.

[820 ILCS 55/10](#), Right to Privacy in the Workplace Act.

[820 ILCS 70/](#), Employee Credit Privacy Act.

[820 ILCS 75/](#), Job Opportunities for Qualified Applicants Act.

[820 ILCS 112/](#), Ill. Equal Pay Act of 2003.

[820 ILCS 180/30](#), Victims' Economic Security and Safety Act.

[820 ILCS 260/](#), Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:20 (Harassment), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270

(Employment, At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED: December 11, 2014

REVISED: June 18, 2015; September 3, 2015; January 5, 2017; December 12, 2019; March 19, 2020; September 10, 2020; August 12, 2021; January 20, 2022

Township High School District 214

General Personnel

5:20 Harassment

The Board of Education prohibits discrimination, including harassment of staff members by other staff members or students in the school environment based on, but not limited to, age, military status, unfavorable discharge from the military, ancestry, religion, gender, actual or perceived race, sexual orientation, color, national origin, work authorization status, disability, pregnancy, or order of protection status. Any staff member who feels that he or she has been harassed may initiate a complaint in accordance with established procedures. The complaint will be promptly investigated and, where substantiated, appropriate corrective action will be taken. Retaliation against any staff member for filing a complaint of harassment or participating in an investigation is prohibited. The District provides annual sexual harassment prevention training in accordance with State law.

1. Definitions

Harassment is an unwelcome physical and/or verbal conduct which may be related to, but is not limited to, one or more characteristics such as age, unfavorable discharge from the military, ancestry, religion, gender, race, sexual orientation, color, national origin and disability, that affects an individual's employment or is severe and/or pervasive enough that it has, or will likely have, the effect of creating a hostile environment. A hostile environment is one that interferes with the ability of a reasonable person to function effectively in the school work environment. Sexual harassment also includes the unwelcome threat by someone in authority to withhold employment opportunities or benefits if sexual favors are not given by a staff member or the promise to provide such opportunities or benefits in exchange for sexual favors. The work/school environment includes school premises, school related activities, and other situations with a close relationship or connection to school.

Conduct that may contribute to creation of a hostile environment includes, but is not limited to, unwelcome touching or other physical contact of a sexual nature, stalking, staring, sexual propositions, belittling or derogatory remarks, jokes, graffiti, or graphic material.

1. Violations

It shall be a violation of this policy for any person in the school work environment to harass a staff member, or for a staff member to harass any other person, including a student, because of any characteristic including, but not limited to, age, unfavorable discharge from the military, ancestry, religion, gender, race, sexual orientation, color, national origin, and disability or for there to be any retaliation

against a staff member who has alleged a violation of this policy or who has participated in the investigation of a complaint.

It shall also be a violation of this policy for anyone who is authorized to recommend or take human resources actions affecting a staff member, or who is otherwise authorized to transact business or perform other acts or services on behalf of the district, to:

1. Request sexual favors or make sexual advances in connection with employment action, whether implicitly or explicitly;
2. Recommend, grant, or deny any human resources action because of sexual considerations;
3. Take any form of reprisal against a staff member who has rejected or reported sexual advances;
4. Fail to take action consistent with this policy on allegations of sexual or other forms of harassment;
5. Failure to take immediate corrective action in the event misconduct has occurred.

1. Consequences

Violations of this policy by a staff member may result in counseling, conciliation, mediation, participation in the Employee Assistance Program, reprimands, suspensions with or without pay, supervisory measures, transfers, remediation, or discharge. Procedures under this policy shall be applied consistently with any other applicable policy, procedure, or contractual obligation of the district.

1. Complaints

A staff member who believes he or she has been harassed in violation of this policy may initiate a complaint to his or her immediate supervisor or Building Principal/Director, or where necessary, the Associate Superintendent for Human Resources, who in turn shall promptly report the matter to the Building Principal/Director, or where necessary, the Associate Superintendent for Human Resources. An aggrieved staff member alleging sexual or other harassment by anyone with supervisory authority may file a complaint with the Building Principal/Director, or the Associate Superintendent for Human Resources. Any school personnel who believes a violation of this policy may have occurred shall immediately report the matter to the Building Principal/Director, or where necessary, the Associate Superintendent for Human Resources for review and investigation. Any administrator, supervisor, or Building Principal/Director who believes a violation of this policy may have occurred shall immediately report the matter to the Superintendent or Associate Superintendent for Human Resources. A staff member shall be notified within two work days of a complaint made against him or her.

Making a Report or Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors, and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such reports or complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

Nondiscrimination Coordinator:

Kate Kraft, Associate Superintendent for Human Resources
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
Email: kate.kraft@d214.org
847-718-7647

Complaint Managers:

Felix Negrón

Brian Lichtenberger, Employee
Relations Supervisor
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
brian.lichtenbe@d214.org
847.718.7651

Jessica Hermann

Marni Johnson, **Asst. Supt.** for
Student Services
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
marni.johnson@d214.org
847.718.7657

1. Time Limits

Complaints of violations of this policy may be made at any time, but every effort should be made to file complaints as soon as possible, while facts are known and potential witnesses are available.

1. Investigation

Upon receiving a complaint or third-party report of a possible violation of this policy, the Associate Superintendent for Human Resources shall be notified. A bargaining unit member will not be used to investigate another bargaining unit member. The Associate Superintendent for Human Resources, or designee, shall conduct an investigation to determine whether there is a reasonable basis for believing that the alleged violation has occurred. If the alleged harasser is a student, the assistance of the Associate Superintendent for Student Services shall be obtained. The assistance of the Associate Superintendent for Student Services shall also be obtained when a student is involved in the investigation as a witness. The investigation shall be made expeditiously.

It may include review of any documentary or other relevant evidence, and interviews with the complainant, the alleged offender, and any person believed to have pertinent knowledge concerning the alleged violation. The accused shall have full opportunity to tell his or her side of the story. The accused may be represented by a bargaining unit representative.

The investigator shall take steps to maintain the confidentiality of the investigation.

During the investigation process, the Associate Superintendent for Human Resources, or designee, may negotiate a settlement or other resolution of the complaint.

If there is no resolution or settlement of the complaint and the Associate Superintendent for Human Resources, or designee, determines that there is a reasonable basis for believing that a staff member violated the policy, a hearing shall be held.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681](#) *et seq.*), the Nondiscrimination Coordinator or designee shall consider whether action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged workplace harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Conduct, and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in [720 ILCS 5/11-9.1A\(b\)](#), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, or policy 2:260, *Uniform Grievance Procedure*.

1. Hearing

Where it is determined that there is reasonable cause to believe allegations of a violation of this policy, and no resolution or settlement is achieved, action shall be taken. Prior to the imposition of counseling, conciliation, mediation, participation in the Employee Assistance Program, reprimands, suspensions, supervisory measures, transfers, remediation, or discharge, there will be a hearing by the Associate Superintendent for Human Resources, or designee.

Prior to the hearing, the alleged staff offender is entitled to written or verbal notice of the charges.

1. The hearing shall be held promptly, i.e., within thirty (30) work days.
2. The alleged offender may be represented by either a bargaining unit representative or an attorney from the bargaining unit.
3. The Associate Superintendent for Human Resources, or designee, shall provide a written decision.

The decision of the hearing officer will be final.

If the decision is to recommend dismissal to the Board of Education, the staff member may request a hearing with the Board.

1. Miscellaneous

1. Anyone who, after investigation, is found to have knowingly falsely accused another person of sexual or other harassment may be subject to appropriate disciplinary action.
2. All staff members receive staff development training in sexual and other harassment awareness.
3. No one will be retaliated against for reporting sexual and other harassment or for participating in such an investigation.

4. Every staff member is expected to cooperate and provide information requested during an investigation.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.:

[42 U.S.C. §2000e](#) et seq., Title VII of the Civil Rights Act of 1964; [29 C.F.R. §1604.11](#).

[20 U.S.C. §1681](#) et seq., Title IX of the Education Amendments of 1972; [34 C.F.R. Part 106](#).

[5 ILCS 430/70-5](#)(a), State Officials and Employees Ethics Act.

[775 ILCS 5/2-101](#)(E) and (E-1), [5/2-102](#)(A), (A-10), (D-5), [5/2-102](#)(E-5), [5/2-109](#), [5/5-102](#), and [5/5-102.2](#), Ill. Human Rights Act.

[56 Ill. Admin.Code Parts 2500](#), [2510](#), [5210](#), and [5220](#).

[Burlington Indus. v. Ellerth](#), 524 U.S. 742 (1998).

Berry v. Delta Airlines, 260 F.3d 803 (7th Cir. 2001).

[Crawford v. Metro. Gov't of Nashville & Davidson Cty.](#), 555 U.S. 271 (2009).

[Fragher v. City of Boca Raton](#), 524 U.S. 775 (1998).

[Franklin v. Gwinnett Co. Public Schools](#), 503 U.S. 60 (1992).

[Harris v. Forklift Systems](#), 510 U.S. 17 (1993).

[Jackson v. Birmingham Bd. of Educ.](#), 544 U.S. 167 (2005).

[Meritor Savings Bank v. Vinson](#), 477 U.S. 57 (1986).

[Oncale v. Sundowner Offshore Servs.](#), 523 U.S. 75 (1998).

Porter v. Erie Foods Int, Inc., 576 F.3d 629 (7th Cir. 2009).

Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).

[Vance v. Ball State Univ.](#), 133 S. Ct. 2434 (2013).

Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

ADOPTED: September 27, 2013

REVISED: June 18, 2015; September 3, 2015; January 18, 2018; April 26, 2018; December 12, 2019; March 19, 2020; September 10, 2020; January 20, 2022

Township High School District 214

Exhibit 2 - Request for Student Rank Procedures**REQUEST FOR STUDENT RANK PROCEDURES**

Effective for the 2012/13 school year, Township High School District 214 will no longer report class rank.

District 214 has eliminated the reporting of class rank. Class rank is no longer available on transcripts.

Please note: It is the responsibility of the student to contact the college/university or scholarship committee to inquire if class rank is mandatory for consideration. If a college application and/or scholarship provides a section for the student to report his/her rank, this does NOT mean it is required for admission to the college or consideration for the scholarship.

District 214 will only provide class rank when it is mandatory for consideration.

Step 1: Student and/or parent requests student's rank for consideration to a college/university or scholarship.

Step 2: Counselor, College Counselor or APSS/API discuss with student and/or parent that District 214 no longer reports rank unless it is mandatory for college admission or scholarship consideration.

Step 3: Once student/parent provides documentation indicating student rank is mandatory, provide student/parent with the **Request for Student Rank Form**.

Step 4: Once the form is complete and documentation is provided that rank is mandatory, ensure all signatures for approval are complete, and forward to the **Assistant Superintendent for Student Services** at FVEC. If request is denied in the building, there will be no advancement of request. *(Note: Make a copy of form and documentation for your records.)*

Step 5: After review, the **Assistant Superintendent for Student Services** will approve or deny student's request, then sign and date. The form will be sent back to the building APSS/API.

Step 6: If approved, the APSS/API will sign rank request form and provide student rank to the college, university, or scholarship committee using the Rank Reporting Form. Complete bottom portion of the request form.

Step 7: If denied at any level, the APSS/API will communicate this to the student and/or parent/guardian.

Step 8: Request for Student Rank form and Rank Reporting Form (if approved) will be placed in the student's counseling file.

Student Rank Request Process includes the following documents:

- 1) Request for Student Rank Procedures (CR-1)
- 2) Request for Student Rank Form (CR-2)
- 3) Student Rank Reporting Form (CR-3)

Exhibit 3 - Request for Student Rank Form



REQUEST FOR STUDENT RANK FORM

Effective for the 2012/13 school year, Township High School District 214 will no longer report class rank.

District 214 has eliminated the reporting of class rank. Class rank is no longer available on transcripts.

Please note: It is the responsibility of the student to contact the college/university or scholarship committee to inquire if class rank is mandatory for consideration. If a college application and/or scholarship provides a section for the student to report his/her rank, this does NOT mean it is required for admission to the college or consideration for the scholarship.

District 214 will only provide class rank when it is mandatory for consideration.

Please complete the following information: Date: _____

BGHS
 EGHS
 JHHS
 PHS
 RMHS
 WHS
 Other: _____

Student Name: _____ Student ID#: _____ DOB: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Alt Phone: _____

Student is requesting his/her class rank for the following purpose(s):

Admission to the following college/university: _____

Consideration for the following scholarship: _____

Other: _____

What documentation did the student provide demonstrating class rank is required? _____

Signatures:

Student: _____ Date: _____ Parent: _____ Date: _____

School/District Signatures:

School Counselor: _____	Date: _____	<input type="checkbox"/> APPROVE	<input type="checkbox"/> DENIED
College Counselor: _____	Date: _____	<input type="checkbox"/> APPROVE	<input type="checkbox"/> DENIED
APSS/Assoc. Princ: _____	Date: _____	<input type="checkbox"/> APPROVE	<input type="checkbox"/> DENIED
Assist. Supt. for Student Svcs.: _____	Date: _____	<input type="checkbox"/> APPROVE	<input type="checkbox"/> DENIED

If approved, the student's class rank will be reported directly to the college/university and/or scholarship program using the Student Rank Reporting Form (CR-3).

Disc. 214 Office Use Only: Date Received: _____ Date Returned to home school: _____ School: _____ APSS/AP: _____

Student Rank given to: _____ Rank Given By: _____ E-mail _____ Fax _____ Mail _____ Date: _____

APSS/AP Signature: _____ c. counseling file _____

CR-2

Revised: 10/15/15

Students

7:20 Harassment of Students Prohibited

No person, including a School District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See policies 2:265, *Title IX Sexual Harassment Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidences of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, a Complaint Manager, or any employee with whom the student is comfortable speaking. A student may choose to report to an employee of the student's same gender.

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

Nondiscrimination Coordinator:

Kate Kraft, Associate Superintendent for Human Resources
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
Email: kate.kraft@d214.org
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brian.lichtenbe@d214.org
847.718.7651

Jessica Hermann, Director

Marni Johnson, Asst. Supt.
for Student Services
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
marni.johnson@d214.org
847.718.7657

The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681](#) *et seq.*), the Nondiscrimination Coordinator or designee shall consider whether action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged student harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in [720 ILCS 5/11-9.1A\(b\)](#), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, or policy 2:260, *Uniform Grievance Procedure*.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Sexual Harassment Grievance Procedure*).

Students should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

LEGAL REF.:

[20 U.S.C. §1681](#) et seq., Title IX of the Educational Amendments of 1972; [34 C.F.R. Part 106](#).

[105 ILCS 5/10-20.12](#), [5/10-22.5](#), [5/10-23.13](#), [5/27-1](#), and [5/27-23.7](#).

[775 ILCS 5/1-101](#) et seq., Illinois Human Rights Act.

[23 Ill.Admin.Code §1.240](#) and [Part 200](#).

[Davis v. Monroe County Bd. of Educ.](#), 526 U.S. 629 (1999).

[Franklin v. Gwinnett Co. Public Schs.](#), 503 U.S. 60 (1992).

[Gebser v. Lago Vista Independent Sch. Dist.](#), 524 U.S. 274 (1998).

[West v. Derby Unified Sch. Dist. No. 260](#), 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Co-Curricular Activities)

ADOPTED: September 4, 2014

REVISED: June 18, 2015; September 3, 2015; January 18, 2018; March 21, 2019; December 12, 2019; March 19, 2020; September 10, 2020; January 20, 2022

Township High School District 214

Students

7:180 Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by a school district or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This item (4) applies only in cases in which a school administrator or teacher receives a report that bullying through this means has occurred and it does not require a district or school to staff or monitor any nonschool-related activity, function, or program.

Definitions from [105 ILCS 5/27-23.7](#)

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;

3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe

learning environment free of bullying and harassment. This plan must be consistent with the following requirements:

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the [First Amendment to the U.S. Constitution](#) or under [Section 3 of Article I of the Illinois Constitution](#).
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator; Building Principal; Assistant Building Principal; Division Head for Student Success, Safety and Wellness; a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

Nondiscrimination Coordinator:

Kate Kraft, Associate Superintendent for Human Resources
2121 S. Goebbert Rd.
Arlington Hts., IL 60005
Email: kate.kraft@d214.org
847-718-7647

Complaint Manager:

[Marni Johnson](#) Jessica Hermann, Director for Student Services
2121 S. Goebbert Rd.

Arlington Hts., IL 60005
marni.johnson@d214.org
847.718.7657

1. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform parent(s)/guardian(s) of all students involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
2. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:

1. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of the incident of bullying was received and taking into consideration additional relevant information received during the course of the investigation about the reported incident of bullying.
2. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
3. Notifying the Building Principal or school administrator or designee of the report of the incident of bullying as soon as possible after the report is received.
4. Consistent with federal and State laws and rules governing student privacy rights, providing parents and guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported act of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

1. The Superintendent or designee shall use interventions to address bullying, which may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
2. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
3. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
4. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
5. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.

6. Pursuant to State law and policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
 1. The frequency of victimization;
 2. Student, staff, and family observations of safety at a school;
 3. Identification of areas of a school where bullying occurs;
 4. The types of bullying utilized; and
 5. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

- 1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- 2) If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary, or a signed statement from the board; or
- 3) A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

1. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
 1. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 2. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
 3. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 4. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.

5. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
6. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
7. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
8. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
9. 7:315, *Restrictions on Publications; High Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.:

[105 ILCS 5/10-20.14](#), [5/10-22.6\(b-20\)](#), [5/24-24](#), and [5/27-23.7](#).

[405 ILCS 49/](#), Children's Mental Health Act.

[775 ILCS 5/1-103](#), Ill. Human Rights Act.

[23 Ill.Admin.Code §1.240](#) and [§1.280](#).

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:315 (Restrictions on Publications; High Schools)

ADOPTED: September 4, 2014

REVISED: January 18, 2018; March 21, 2019; March 19, 2020; September 10, 2020; January 20, 2022

Township High School District 214

6:60 POLICY UPDATES:

10. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a **comprehensive** health education program in accordance with State law.

6:60 PROCEDURE UPDATES:

Instruction

Administrative Procedures - Curriculum Content

COMPREHENSIVE HEALTH EDUCATION PROGRAM - The major educational areas of the District's **comprehensive** health education program are described below:

1. In all secondary schools the health program shall include human ecology and health; human growth and development; the emotional, psychological, physiological, hygienic, and social responsibilities of family life (including sexual abstinence); prevention and control of disease, and course material and instruction to advise students of the Abandoned Newborn Infant Protection Act. The program shall include information about cancer, including without limitation, types of cancer, signs and symptoms, risk factors, the importance of early prevention and detection, and information on where to go for help.
2. The health program shall include the prevention, transmission and spread of AIDS; the meaning of consent to sexual activity; public and environmental health; consumer health; safety education and disaster survival; mental health and illness; personal health habits; alcohol and drug use and abuse (including the medical and legal ramifications of alcohol, drug, and tobacco use, abuse during pregnancy); sexual abstinence; tobacco; nutrition; and dental health.
3. The following areas may also be included as in the curricula; basic first aid (including cardiopulmonary resuscitation and the Heimlich maneuver **and how to use an AED**); heart disease; diabetes; stroke; the prevention of child abuse, neglect, and suicide; and teen dating violence in grades 9 through 12.
4. The health program shall include instruction on alcohol and drug use and abuse **(including anabolic steroids)**, including the consequences of drug and substance abuse.
5. **The health program shall include age-appropriate sexual abuse and assault awareness and prevention education. An age-appropriate and evidence-informed curriculum pursuant to Erin's Law will provide instruction pursuant to policy 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors.**

No student shall be required to take or participate in any class or course on **HIV/AIDS**, family life instruction, **avoiding sexual** abuse, ~~or~~ organ/tissue **donation or** transplantation, **CPR**

administration and AED use or sexual education if his or her parent/guardian submits a class attendance waiver request.

Parents may request to opt their students out of the instructional activities referenced above by completing a *Request to Opt Out of Curriculum Content* form, available on the District's website. Students who have been opted out of these topics by their parents will be given alternative educational activities.

CAREER and TECHNICAL EDUCATION (CTE) PROGRAM

Career and Technical Education covers a variety of challenging fields in diverse subject areas which are constantly evolving due to the changing global economy. Some of the career areas that students may enter through career and technical education include:

- o Agriculture (farmers, animal scientists, turf grass specialists);
- o Trade and Industrial (automotive technicians, carpenters, electricians);
- o Business and Marketing (entrepreneurs, financial officers, arts/graphics designers);
- o Family and Consumer Sciences (management and life skills, executive chefs, hotel managers);
- o Health Occupations (nurses, physical therapists, biomedical engineers);
- o Public Safety and Security (EMTs, emergency management and response coordinators);
- and
- o Technology (3D animators, computer engineer, biotechnical engineer).

Each year, the Career and Technical Education (CTE) Program hosts the Career Fairs and the Directions Program (College Fair). Students and parents are invited to three career fairs: Arts and Communications/Human Services, Health/Natural Resources, and Engineering and Industrial Technology/Business and Computers. The Directions Fair is an evening dedicated to assisting families as they begin their investigation into the many post-secondary opportunities available to students with special needs,

COURSE INFORMATION SHEETS - Course Information Sheets provide students and parents with information pertaining to a specific course and a specific school.

1. Course Information Sheets are reviewed and revised by teachers at the beginning of each school year.
2. Course Information Sheets are posted on the District's web page at <http://courseinfo.d214.org/index.php>.
3. The Teaching and Learning Facilitators (TLF) are responsible to post the Course Information Sheets for teachers.

CLASSES OR COURSES on SEX EDUCATION, FAMILY LIFE INSTRUCTION, INSTRUCTION on DISEASES, RECOGNIZING and AVOIDING SEXUAL ABUSE, or DONOR PROGRAMS for ORGAN/TISSUE, BLOOD DONOR, and TRANSPLANTATION - For your information, all classes that teach sex education emphasize that abstinence from sexual activity is the expected norm. Family life courses are designed to promote a wholesome and

comprehensive understanding of the emotional, psychological, physiological, hygienic and social responsibility aspects of family life, and the prevention of AIDS.

LIFE & CAREER PLANNING - District 214 is committed to preparing high school students for success. That preparation includes a solid academic core of communication and math skills, an understanding of the natural and social world, an ability to access information for lifelong learning, and the skills for problem solving and decision-making.

Education is the foundation of a quality life and a globally competitive workforce. As such, education at D214 must encompass the knowledge, skills, attitudes, and experiences to equip each and every student for lifelong learning, successful careers, and long-term economic self-sufficiency as responsible, fully contributing adults.

LEGAL REF.: 105 ILCS 5/27-9.1, 5/27-9.2, 5/27-13.2, 5/27-17, 5/27-23, 5/27-23.1, 5/27-23.3, 5/27-23.5, 5/27-26, and 110-3.

CROSS REF: See 6:80 Administrative Procedures – Teaching About Controversial Issues Exhibits – E1/Motion Pictures, E2/Other Instructional Materials, E3/Citizen’s Request

Related Documents:

Reference to Academic Handbook: Graduation Requirements; Driver Education –State of Illinois code; Consumer Education Requirement; Physical Education Exemption Waiver; Required Course Substitution

Administrative Procedures and Exhibits for Policy 6:80 (Exhibits duplicated in AP 6:80)

Approved by District Leadership Team: May 28, 2020

[Add Request to Opt Out of Curriculum Form as 6:60 - E4](#)

[Request to Opt Out of Curriculum form](#)

Instruction

Curriculum Content

The curriculum shall contain instruction on subjects required by State statute or regulation as follows:

1. In kindergarten through grade 8, subjects include: (a) language arts, (b) reading, (c) other communication skills, (d) science, (e) mathematics, (f) social studies, (g) art, (h) music, and (i) drug and substance abuse prevention including the dangers of opioid abuse. A reading opportunity of 60 minutes per day will be promoted for all students in kindergarten through grade 3 whose reading levels are one grade level or more lower than their current grade level. Daily time of at least 30 minutes (with a minimum of at least 15 consecutive minutes if divided) will be provided for supervised, unstructured, child-directed play for all students in kindergarten through grade 5. Before the completion of grade 5, students will be offered at least one unit of cursive instruction. In grades 6, 7, or 8, students must receive at least one semester of civics education in accordance with Illinois Learning Standards for social science.
2. In grades 9 through 12, subjects include: (a) language arts, (b) writing intensive courses, (c) science, (d) mathematics, (e) social studies including U.S. history, American government and one semester of civics, (f) foreign language, (g) music, (h) art, (i) driver and safety education, and (j) vocational education.

Students otherwise eligible to take a driver education course must receive a passing grade in at least eight courses during the previous two semesters before enrolling in the course. The Superintendent or designee may waive this requirement if he or she believes a waiver to be in the student's best interest. The course shall include: (a) instruction necessary for the safe operation of motor vehicles, including motorcycles, to the extent that they can be taught in the classroom, (b) classroom instruction on distracted driving as a major traffic safety issue, (c) instruction on required safety and driving precautions that must be observed at emergency situations, highway construction and maintenance zones, and railroad crossings and their approaches, and (d) instruction concerning law enforcement procedures for traffic stops, including a demonstration of the proper actions to be taken during a traffic stop and appropriate interactions with law enforcement. Automobile safety instruction covering traffic regulations and highway safety must include instruction on the consequences of alcohol consumption and the operation of a motor vehicle. The eligibility requirements contained in State law for the receipt of a certificate of completion from the Secretary of State shall be provided to students in writing at the time of their registration.

3. In grades 7 through 12, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
4. In kindergarten through grade 12, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence. In addition, anti-bias education and intergroup conflict resolution may be taught as an effective method for preventing violence

and lessening tensions in schools; these prevention methods are most effective when they are

respectful of individuals and their divergent viewpoints and religious beliefs, which are protected by the First Amendment to the Constitution of the United States.

5. In grades kindergarten through 12, age-appropriate Internet safety must be taught, the scope of which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks*, and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.
6. In all grades, students must receive developmentally appropriate opportunities to gain computer literacy skills that are embedded in the curriculum.
7. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include examples of behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
8. In all schools, citizenship values must be taught, including: (a) American patriotism, (b) principles of representative government (the American Declaration of Independence, the Constitution of the United States of America and the Constitution of the State of Illinois), (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.
9. In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage in a physical education course with such frequency as determined by the Board after recommendation from the Superintendent, but at a minimum of three days per five-day week. For exemptions and substitutions, see policies 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students* and 7:260, *Exemption from Physical Education*.
10. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law.
11. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.
12. In grades 9 through 12, consumer education must be taught, including: (a) financial literacy, including consumer debt and installment purchasing (including credit scoring, managing credit debt, and completing a loan application); budgeting; savings and investing; banking (including balancing a checkbook, opening a deposit account, and the use of interest rates); understanding simple contracts; State and federal income taxes; personal insurance policies;

the comparison of prices; higher education student loans; identity-theft security; and homeownership (including the basic process of obtaining a mortgage and the concepts of fixed and adjustable rate mortgages, subprime loans, and predatory lending); and (b) the roles of consumers interacting with agriculture, business, labor unions and government in formulating and achieving the goals of the mixed free enterprise system.

13. Beginning in the fall of 2022, in grades 9 through 12, intensive instruction in computer literacy, which may be included as a part of English, social studies, or any other subject.
14. Beginning in the fall of 2022, in grades 9 through 12, a unit of instruction on media literacy that includes, but is not limited to, all of the following topics: (a) accessing information to evaluate multiple media platforms and better understand the general landscape and economics of the platforms, and issues regarding the trustworthiness of the source of information; (b) analyzing and evaluating media messages to deconstruct media representations according to the authors, target audience, techniques, agenda setting, stereotypes, and authenticity to distinguish fact from opinion; (c) creating media to convey a coherent message using multimodal practices to a specific target audience that includes, but is not limited to, writing blogs, composing songs, designing video games, producing podcasts, making videos, or coding a mobile or software application; (d) reflecting on media consumption to assess how media affects the consumption of information and how it triggers emotions and behavior; and (e) social responsibility and civics to suggest a plan of action in the class, school, or community for engaging others in a respectful, thoughtful, and inclusive dialogue over a specific issue using facts and reason.
15. Beginning in the fall of 2023, in grades 9 through 12, an opportunity for students to take at least one computer science course aligned to Illinois learning standards. *Computer science* means the study of computers and algorithms, including their principles, hardware and software designs, implementation, and impact on society. Computer science does not include the study of everyday uses of computers and computer applications; e.g., keyboarding or accessing the Internet.
16. In all schools, conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.
17. In all schools, United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, (g) Illinois history, and (h) the contributions made to society by Americans of different faith practices, including, but not limited to, Muslim Americans, Jewish Americans, Christian Americans, Hindu Americans, Sikh Americans, Buddhist Americans, and any other collective community of faith that has shaped America.

In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

18. In grade 7 and all high school courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
19. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
20. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
21. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the pre-enslavement of Black people from 3,000 BCE to AD 1619, the African slave trade, slavery in America, the study of the reasons why Black people came to be enslaved, the vestiges of slavery in this country, the study of the American civil rights renaissance, as well as the struggles and contributions of African-Americans.
22. In all schools offering a secondary agricultural education program, the curriculum includes courses as required by 105 ILCS 5/2-3.80.
23. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.
24. Beginning in the fall of 2022, in all schools, instruction as determined by the Superintendent or designee on the events of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States.
25. In kindergarten through grade 8, education must be available to students concerning effective methods of preventing and avoiding traffic injuries related to walking and bicycling.

LEGAL REF.: Pub. L. No. 108-447, Section 111 of Division J, Consolidated Appropriations Act of 2005.
Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.
47 C.F.R. §54.520.
5 ILCS 465/3 and 465/3a.
20 ILCS 2605/2605-480.
105 ILCS 5/2-3.80(e) and (f), 5/10-20.73 (final citation pending), 5/10-23.13, 5/27- 3, 5/27-3.5, 5/27-5, 5/27-6, 5/27-6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.08, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-20.8, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-23.15, 5/27-24.1, and 5/27-24.2.
105 ILCS 110/3, Comprehensive Health Education Program.
105 ILCS 435/, Vocational Education Act.
625 ILCS 5/6-408.5, Ill. Vehicle Code.
23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.

CROSS REF.: 4:165 (Awareness and Prevention of Child Sex Abuse and Grooming Behaviors), 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:260 (Exemption from Physical Education)

ADOPTED: January 20, 2022

Instruction

Administrative Procedures - Curriculum Content

COMPREHENSIVE HEALTH EDUCATION PROGRAM - The major educational areas of the District's comprehensive health education program are described below:

1. In all secondary schools the health program shall include human ecology and health; human growth and development; the emotional, psychological, physiological, hygienic, and social responsibilities of family life (including sexual abstinence); prevention and control of disease, and course material and instruction to advise students of the Abandoned Newborn Infant Protection Act.
The program shall include information about cancer, including without limitation, types of cancer, signs and symptoms, risk factors, the importance of early prevention and detection, and information on where to go for help.
2. The health program shall include the prevention, transmission and spread of AIDS; the meaning of consent to sexual activity; public and environmental health; consumer health; safety education and disaster survival; mental health and illness; personal health habits; alcohol and drug use and abuse (including the medical and legal ramifications of alcohol, drug, and tobacco use, abuse during pregnancy); sexual abstinence; tobacco; nutrition; and dental health.
3. The following areas may also be included as in the curricula; basic first aid (including cardiopulmonary resuscitation and the Heimlich maneuver); heart disease; diabetes; stroke; the prevention of child abuse, neglect, and suicide; and teen dating violence in grades 9 through 12.
4. The health program shall include instruction on alcohol and drug use and abuse, including the consequences of drug and substance abuse.

No student shall be required to take or participate in any class or course on AIDS, family life instruction, sex abuse, or organ/tissue transplantation, if his or her parent/guardian submits a class attendance waiver request.

Parents/guardians shall be provided the opportunity to preview all materials used for instructional purposes.

CAREER and TECHNICAL EDUCATION (CTE) PROGRAM

Career and Technical Education covers a variety of challenging fields in diverse subject areas which are constantly evolving due the changing global economy. Some of the career areas that students may enter through career and technical education include:

- o Agriculture (farmers, animal scientists, turf grass specialists);
- o Trade and Industrial (automotive technicians, carpenters, electricians);
- o Business and Marketing (entrepreneurs, financial officers, arts/graphics designers);
- o Family and Consumer Sciences (management and life skills, executive chefs, hotel managers);
- o Health Occupations (nurses, physical therapists, biomedical engineers);

- o Public Safety and Security (EMTs, emergency management and response coordinators); and
- o Technology (3D animators, computer engineer, biotechnical engineer).

Each year, the Career and Technical Education (CTE) Program hosts the Career Fairs and the Directions Program (College Fair). Students and parents are invited to three career fairs: Arts and Communications/Human Services, Health/Natural Resources, and Engineering and Industrial Technology/Business and Computers. The Directions Fair is an evening dedicated to assisting families as they begin their investigation into the many post-secondary opportunities available to students with special needs,

COURSE INFORMATION SHEETS - Course Information Sheets provide students and parents with information pertaining to a specific course and a specific school.

1. Course Information Sheets are reviewed and revised by teachers at the beginning of each school year.
2. Course Information Sheets are posted on the District's web page at <http://courseinfo.d214.org/index.php>.
3. The Teaching and Learning Facilitators (TLF) are responsible to post the Course Information Sheets for teachers.

CLASSES OR COURSES on SEX EDUCATION, FAMILY LIFE INSTRUCTION, INSTRUCTION on DISEASES, RECOGNIZING and AVOIDING SEXUAL ABUSE, or DONOR PROGRAMS for ORGAN/TISSUE, BLOOD DONOR, and TRANSPLANTATION - For your information, all classes that teach sex education emphasize that abstinence from sexual activity is the expected norm. Family life courses are designed to promote a wholesome and comprehensive understanding of the emotional, psychological, physiological, hygienic and social responsibility aspects of family life, and the prevention of AIDS.

LIFE & CAREER PLANNING - District 214 is committed to preparing high school students for success. That preparation includes a solid academic core of communication and math skills, an understanding of the natural and social world, an ability to access information for lifelong learning, and the skills for problem solving and decision-making.

Education is the foundation of a quality life and a globally competitive workforce. As such, education at D214 must encompass the knowledge, skills, attitudes, and experiences to equip each and every student for lifelong learning, successful careers, and long-term economic self-sufficiency as responsible, fully contributing adults.

LEGAL REF.: 105 ILCS 5/27-9.1, 5/27-9.2, 5/27-13.2, 5/27-17, 5/27-23, 5/27-23.1, 5/27-23.3, 5/27-23.5, 5/27-26, and 110-3.

CROSS REF: See 6:80 Administrative Procedures – Teaching About Controversial Issues Exhibits – E1/Motion Pictures, E2/Other Instructional Materials, E3/Citizen's Request

Related Documents:

Reference to Academic Handbook: Graduation Requirements; Driver Education –State of Illinois code; Consumer Education Requirement; Physical Education Exemption Waiver; Required Course Substitution
Administrative Procedures and Exhibits for Policy 6:80 (Exhibits duplicated in AP 6:80)

Approved by District Leadership Team: May 28, 2020

Exhibit 1 – Motion Pictures Denial Form

MOTION PICTURES



Dear Parent(s)/Guardian(s):

The motion picture listed below is planned for use in

_____ at _____
(class/activity) (school)

It has been given a "PG-13" or "R" rating by the Motion Picture Industry Association of America and has images, content, or language that might be objectionable to some people. I am prepared to treat the use of the motion picture in a mature, controlled, and purposeful manner consistent with the course outcomes planned for this activity. I feel that the motion picture is appropriate for the intended learning experience,

However, permission for your child to view this motion picture is required. If you wish to deny permission, an alternative learning experience will be assigned to your child.

Please return the lower portion of this sheet to me no later than _____. If no response is received by this date, it will be assumed that permission is granted for your child to view this motion picture. I appreciate your attention to this matter. If you wish to contact me for further explanation, I'd be happy to talk to you.

Sincerely,

Teacher Signature

Instructional Materials Description:

TO: _____
Teacher's Name

I refuse permission for my child to view the content of this motion picture.

Date

Parent/Guardian Signature

Exhibit 2 – Other Instructional Materials Form

OTHER INSTRUCTIONAL MATERIALS



Dear Parent(s)/Guardian(s):

The instructional materials listed below is planned for use in _____ at _____
(class/activity) (school)

The materials contain images, content, or language that might be objectionable to some people. I am prepared to treat the materials in a mature, controlled, and purposeful matter consistent with the course outcomes planned for this activity. I feel that these instructional materials are appropriate for the intended learning experience.

However, permission for your child to view these materials is required. If you wish To deny permission, an alternative learning experience will be assigned to your child.

Please return the lower portion of this sheet to me no later than _____. If no response is received by this date, it will be assumed that permission is granted for your child to view these materials. I appreciate your attention to this matter. If you wish to contact me for further explanation, I'd be happy to talk to you.

Sincerely,

Teacher Signature

Instructional Materials Description:

TO: _____
Teacher's Name

I refuse permission for my child to view the content of this material.

Date

Parent/Guardian Signature

Exhibit 3 – Citizen’s Request for Reconsideration of Instructional Materials



CITIZEN’S REQUEST FOR RECONSIDERATION OF INSTRUCTIONAL MATERIALS

Description of Instructional Materials:

Request Initiated by: _____ Telephone: _____
Address: _____ City: _____
Complainant Represents ___ Himself ___ Organization Name: _____
___ Other Group, Identify _____

PLEASE ANSWER THE FOLLOWING:

1. Have you ever been able to discuss the instructional materials in question with the school representative who ordered it or who used it? _____
2. What do you understand to be the general purpose for using these materials? ___Yes___ No
 - a. Provide support for students’ achievement of the learning outcomes for the outcomes for the course? ___Yes___ No
 - b. Provide support for a unit in the curriculum? ___Yes___ No
 - c. Provide a learning experience for the reader in one kind of literature? ___Yes___ No
 - d. Other: _____
3. Did the general purpose for the use of the materials, as described by the school representative, seem ___Yes___ No
 - a. suitable one to you? ___Yes___ No
If not, please explain: _____
4. What seems, to you, to be the general purpose of these instructional materials? _____
5. In what ways do you think instructional materials of this nature are not suitable for the use identified by the school representative? _____
6. Have you been able to learn what the students’ response to the materials? ___Yes___ No
If so, what response did the students make? _____
7. Have you been able to learn what critics, reviewers, or scholars have written about these materials? ___Yes___ No
8. Would you like the school representative to give you a written summary of what critics, reviewers and scholars have written about these materials? ___Yes___ No
9. Do you have information about negative reviews about these materials? ___Yes___ No
10. What would you like your school to do about these materials?
 ___ Do not assign/lend it to my child
 ___ Return it to the staff selection committee/department for reevaluation.
 ___ Other, please explain _____
11. In its place, what instructional materials would you recommend that would convey as valuable a picture and perspective of the subject treated? _____

Signature _____ Date _____

Parent/Guardian (please print)

Parent/Guardian (signature)

Instruction

Grading and Promotion

The Superintendent shall establish a system of grading and reporting academic achievement to students and their parents/guardians. The system shall also determine when promotion and graduation requirements are met. A student shall not be promoted based upon age or any other social reason not related to academic performance.

Teachers use letter grades to report and document student achievement of course standards. Standards, which are established and communicated by teachers at the outset of each course, are used to evaluate student achievement.

Grading should reflect a demonstrated understanding of content and skills and shall not be based on external factors such as discipline. Every teacher shall maintain an evaluation record for each student in the teacher's classroom, and shall use the following Standard Score Scale to determine grades:

A	90 - 100
B	80 - 89
C	70 - 79
D	60 - 69
F	0 - 59

All letter grades are available to all students in all courses.

No grade may be changed without notification to the teacher concerning the nature and reason for the change. The administrator making the change must sign the changed record.

LEGAL REF.: 105 ILCS 5/2-3.64a-5, 5/10-20.9a, 5/10-21.8, and 5/27-27.

CROSS REF.: 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:300 (Graduation Requirements), 6:340 (Student Testing and Assessment Program), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), District 214 Student and Parent Handbook

ADOPTED: December 11, 2014

REVISED: December 10, 2015; April 16, 2020; September 10, 2020

Instruction

High School Credit for District/Non-District Experiences; Course Substitutions; Re-Entering Students

Credit for Non-District Experiences

A student may receive high school credit for successfully completing any of the listed courses or experiences even when it is not offered in or sponsored by the District:

1. Distance learning course, including a correspondence, virtual, or online course
2. Courses in an accredited foreign exchange program
3. Summer school or community college courses
4. College or high school courses offering dual credit at both the college and high school level
5. Foreign language courses taken in an ethnic school program approved by the Illinois State Board of Education
6. Work-related training at manufacturing facilities or agencies in a Tech Prep Program
7. Credit earned in a Vocational Academy, non-traditional school experiences, and/or independent study.

The student must seek approval from the Superintendent or designee to receive graduation credit for any non-District course or experience. The Superintendent or designee shall determine the amount of credit and whether a proficiency examination is required before the credit is awarded. As approval is not guaranteed, students should seek conditional approval of the experience before participating in a non-District course or experience. The student assumes responsibility for any fee, tuition, supply, or other expense. The student seeking credit is responsible for (1) providing documents or transcripts that demonstrate successful completion of the experience, and (2) taking a proficiency examination, if requested. The Superintendent or designee shall determine which, if any, non-District courses or experiences, will count toward a student's grade point average, class rank, and eligibility for athletic and extracurricular activities. This section does not govern the transfer of credits for students transferring into the District.

Substitutions for Required Courses

Vocational or technical education. A student in grades 9-12 may satisfy one or more high school courses (including physical education) or graduation requirements by successfully completing related vocational or technical education courses if:

1. The Building Principal approves the substitution(s) and the vocational or technical education course is completely described in curriculum material along with its relationship to the required course; and
2. The student's parent/guardian requests and approves the substitution(s) in writing on forms provided by the District.

Registered Apprenticeship Program. The Superintendent or designee will ensure that the District complies with State law requirements for registered apprenticeship programs. The opportunities and requirements for registered apprenticeship programs contained in this policy will be posted on the

District's website, and parents/guardians and students will also be notified of such opportunities in the appropriate student handbook(s).

A student in grades 9-12 who is 16 years or older may satisfy one or more high school courses (including physical education) or graduation requirements by successfully completing a registered apprenticeship program if:

1. The registered apprenticeship program meets all criteria contained in State law;
2. The registered apprenticeship program is listed by the District, or the student identifies a registered (but not listed) apprenticeship program with a business or organization if one is not offered in the District;
3. The student enrolled in the registered apprenticeship program has the opportunity to earn post-secondary credit toward a certificate or degree, applicable;
4. The student's parent/guardian requests and approves the substitution(s) in writing on forms provided by the District and on its website;
5. The building principal approves the substitution(s); and
6. All non-academic requirements mandated by School Code for high school graduation that would otherwise prohibit or prevent the student from participating in the registered apprenticeship program are waived.

Advanced placement computer science. The advanced placement computer science course is equivalent to a high school mathematics course. A student in grades 9-12 may substitute the advanced placement computer science course for one year of mathematics, in accordance with Section 27-22 of the School Code. The transcript of a student who completes the advanced placement computer science course will state that it qualifies as a mathematics-based, quantitative course.

Substitutions for physical education. A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated below. The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

1. Participation in a marching band program for credit;
2. Enrollment in Reserve Officer's Training Corps (ROTC) program sponsored by the District;
3. Ongoing participation in an interscholastic or extracurricular athletic program;
4. Enrollment in academic classes that are required for admission to an institution of higher learning (student must be in the 11th or 12th grade); or
5. Enrollment in academic classes that are required for graduation from high school, provided that failure to take such classes will result in the student being unable to graduate (student must be in the 11th or 12th grade).

A student who is eligible for special education may be excused from physical education courses pursuant to 7:260, *Exemption from Physical Education*.

Volunteer service credit. A student participating in the District's Volunteer Service Credit Program, if any, may earn credit toward graduation for the performance of community service. The amount of credit given for program participation shall not exceed that given for completion of one semester of language arts, math, science, or social studies.

Re-Entering Students

Individuals younger than 21 years of age may re-enter high school to acquire a high school diploma or an equivalency certificate, subject to the limitations in Board policy 7:50, *School Admissions and Student Transfers To and From Non-District Schools*. Re-entering students may obtain credit through the successful completion of the following (not all of these may be available at any one time):

1. District courses
2. Non-District experiences described in this policy
3. Classes in a program established under Section 10-22.20 of the School Code, in accordance with the standards established by the Illinois Community College Board
4. Proficiency testing, correspondence courses, life experiences, and other non-formal educational endeavors, or
5. Military service, provided the individual making the request has a recommendation from the American Council on Education.

The provisions in the section **Credit for Non-District Experiences**, above, apply to the receipt of credit for any non-District course.

LEGAL REF.: 105 ILCS 5/2-3.44, 5/2-3.108, 5/2-3.115, 5/2-3.142, 5/2-3.175, 5/10-22.43a,
5/27- 6, 5/27-22.3, and 5/27-22.05.
110 ILCS 27/, Dual Credit Quality Act
23 Ill.Admin.Code §§1.425(e), 1.440(f), and 1.470(c).

CROSS REF.: 6:180 (Extended Instructional Programs), 6:300 (Graduation Requirements),
6:320 (High School Credit for Proficiency), 7:50 (School Admissions and
Student Transfers To and From Non-District Schools), 7:260 (Exemption from
Physical Education)

ADOPTED: January 5, 2017

REVISED: January 18, 2018, January 17, 2019, December 10, 2020

Instruction

Administrative Procedures – Independent Study and Correspondence, PE Substitution

INDEPENDENT STUDY & CORRESPONDENCE

Students who wish to participate in an independent study, correspondence course, must complete a study contract (see Exhibit E1) and submit it for approval to the supervising teacher or administrator before beginning the study. The supervising teacher or administrator is responsible for obtaining approval for the study from the student's counselor, appropriate division head, and the associate principal for instruction. The student will not receive a grade or credit unless an approved contract (signed by all parties) is on file with the student's counselor and a copy is on file with the registrar.

Specific core courses required for graduation cannot be passed through independent study. Correspondence courses may be taken for required or elective credit.

Note: The NCAA may not accept independent study, correspondence, or online learning courses as meeting core course requirements for athletic eligibility.

Guidelines

All instructional areas (art, music, English, mathematics, science, career pathway course, world language, social science, physical education, and computer science) offer students the opportunity to do independent study, accredited correspondence, and/or online learning courses. When a student receives approval for such an activity, he/she will work independently under the direction of a teacher or administrator on a subject that is not otherwise available to the student.

The following are guidelines for independent study, accredited correspondence, and/or online learning courses in District 214:

1. A student must complete a contract that must be signed by the student and the student's parent/guardian. The supervising teacher or administrator, the division head of the content area where credit is earned, the student's counselor, and the associate principal for instruction must then approve the contract.
2. The contract must be approved before the first day of the second week of the semester or its equivalent.
3. A student may apply to do an independent study or correspondence course in any content area only after completing courses offered by District 214 in that subject, unless the supervising teacher or administrator determines that the student already possesses the prerequisite knowledge and skills or in cases where courses cannot be scheduled.
4. Independent study or correspondence courses are not to be considered part of the State mandate of 300 minutes per day of supervised study unless the student attends a

class daily and an instructor documents his/her attendance.

5. A student desiring to participate in an independent study or correspondence course should be concurrently enrolled in seven credit-bearing classes; exceptions must be approved by the principal or director.
6. Once the project is approved, the student is expected to meet regularly with the

supervising teacher or administrator to evaluate his/her progress in achieving the project's outcomes.

7. Credit and grades will be recorded on the student's report card and permanent academic record (transcript). Grades for independent study are included in the student's grade point average. Correspondence courses must be taken from an accredited institution (ISBE, NCA, or its equivalent) and credit is accepted as transfer credit upon receipt of an official transcript from the institution. Non-accredited correspondence courses are evaluated for transfer credit and grade by the school administration (see Transferring Credit Procedure). The student must bear the cost of correspondence course(s).

U. S. Department of Education accrediting agencies:

- Accrediting Commission of Career Schools and Colleges
- Accrediting Council for Continuing Education and Training
- Accrediting Council for Independent Colleges and Schools
- Council on Occupational Education
- Distance Education Accrediting Commission
- Higher Learning Commission
- Middle States Commission on Higher Education
- Middle States Commission on Secondary Schools
- New England Commission on Higher Education
- New York State Board of Regents, and the Commissioner of Education
- Northwest Commission on Colleges Universities
- Southern Association of Colleges and Schools, Commission on Colleges
- WASC Accrediting Commission for Community and Junior Colleges
- WASC Senior Colleges and University Commission

8. A student has the option of requesting independent study on either a graded or Pass/No Credit basis, providing the provisions of the district's Pass/No Credit guidelines are met.
9. Division heads should verify that an independent study or correspondence course has been satisfactorily supervised and completed before the student receives a final grade and credit.
10. A student must compile a body of evidence of the completed project/study that reflects his/her achievement of learning standards and expectations. This evidence of learning must include a student self-assessment component as evidence of achievement (such as a portfolio of work).

PHYSICAL EDUCATION SUBSTITUTION

School Code (105 ILCS 5/27-6) requires that each student take physical education during every semester of enrollment. Health is taken in lieu of physical education during the regular school year. However, if physical education or health is taken during the summer, the student must still take physical education each term of the regular school year.

District 214 offers exemptions to the physical education mandate as permitted in Section 105 ILCS 5/27-6 of the *School Code of Illinois*.

Students in grades 11 and 12 may be excused from engaging in daily physical education for any one of the following reasons:

1. participation in an interscholastic athletic program;
2. enrolling in academic classes which are required for admission to an institution of higher

learning provided that failure to take such classes will result in the student being denied admission to the institution of his/her choice; or

3. enrolling in academic classes which are required for graduation from high school provided that failure to take such classes will result in the student being unable to graduate.

* In case 1, attendance in Physical Education class will be excused for the entire semester during which students participate in athletic competitions. If an athletic season spans two semesters, students may request an exemption for only one of the semesters of their choice. Only students who have no study halls in their semester schedule are eligible to substitute a PE course. Under no circumstances shall these students be permitted to enroll in other classes in lieu of the waived Physical Education class.

Non-participation on the athletic team will result in the loss of substitution privileges and will require students to return to their Physical Education class immediately in order to avoid a failing grade in required Physical Education class. In this case, students will have the opportunity to earn grades and credit based on their work and performance during the remainder of their attendance in the Physical Education class.

Students in grades 9 to 12 may be excused from engaging in daily physical education for any one of the following reasons:

1. enrolled in an ongoing competitive marching band program for credit;
2. enrolled in a Reserve Officer's Training Corps (ROTC) program sponsored by the district.

Only students who have no study halls in their semester schedule are eligible to receive a PE Substitution. Under no circumstances shall these students be permitted to enroll in other classes in lieu of the waived Physical Education class.

The assistant principal for student activities shall verify students' participation or potential participation in said athletic programs to the assistant principal for student services. Non-participation on the athletic team will result in the loss of substitution privileges and will require students to return to their Physical Education class immediately in order to avoid a failing grade in required Physical Education class. In this case, students will have the opportunity to earn grades and credit based on their work and performance during the remainder of their attendance in the Physical Education class.

Substitution applications are available in the Student Services office.

Related Documents:

6:280 Grading and Promotion Policy and Procedures (same language for PE Waivers)

Approved by the District Executive Council: December 8, 2020

Instruction

Exhibit 1 – Out-of-District Transcript Evaluation Request



High School Credit for Non-District Experience

 BGHS EGHS JHHS PHS RMHS TAFV Vanguard WHS

School Year -
Attendance Dates -

Student Name: _____ Student ID: _____

Name of School: _____

Principal/Director: _____

Address: _____

Phone Number: _____

Fax Number: _____

Email Contact: _____

Name of School's Accreditation Institution: _____

Course Name: _____

IL School Code: _____

Course Description: _____

Semester 1 Course Grade: Semester 2 Course Course Grade:

Student Signature: _____

Parent Signature: _____

Approved Not Approved

Superintendent or Designee

*Form must be accompanied with an official transcript from the accredited school that taught this course.

Instruction

Exhibit 2 – Independent Study/Correspondence Course/Online Learning Contract



INDEPENDENT STUDY/CORRESPONDENCE/ONLINE LEARNING CONTRACT

SCHOOL _____

Student Name _____ ID# _____ Date _____

Name of Supervising Teacher/Administrator _____ Department _____

COURSE INFORMATION

Course Title _____ Course # _____ Section # _____ Period Assigned _____

School Year _____ Semester 1 _____ Semester 2 _____ Credit to be Earned _____

NAME OF SCHOOL (if different than home school) _____

DESCRIPTION (if not a District 214 course)

OUTCOMES

EXPECTATIONS (assignments, projects, deadlines)

LIST COURSES PREVIOUSLY COMPLETED IN THIS AND RELATED CONTENT AREAS

PARENT & STUDENT ACKNOWLEDGEMENT

The contract and guidelines have been reviewed and the student agrees to fulfill the above described contract according to the terms indicated above.

Parent Signature _____ Date _____

Student Signature _____ Date _____

STAFF SIGNATURES FOR APPROVAL

Supervising Teacher/Administrator _____ Date _____

Division Head _____ Date _____

Counselor _____ Date _____

AP for Instruction for Final Approval _____ Date _____

Copies: Teacher, Student, Counselor, Division Head, Data Processor, Registrar, Associate Principal for Instruction

Instruction

Exhibit 3 – Request for Physical Education Substitution

Students

Restrictions on Publications; High Schools

Definitions

School official means a Building Principal or designee.

School-sponsored media means any material that is prepared, substantially written, published, or broadcast by a student journalist, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. It does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

Student journalist means a public high school student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.

Student media adviser means an individual employed, appointed, or designated by the District to supervise or provide instruction relating to school-sponsored media.

School-Sponsored Media

School-sponsored publications, productions, and websites are governed by the Speech Rights of Student Journalists Act and the School Board policies. Student journalists may not use school-sponsored media that:

1. Is libelous, slanderous, or obscene;
2. Constitutes an unwarranted invasion of privacy;
3. Violates federal or State law, including the Constitutional rights of third parties; or
4. Incites students to:
 - a. Commit an unlawful act;
 - b. Violate any of the District's policies, including but not limited to (1) its educational mission in policies 1:30, *School District Philosophy* and 6:10, *Educational Philosophy and Objectives*, and (2) speech that is socially inappropriate or inappropriate due to the maturity of the students pursuant to policies 6:65, *Student Social and Emotional Development*, and 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; or
 - c. Materially and substantially disrupt the orderly operation of the school.

All school-sponsored media shall comply with the ethics and rules of responsible journalism. Text that fits into numbers one (1) through four (4) above will not be tolerated and school officials and student media advisers may edit or delete such media material.

The author's name will accompany personal opinions and editorial statements. An opportunity for the expression of differing opinions from those published/produced will be provided within the same media.

No expression made by students in the exercise of freedom of speech or freedom of the press under this policy shall be deemed to be an expression of the District or an expression of Board policy.

Non-School Sponsored Publications Accessed or Distributed On Campus

For purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including

electromagnetic media (e.g., images, MP3 files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, CD-ROM, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., data or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing, and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District.

Students are prohibited from creating, distributing, and/or accessing at school any publication that:

1. Will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, slanderous or obscene, or invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by School Board policy and Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use;
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. However, material from outside sources or the citation to such sources may be allowed, as long as the material to be distributed or accessed is primarily prepared by students; or
6. Incites students to violate any Board policies.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

LEGAL REF.: 105 ILCS 5/27-23.7
Speech Rights of Student Journalists Act, 105 ILCS 80/
Hazelwood v. Kuhlmeier, 108 S.Ct. 562 (1988).
Hedges v. Wauconda Community Unit School Dist. No. 118, 9 F.3d 1295 (7th Cir.
1993).
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 89 S.Ct. 733
(1969) Morse v. Frederick, 551 U.S. 393 (2007).

CROSS REF.: 1:30 (School District Philosophy), 6:10 (Educational Philosophy and Objectives),
6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic
Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and
Harassment), 8:25 (Advertising and Distributing Materials in School Provided by
Non-School Related Entities)

ADOPTED: January 5, 2017

Students

Administrative Procedures - Restrictions on Publications and Written or Electronic Material

SCHOOL SPONSORED STUDENT PUBLICATIONS & WEB SITES

School sponsored publications, productions and web sites are part of the curriculum and are not a public forum for general student use. School sponsored student publications are limited open forums and as such are subject to the standards set forth in Hazelwood School District vs. Kuhlmeier.

RESTRICTIONS ON PUBLICATIONS & WRITTEN OR ELECTRONIC MATERIAL

A. Prohibited Materials

Students are prohibited from distributing material which:

1. will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. violates the rights of others, including but not limited to material that is libelous, invades the privacy of others, or infringes on a copyright;
3. is obscene, pornographic, pervasively lewd and vulgar, or contains indecent and vulgar language;
4. might reasonably be perceived to advocate the use of drugs, alcohol, tobacco, or other substances or materials which may constitute a danger to the health of students;
5. advocates misconduct prohibited by district policy, school rules, or local, state or federal law;
6. might reasonably be perceived to be district-sponsored; or
7. is primarily intended for the immediate solicitation of funds.

B. Request to Distribute More Than 10 Copies of the Same Written Materials

Students seeking to distribute more than 10 copies of the same written material on one or more days to other students must provide the building principal/director or designee with a written request to distribute the materials at least two school days in advance of the date on which he/she would like to distribute the materials. Such requests must specify the date on which the student intends to distribute the materials and the type of materials that will be distributed.

C. Principal/Director or Designee Approval

Upon receiving a request, the principal/director or designee shall review the request in accordance with the standards set forth in Section D of these procedures, and notify the student within two school days as to whether he/she shall be permitted to distribute the requested materials. The principal/director or designee may also designate the time and place that the distribution shall take place. Generally, the principal/ director or designee shall permit distribution to occur at a central location or locations inside the building prior to the start of

classes, during lunch hour, and/or after the end of the school day so as not to substantially disrupt the proper and orderly operation and discipline of the school or school activities.

Students who are permitted to distribute materials must do so in an orderly and peaceful manner. Distribution, which is coercive so as to affect the free exercise of any person's right to accept or reject any offered material, is prohibited.

In addition, distribution shall be conducted in a manner which does not cause additional work for school personnel. Therefore, students who distribute material shall be responsible for cleaning up any of their materials that have been discarded in the immediate area of distribution.

The principal/director or designee may require students to place a disclaimer of school sponsorship on any materials to be distributed.

D. Appeal Process

If the principal/director or designee denies a student's request to distribute written material, the student may appeal the decision to the superintendent by notifying the principal/director or designee in writing within 5 school days of the decision. The superintendent or designee shall then render a decision within 3 school days.

The student may appeal the superintendent's or designee's timely decision to the Board of Education by notifying the principal/director or designee or superintendent in writing within five school days of the superintendent's decision. The Board or a three member committee thereof shall meet to review and adjudicate the superintendent or designee's decision within five school days after the request for appeal is received. The Board's decision shall be final.

In a situation where the written material in question is particularly time-sensitive, all parties will endeavor to accelerate the appeal process.

Whenever these procedures require written notification, the appropriate administrator may assist the student in preparing such notification, when necessary.

E. Distribution of 10 Copies or Less

Students seeking to distribute 10 copies or less of the same written material on one or more days to students shall distribute such material at times and places and in a manner that will not cause substantial disruptions of the proper and orderly operation and discipline of the school or school activities and in conformance with these regulations. If a student is prevented from distributing written material, the student may appeal the decision in accordance with Section D of these regulations.

F. Copyright Laws

Copyright protection exists in "original works of authorship" that are "fixed in a tangible medium of expression." Among the types of works that are subject to copyright protection are literary, dramatic, musical, choreographic, pictorial, graphic, pantomime, sound recording, sculptural, motion picture, and audiovisual. These categories include reference works (including dictionaries), video cassettes, DVDs, and computer programs and databases. Works are protected in any medium, such as print, digital, or online.

Copyright protection does not extend to facts, ideas, procedures, processes, systems, concepts, principles, or discoveries. However, a work such as a database and other compilation of facts, or literary work that incorporates ideas along with other expression is protected by copyright.

1. Copyright is the right granted by law to an author or other creator to control the use of the work created. The copyright law grants owners of copyright (authors, other creators, and publishers) the sole right to do or allow others to do each of the following acts with regard to their copyrighted works

- to reproduce all or part of the work
- to distribute copies (including by transmission through the Internet)
- to prepare new (derivative versions based on the original work)

- to perform the work publicly
- to display the work publicly

Copyright protection covers both published and unpublished works. The fact that a previously published work is out of print does not affect its copyright. This protection exists to foster and induce the creation of all forms of works of authorship. These works include books, newspapers, magazines, computer software, multimedia works, sound recordings, audio-visual works, dissertations, research papers, photographs and other works. The copyright law protects works by providing fair returns to creators and copyright owners. To the extent copies are made without permission, publishers and authors, including faculty, are deprived of revenues in the very markets for which they have written and published. Such unauthorized and uncompensated copying could severely reduce their incentive to create new materials in all formats.

Copyright protection in works created from January 1, 1978 forward generally lasts for 70 years after the author's death. Copyright protection in works created between January 1, 1923 and December 31, 1977, generally lasts 95 years from first publication. Copyright in works created by businesses or as a "work made for hire" can last for 95 years from publication. After a work is no longer protected, it falls into the public domain. A hand table summarizing information about duration of copyright is available at: <http://www.unc.edu/~unclng/public-d.htm>., and a more detailed summary is available at <http://www.press.uchicago.edu/Misc/Chicago/copyright.html>.

2. "Fair use" is a defense to an allegation of infringement under the U.S. copyright law <http://www.copyright.gov/> that excuses otherwise infringing limited use of portions of a copyrighted work without the copyright owner's permission for purposes such as criticism, comment, news reporting, teaching, scholarship, or research. There are no black – and – white rules for determining whether a particular activity may be considered a permissible "fair use". Instead, Section 107 of the Copyright Act establishes four basic factors that must be considered in deciding whether a use constitutes "fair use". These factors are:

- A. The purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
- B. The nature of the copyrighted work;
- C. The amount and substantiality of the portion used in relation to the copyrighted work as a whole;
- D. The effect of the use upon the potential market for or value of the copyrighted work.

No one factor alone determines a person's right to use a copyrighted work without permission.

3. All copying by an educational institution is NOT "fair use". Although Section 107 of the Copyright Act includes teaching, scholarship, and research along with making "multiple copies for classroom use" among the uses of copyrighted works that may qualify as "fair use", none of the uses automatically qualifies as a fair use. Both Congress and the Supreme Court have rejected the notion that all "educational uses" or all uses by educational institutes are "fair use". Whether copying for these or any other uses constitutes "fair use" must be determined, within the facts and circumstances of each particular use, by application of the four statutory criteria

enumerated in Section 107. Be aware that the commercial or for-profit nature of custom course packs (anthologies) compiled and sold on college campuses weighs against the first factor of "fair use" even though such uses lies within an educational setting. Such use requires permission directly from the publisher, or from the publishers' licensing representative, such as the Copyright Clearance Center, Section 110 of the Copyright Act contains limited exemptions for certain uses of copyrighted materials in "face-to-face" classroom situations or in "instructional broadcasting"

programs conducted by nonprofit educational institutions, but there is no blanket exemption from copyright liability for educational uses or uses by educational institutions.

Related Documents:

District 214 Student and Parent Handbook

Approved by Superintendent's Council: November 23, 2010

DATE: 10/22/22

FILE: Tours

Subject: **Educational Tour/Student Exchange to Sevres, France - Prospect High School**

BACKGROUND INFORMATION:

Permission is being requested for an educational tour/student exchange to France to take place March 22-31, 2023. Students will live with their host family who will have spent ten days to two weeks at PHS in the fall (2022). This will provide them an opportunity to use their language skills and experience the culture of Paris while living in a French home. During the week students will attend a French school, go sightseeing in and around Paris, and attend community events with their host family.

ADMINISTRATIVE CONSIDERATIONS:

Costs for this activity will be the responsibility of students.

RECOMMENDED ACTION:

It is recommended that the Board of Education approve an educational tour/student exchange to Sevres, France for Prospect High School French students to take place March 22-31, 2023.

Attachment

DATE: 10/20/2022

FILE: Tours

Subject: **Educational Tour/Student Exchange to Italy – Rolling Meadows High School**

BACKGROUND INFORMATION:

Permission is being requested for a collaborative educational tour with Wheeling and Rolling Meadows High School students to Rome, Florence, Venice, Assisi, Siena, Sorrento and Naples, Italy to take place March 22-30, 2023. This trip is an opportunity for our Italian 3 honors and AP students as a culmination of their studies, giving them the opportunity to experience the culture and language firsthand. They will have real-life opportunities to practice the language and to put forth their knowledge of the culture to spend time in Italy.

ADMINISTRATIVE CONSIDERATIONS:

Costs for this activity will be the responsibility of students.

RECOMMENDED ACTION:

It is recommended that the Board of Education approve an educational tour to Rome, Florence, Venice, Assisi, Siena, Sorrento and Naples, Italy for Rolling Meadows High School students to take place March 22-30, 2023.

Attachment

DATE: 10/20/2022
FILE: Tours

Subject: **Educational Tour/Student Exchange to Verona, Italy – Prospect High School**

BACKGROUND INFORMATION:

Permission is requested for an educational tour/student exchange for students to Verona, Italy to take place March 22-31, 2023. Students will live with their host family who will have spent ten days to two weeks at PHS in the fall (2022). This exchange provides the opportunity for the students of Italian 3, Italian 4 and AP Italian to experience a school and a home stay experience in Italy. The students will attend classes and attend excursions highlighting the culture, language, architecture and the history of Italy, specifically the Veneto region in northern Italy.

ADMINISTRATIVE CONSIDERATIONS:

Costs for this activity will be the responsibility of the students.

RECOMMENDED ACTION:

It is recommended that the Board of Education approve an educational tour/student exchange to Verona, Italy for Prospect High School students to take place March 22-31, 2022.

Attachments

DATE: 10/20/2022
FILE: Tours

Subject: **Educational Tour/Student Exchange to Barcelona, Spain – Prospect High School**

BACKGROUND INFORMATION:

Permission is requested for an educational tour/student exchange for AP Spanish students to Barcelona, Spain to take place March 22-31, 2023. Students will live with their host family who will have spent ten days to two weeks at PHS in the fall (2022). This will provide them an opportunity to use their language skills and experience the culture of Spain. During the week students will attend classes at a Spanish school, attend excursions and community events highlighting the culture, language, architecture and history of Spain with their host family.

ADMINISTRATIVE CONSIDERATIONS:

Costs for this activity will be the responsibility of the students.

RECOMMENDED ACTION:

It is recommended that the Board of Education approve an educational tour/student exchange to Barcelona, Spain for Prospect High School AP Spanish students to take place March 22-31, 2023.

Attachments

DATE: 10/20/2022

FILE: Tours

Subject: **Educational Tour/Student Exchange to Ecuador– John Hersey High School**

BACKGROUND INFORMATION:

Permission is being requested for an educational tour to Ecuador to take place March 23-31, 2023. This trip is an opportunity for our Spanish students as a culmination of their studies, giving them the opportunity to experience the culture and language firsthand. They will have real-life opportunities to practice the language and to put forth their knowledge of the culture to spend time in Italy.

ADMINISTRATIVE CONSIDERATIONS:

Costs for this activity will be the responsibility of students.

RECOMMENDED ACTION:

It is recommended that the Board of Education approve an educational tour to Ecuador for John Hersey High School students to take place March 23-31, 2023.

Attachment

DATE: 10/20/2022
FILE: Tours

Subject: **Educational Tour/Student Exchange to Italy – Wheeling High School**

BACKGROUND INFORMATION:

Permission is being requested for a collaborative educational tour with Wheeling and Rolling Meadows High School students to Rome, Florence, Venice, Assisi, Siena, Sorrento and Naples, Italy to take place March 22-30, 2023. This trip is an opportunity for our Italian 3 honors and AP students as a culmination of their studies, giving them the opportunity to experience the culture and language firsthand. They will have real-life opportunities to practice the language and to put forth their knowledge of the culture to spend time in Italy.

ADMINISTRATIVE CONSIDERATIONS:

Costs for this activity will be the responsibility of students.

RECOMMENDED ACTION:

It is recommended that the Board of Education approve an educational tour to Rome, Florence, Venice, Assisi, Siena, Sorrento and Naples, Italy for Wheeling High School students to take place March 22-30, 2023.

Attachment

Date Range	Budget Process
10/10/22 - 10/31/22	Quarterly Budget Meetings - Quarter 1 with Schools & Departments
10/20/2022	Board approves 2023-24 Budget Calendar
11/17/2022	Board approves 2022 Proposed Tax Levy
12/15/2022	Board holds Public Hearing on 2022 Proposed Tax Levy
	Board approves 2022 Tax Levy
1/2/23 - 1/31/23	Business Office develops 2023-24 Preliminary Financial Guidelines & Assumptions
	Quarterly Budget Meetings - Quarter 2 with Schools & Departments
2/9/2022	Board discusses 2023-24 Preliminary Financial Guidelines & Assumptions
3/23/2023	Board approves 2023-24 Preliminary Financial Guidelines & Assumptions
	Board approves Encumbrance & Expenditure Authorization
4/1/23 - 4/30/23	Quarterly Budget Meetings - Quarter 3 with Schools & Departments
	Schools & Departments develop FY24 Tentative Budgets
5/1/23 - 5/31/23	Business Office develops FY24 Tentative Budget
6/8/2023	Board approves 2023-24 Tentative Budget
	Set date for Public Hearing on FY24 Final Budget
6/19/23 - 7/31/23	Business Office prepares the FY24 Final Budget
7/14/23 - 8/24/23	Board Secretary places 2023-24 Tentative Budget on Public Display
8/24/2023*	Board holds Public Hearing on FY24 Final Budget
	Board approves FY24 Final Budget

***Tentative Date**

DATE: October 20, 2022

FILE: Curriculum

Subject: 2023-2024 Academic Programs and Pathways Guidebook Revisions and Curriculum Changes

BACKGROUND INFORMATION

The Board of Education is required by law to approve the district curriculum that is published in the District 214 Academic Programs and Pathways Guidebook. The guidebook is a compilation of important academic information including the complete listing of the courses of study approved by the Board of Education. Prior to beginning the course selection process each school year, recommendations for revisions to academic policies and procedures and/or the courses of study are prepared for the consideration of the Board.

ADMINISTRATIVE CONSIDERATION

In addition to the curriculum and academic policy changes that are approved by the Board of Education, there are proposals for curriculum changes that result from the curriculum review by division heads, associate principals for instruction, and building leadership teams. The District Executive Council approved the proposed changes. The proposed curriculum changes include course number and title changes, changes in course description, prerequisite and grade level changes, and minor edits in language mechanics.

All curriculum changes approved by the Board of Education will be included in the 2023-2024 Academic Programs and Pathways Guidebook.

RECOMMENDATION ACTION

That the Board of Education approve the 2023-2024 Academic Programs and Pathways Guidebook Revisions and Curriculum Changes.

attachment