

# Negotiated Agreement

2014-2018

**between**

The Board of Education  
Northfield Township High School District #225

**and**

The Glenbrook Education Association  
(For the period May 12, 2014 through June 30, 2018)

*The Glenbrook High Schools are learning communities  
dedicated to students and committed to  
quality of thought, word, and deed.*



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# **NEGOTIATED AGREEMENT**

## **2014-2018**

This Agreement, entered into May 12, 2014 between the Glenbrook Board of Education, District #225, hereinafter called the "Board," and the Glenbrook Education Association, hereinafter called the "Association," becomes effective May 12, 2014. This Agreement constitutes a successor Negotiated Agreement entered into during the term of an existing predecessor Negotiated Agreement and shall take effect May 12, 2014 and terminate on June 30, 2018. This Negotiated Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Negotiated Agreement and supercedes all prior agreements, arrangements and communication between the parties concerning such subject matter. Specifically, as of May 12, 2014, this Negotiated Agreement terminates and replaces any and all previous Negotiated Agreements between the Board and the Glenbrook Education Association.

WHEREAS, the Board and the Association both agree that providing quality education for all the youth of Glenbrook Schools is a mutual aim,

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

NOW, THEREFORE, the parties mutually agree to respect and comply with the following:

### **ARTICLE I. RECOGNITION**

A. The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all regularly employed certificated teaching personnel in the District excluding the Superintendent, directors, principals, assistant principals, deans, instructional supervisors, and other administrative personnel.

B. Unless otherwise expressly provided or clearly indicated by the context, the word "teachers" or the phrase "certificated teaching personnel" when used in this Agreement shall mean all regularly employed certificated District personnel whose position requires a certificate issued under Article 21 of The School Code. However, the word "teachers" or the phrase "certificated teaching personnel" shall not include (1) evening school personnel while employed as such, (2) summer school personnel while employed as such, (3) personnel employed in a capacity or in any program which is not usually or typically associated with the regular school year program or after school "extracurricular" programs while acting as such, (4) instructional supervisors unless they are teaching and seek representation in their role as a teacher.

## ARTICLE II. ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. The Board agrees to furnish the president of the Association with the following:

1. A copy of the tentative School District annual budget at least thirty (30) days prior to adoption.

2. Other data relating to the financial resources of the District which will assist the Association in developing intelligent, accurate, and constructive recommendations on behalf of the teachers, students, and educational programs. This information will be provided upon request so long as it does not create additional work for the administrative staff.

B. **Dues Deduction.** The Board agrees to deduct Association membership dues, once each month, from the pay of those employees who individually request in writing that such deductions be made. After the dues deductions are made, they shall be remitted together with an itemized statement to the president of the Association. Authorization for each deduction shall be in effect for the duration of the Agreement unless written notice of revocation is given by the employee to the employer. Revocation shall become effective within thirty (30) days after such notice is given. The Association shall indemnify and save harmless the employer from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the employer for the purpose of complying with the provisions of this section. (Section B shall be modified by the provisions of Appendix K of this Agreement as of July 1, 1999).

C. **Association Leave.** Whenever a representative of the Association or a teacher is scheduled by the Board, or by the Superintendent, to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, the teacher shall suffer no loss in pay nor shall such participation be charged to the teacher's leave time. The Association shall be allowed to send up to five (5) official Association delegates to the state association annual convention, for no more than two (2) days each, without salary adjustment provided the Board of Education is reimbursed an amount equal to the normal substitute teacher costs for each day each delegate is absent. The Superintendent may, at his/her sole discretion, grant upon request of the Association, additional days to be used for Association business with the Association reimbursing the Board for substitute teacher costs.

D. The Board shall grant 0.2 FTE to both Glenbrook North and Glenbrook South for the purpose of GEA administrative release. The FTE shall be in addition to each building's standard FTE allotment. The GEA Executive Board shall determine the recipient of the release in each building. Recipient names will be provided to the building Principals by April 1. If a recipient's release would result in hardship to a department, the Principal and the GEA Executive Board agree to discuss, in good faith, an alternative recipient.

E. The Association shall have the right to make use of school equipment, such as copiers, calculators, computers, telephones, e-mail, and audio-visual equipment when such equipment is not otherwise in use. The Association agrees to pay for the actual cost of supplies.

F. The Association and its representatives may be permitted to use school

buildings for meetings at times that do not conflict with instructional responsibilities. The Association shall reimburse the Board for any extra labor costs required for such meetings.

G. The Association hereby agrees not to strike or engage in or support or encourage any concerted refusal to render full and complete service to the School District.

H. The Association recognizes that abuses of sick leave, leaves of absence, tardiness, deficiencies in professional performance, or other violations of discipline by a teacher reflect adversely upon the teaching profession. The Association shall use its best efforts to enforce proper professional conduct on the part of its members.

I. The Association will continue to encourage and improve the professional performance of its members. Any professional employee may bring an incident of alleged improper professional conduct to the attention of the GEA executive board.

### **ARTICLE III. BOARD RIGHTS AND RESPONSIBILITIES**

Except as otherwise specifically provided in this Agreement or otherwise specifically agreed to in writing between the parties to this Agreement, the determination of educational policy, the operation and management of the schools, and the control, supervision, and direction of all certificated staff are vested exclusively with the Board.

All terms and conditions of employment not covered nor abridged by this Agreement shall not be the subject of negotiations during the life of this Agreement, unless such negotiations are mutually agreed to in writing by the Board and the Association.

### **ARTICLE IV. RIGHTS AND RESPONSIBILITIES OF TEACHERS**

A. Teachers shall comply with the rules and regulations adopted by the Board or its representatives.

B. Teachers of the Northfield Township High School district shall be assigned to teach or supervise educational activities 275 minutes of each 465-minute teaching day. The 465-minute teaching day shall include the fifteen (15) minutes prior to the start of the school day and fifteen (15) minutes at the end of the school day.

C. The Board recognizes its responsibility to continue to give reasonable support and assistance to all teachers with respect to control and discipline of students. Teachers shall continue to share responsibility for student control and discipline throughout the school day in the entire school facility and at any school sponsored event.

D. Each teacher shall have the right upon advanced request to review the content of the teacher's official personnel file maintained at the District administration office. Privileged information such as confidential credentials and related personal references sought at the time of employment are specifically exempt from such review. All communications including evaluations by supervisors or administrators, commendations, and validated complaints directed toward the teacher which are included in the teacher's official personnel file shall be called to the teacher's

attention at the time of inclusion, and the teacher will be permitted to file a rebuttal.

The rebuttal shall be prepared in triplicate, one for the instructional supervisor, one for the principal, and one forwarded to the Superintendent to be placed in the teacher's personnel file. A local representative of the Association may, at the teacher's request, accompany the teacher in the review. Only those materials included in the official file may be used for the purpose of taking disciplinary action.

E. The Board and the Association agree that in no case shall a teacher planning to be absent be permitted to or be held responsible for obtaining a substitute teacher. Teachers shall not be required to substitute for an absent teacher except in short-term emergencies. In short-term emergencies, however, when a teacher is absent and a substitute is not available, other teachers in the department when asked to substitute by their instructional supervisor for their absent colleague shall comply with the requests in the best interests of the students and the school. The instructional supervisor shall make a reasonable effort to obtain a substitute for any absence.

F. As a duly elected body exercising governmental power under the laws of the State of Illinois, the Board shall not discriminate against any teacher in the enjoyment of any rights conferred by the Constitution of the United States, the Constitution of the State of Illinois, and the laws of Illinois. However, this section is not a proper subject for binding arbitration as provided for under the grievance procedure of this Agreement.

G. Academic freedom shall be guaranteed to the teachers within the District's planned instructional program and no special limitation shall be placed upon study and investigation of facts and ideas concerning man, human society, the physical and biological world, and other branches of learning, subject to the following standards of professional responsibility:

1. The teacher shall encourage the student to study varying points of view and respect the student's right to form the student's own judgment.

2. The teacher may assume full political and citizenship responsibilities but shall refrain from exploiting the instructional privileges of the teacher's professional position to promote candidates, parties, or personal philosophies.

3. Academic freedom exercised by a teacher requires that the teacher be cognizant of the maturity of the teacher's students and that this be recognized in the teacher's instructional presentation.

In the event of adverse criticism by parents or citizens of the District, all reasonable effort shall be made by the parties to settle academic freedom disputes on the administrative level prior to submitting same to the Board for its decision. The Board recognizes its obligation to support the teacher in the legitimate exercise of the teacher's academic freedom as defined above.

H. The Board and the Administration believe in the tenets of progressive discipline, which include: verbal reprimand, written reprimand, suspension and dismissal. However, nothing herein will require the exhaustion of all of the above disciplinary steps when a decision is made that an incident requires a more severe disciplinary outcome.



When a Teacher is required to appear before the Board or the Administration concerning any matter which the Teacher believes could result in discipline, the Teacher is entitled to have a representative of the Association present. Furthermore, the Teacher directed to appear at such investigatory meetings will receive reasonable advance written notice of the meeting, except where an emergency or extraordinary situation exists which prohibits the provision of such written notice. The Teacher's right to Association representation shall not apply to evaluation conferences or impromptu meetings relative to the Teacher's regular daily performance.

At any such investigatory meeting, the Teacher will be presented with a factual explanation of any evidence gathered to date and will be offered a reasonable amount of time to review and an opportunity to respond to the evidence.

Prior to the time disciplinary action is taken, written notice of the specific grounds forming the basis for disciplinary action will be delivered to the Teacher. The Teacher, and if represented, the Association shall be provided an opportunity to respond both to the basis for the discipline and the possible disciplinary consequences.

#### **ARTICLE V: VOLUNTARY TRANSFERS AND INVOLUNTARY ASSIGNMENT**

A. The Board shall have the sole responsibility to promote employees to positions outside the bargaining unit as defined in Article I of this Agreement.

B. During the school year the Board agrees to give notice of vacancies existing or anticipated in all positions before filling the vacancy. Notices of vacancies will be posted on the District website at least ten (10) business days prior to filling the position. Any teacher who meets specified requirements for job opportunities and desires to make application for any vacancy should file a written application to the Superintendent or his/her designee within ten (10) business days following the announcement of the vacancy. In the case of positions listed on the Differential Responsibilities Schedule contained in Appendix F of this Agreement, and when an immediate need exists, the notice period prior to filling the vacancy shall be five (5) days.

C. In the event that a teacher chooses not to accept a position offered, it shall have no effect upon the teacher's future opportunities for other positions that are created or become vacant.

D. Teachers wishing to be considered for transfer must notify the Assistant Superintendent of Human Resources in writing by February 1 indicating the reasons for requesting the transfer and the school and position desired. Approval of the building principal and of the instructional supervisor involved is a prerequisite for such transfer. If the request for transfer from one building to another is not approved, the reasons for non-approval shall be given the teacher in writing by the Assistant Superintendent of Human Resources as soon as possible but no later than June 1.

E. Notice of involuntary re-assignment shall be given to the teacher no later than May 1 by the Assistant Superintendent of Human Resources or the principal under whom the employee was assigned prior to the re-assignment.

Involuntary transfers to new or vacant positions for teachers will be based on the consideration of the following factors: certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience, provided that seniority must not be considered as a factor, unless all other factors are determined by the Board to be equal.

Within ten (10) days after receipt of notification of re-assignment, an employee dissatisfied with the new assignment may make a request in writing for a meeting with the principal under whom the employee was assigned prior to the re-assignment to discuss reasons for the re-assignment.

Within five (5) business days after such meeting the employee, if dissatisfied with the reasons given for the re-assignment, shall have the further right to request a meeting with the Superintendent to discuss said reasons. If the Assistant Superintendent of Human Resources has not attended the meeting with the appropriate principal, the Superintendent may elect to have said Assistant Superintendent of Human Resources confer with the employee in the Superintendent's place.

An Off-campus employee whose position prior to re-assignment does not come within the jurisdiction of any principal shall have the right to request a conference with the Director of Special Education and shall make the employee's request thereof within ten (10) days after receipt by the employee of the notice of re-assignment. Such meeting with the appropriate principal or Superintendent shall be held five (5) days after receipt of a request thereof by the Superintendent.

F. If the foregoing procedures have been followed, the decision of the Superintendent in all matters of promotion, voluntary transfer, and involuntary re-assignment shall be final.

G. Nothing in this Agreement shall prohibit the Board from making temporary appointments until positions can be filled with permanent appointments as provided in this Agreement.

## **ARTICLE VI: SENIORITY**

A. The Board shall develop District-wide seniority lists of teachers by service areas to be determined and as defined by the State Board of Education. Seniority shall be based on the number of full-time, full-term, continuous years of service in District #225, including service in District #225 in an administrative position as defined by Section A of Article I of this Agreement. Full-term shall be defined as employment in the District not later than January 1st.

B. To be included on a seniority list, teachers must have been legally certified and legally qualified in Illinois for employment in that service area and have employed in that service area in District #225.

C. Placement on a seniority list for teachers with equal number of years of service to the District shall be determined by the relative lane placement of the involved teachers on the teachers' salary schedule, the higher lane placement being more desirable.

D. If an administrator is assigned exclusively to the classroom, the administrator shall be placed on the seniority lists in the service areas for which the administrator is legally certified and legally qualified and in which the administrator has had previous teaching experience. The administrator will be placed on the seniority list on the step which correlates to his/her years of service in District #225.

## **ARTICLE VII: STAFF REDUCTION / HONORABLE DISMISSAL PROCESS**

1. When the Board determines that a decrease in the number of teachers or a discontinuance of some teaching service is necessary, such reductions in force will be accomplished in accordance with Section 24-12 of the School Code and other applicable sections of the School Code.

### **2. Honorable Dismissal List**

Annually, the District will establish an Honorable Dismissal List based on a categorization of each Teacher into one or more positions for which the Teacher is qualified to hold, based upon legal qualifications, certifications, endorsements, and any other qualification established in a District job description. Job descriptions must be established on or before May 10 prior to the school year during which the sequence of dismissal is determined. Copies of the list shall be distributed to the Association at least seventy-five (75) calendar days before the end of the school term.

### **3. Grouping of Teachers Within the Honorable Dismissal List**

Group One will consist of each non-tenured Teacher who has not received a summative performance evaluation rating;

Group Two will consist of Teachers with a "Needs Improvement" or "Unsatisfactory" summative performance evaluation rating on either of the Teacher's last two summative performance ratings;

Group Three will consist of each Teacher with a summative performance evaluation rating of at least "Proficient" on both of the Teacher's last two summative performance ratings, if two ratings are available, or on the Teacher's last summative performance evaluation, if only one evaluation is available, unless the Teacher qualifies for placement into Group 4;

Group Four will consist of each Teacher whose last two summative performance evaluation ratings are "Excellent" as well as each Teacher with two "Excellent" summative performance evaluation ratings out of the Teacher's last three summative performance evaluation ratings with a third rating of "Proficient."

4. Order of Dismissal:

Among teachers qualified to hold a position, teachers must be dismissed in the order of their groupings, with teachers in Group 1 dismissed first and teachers in Group 4 dismissed last.

a. Within Group 1, the sequence of dismissal is at the sole discretion of the district.

b. Within Group 2, the sequence of dismissal is based on the average of the last two summative performance evaluation ratings, if two ratings are available, or the teacher's last summative performance rating if only one rating is available. The average is calculated using the following numeric values: 4 for "excellent"; 3 for "Proficient" or "Satisfactory"; 2 for "Needs Improvement"; and 1 for "Unsatisfactory". Teachers with the lowest average summative performance evaluation rating shall be dismissed based on seniority, with teachers that have shorter length of continuing service with the District dismissed first.

c. Within Groups 3 and 4, the sequence of dismissal is based on certification qualifications, and seniority, with teachers that have shorter length of continuing service with the District dismissed first.

This article is not evidence that the Board waives any rights it may have to determine the qualifications of a Teacher to perform the duties of a specific position.

## **ARTICLE VIII. RECALL**

With respect to any Teacher who has been honorably dismissed, in the event the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available shall be tendered to the Teachers who were in Group 4 and Group 3 and based upon legal qualifications and any other qualifications established in a District job description on or before May 10 prior to the date of the position becoming available. Teachers from Group 3 or 4 shall be eligible for recall in reverse order of dismissal.

Teachers are responsible for informing the Office of the Superintendent of any changes in their qualifications and/or contact information after the date of their dismissal. The Board is responsible for sending notice to Teachers eligible for recall. A copy of this Article will be enclosed with the notice. Notice will be sent by registered mail to the last address on file with the Board. The Teacher

must give a written response postmarked within seven (7) days of receipt of the notice of vacancy, or within fourteen (14) days of the mailing of the notice of the vacancy, whichever occurs first.

Any Teacher who fails to respond to a proper notice of a vacancy or who declines to accept the position offered shall be placed at the bottom of the recall list as it then exists, and shall be eligible for one more recall opportunity.

**ARTICLE IX. TEACHING LOAD**

A. The Board and the Association recognize that effective learning is the basic foundation for a sound educational program. Effective learning depends primarily upon effective teaching. Effective learning and teaching can only take place when an appropriate number of students are assigned to the teacher. Appropriateness is based upon the following criteria:

1. the background and experience of the teacher,
2. the capabilities of the students enrolled,
3. the content of the course,
4. the techniques of teaching required, and
5. other considerations as mutually agreed upon by the Administration and Association on a case by case basis.

B. The following will serve as maximums for class size and load:

	<b>Max. Teacher Load</b>	<b>Max. Class Size</b>
Art	125	25/28
Physical Education	185	35/37
English	130	30
Business Education	140/160	35/40
Foreign Language	135	30
Family and Consumer Science	120	24/30
Applied Technology	120	24/28
Mathematics	140	34
Science	112	28
Social Studies	140	34
Driver Education	According to the State Code	According to the State Code
Special Education	Max Case Load*	15 *Unless required by law

C. **Class Schedules.** The Board shall have the right to conduct either 8-period class schedules or block class schedules under the terms and conditions described below in

Sections D and E. If the Board plans to change the schedule or schedules from one year to the next year, the Board shall notify the Association in writing not later than May 1st of the schedule or schedules it plans to conduct during the subsequent school year.

**D. 8-period class schedule.** Teachers shall be assigned to instructional assignments for five (5) of the eight (8)-period class day. Teachers are expected to be in the building at least 15 minutes prior to the start of the first period of each teaching day, or 15 minutes prior to their "early bird" class if the teacher is assigned to an "early bird" class, and 15 minutes at the end of the school day. Teachers are expected to be at their respective period #1 assignment at least five (5) minutes prior to the start of period #1. Those teachers who do not have a period #1 assignment shall check in with their respective departments at least five minutes prior to the start of the school day.

An example of a teacher schedule in an 8-period schedule is shown below:

Period 1	Class
Period 2	Unscheduled
Period 3	Lunch
Period 4	30-min.conf./20 min. for available resource time
Period 5	Class
Period 6	Class
Period 7	Class
Period 8	Class

**E. Block Class Schedule.** Teachers shall be assigned to instructional assignments for five (5) ninety (90)-minute blocks plus one (1) Ninety (90)-Minute Resource period over two (2) days. The ninety-minute resource period referenced above constitutes a sixth assignment. Teachers are not expected to take attendance during the Ninety (90) Minute Resource period.

Teachers are expected to be in the building at least fifteen (15) minutes prior to the start of the first block of teaching day, or fifteen (15) minutes prior to their "early bird" class if the teacher is assigned to an "early bird" class, and fifteen (15) minutes at the end of the school day. Teachers are expected to be at their respective first block assignment at least five (5) minutes prior to the start of the first block. Those teachers who do not have a first block assignment shall check in with their respective departments at least five (5) minutes prior to the start of the school day.

In an alternating day, quarter, or semester schedule, the maximum teacher load shall be determined by the total teacher loads over the (2) days, quarters, semesters. Each teacher shall have at least one (1) unscheduled block each day.

**Block and a Half Class Assignments:** Classes which meet one hundred thirty five (135) minutes every two days are the equivalent of one and a half (1.5) block classes. For example, a teacher assigned to two (2) block and a half classes and two (2) block classes would be considered as teaching five (5) block classes and therefore, could be assigned a sixth assignment. A teacher who teaches one (1) block and a half class and four (4) block classes would not be given an additional assignment.

An example of a teacher schedule in the block schedule is shown below:

	(A) <u>Day</u>	(B) <u>Day</u>
Block 2-3	Class	Class
Block 4-5	Unscheduled	30 min. conf/Unscheduled
Block 6-7	Class with 45-min. embedded lunch	6 <sup>th</sup> assignment with 45-min. embedded lunch
Block 8-9	Class	Class

**Special Assignments:** If a teaching assignment does not fulfill the five (5)-blocks over two (2)-day instructional assignment referenced above, a teacher may be assigned to any of the following Special Assignments to meet this requirement:

1. Individual work with assigned students
2. Supervision of open labs
3. Supervision of departmental resource centers
4. Special department project(s)
5. A period assignment, such as Advocacy
6. Other educational activities assigned by the principal

Teachers who are assigned to a Special Assignment shall be expected to teach educational activities during the resource period as mutually agreed upon by the Association and the Administration. Teachers assigned to any of the above Special Assignments shall be expected to record student attendance. These Special Assignment periods shall not exceed an average of 25 minutes per day.

For example a teacher who teaches four (4) blocks over two days may be assigned a 25 (twenty-five) minute Advocacy period in addition to a Ninety (90) Minute Resource period. Or a teacher who teaches four (4) could be assigned two (2) Ninety (90) Minute Resource periods.

Teachers assigned to a Special Assignment must meet at least one of the following criteria:

- (1) The teacher has volunteered to accept a Special Assignment, or
- (2) The teacher has fewer than three preparations in his/her regular teaching assignment, or
- (3) The part-time teacher has an F.T.E. of 0.75 or greater.

The Board may assign up to 15% of the teaching staff, in addition to the teachers identified in items #(1) through #(3) above, if the pool of teachers provided by items #(1) through #(3) fails to satisfy the full complement of Special Assignment needs for not more than two grade levels during any one school year. If a teacher with five blocks is assigned or volunteers for a Special Assignment, this will constitute that teacher's sixth assignment. The overall average class size shall be maintained in a range of from 20 to 25 students whenever teachers outside of items # (1) through # (3) are utilized.

F. The Board and Association recognize that new techniques of teaching and new organizational arrangements of teachers and students make occasional deviations in class size desirable. With the written consent of the teachers involved, class size and teacher maximums as indicated above may not apply in these cases as well as in cases of experimental programs. The Association recognizes and will continue to respect every teacher's individual right to increase class size and teacher load to improve instructional effectiveness.

G. It shall not be a practice to assign teachers to more than three teaching preparations; in no case shall a teacher with four or more teaching preparations have any additional assignments during the teaching school day.

H. A teaching preparation is defined as the assignment of a teacher to instruct students in a course and/or additional ability levels therein, whenever the instructional materials are substantially different, to constitute a distinct preparation as determined by concurrence of the teacher, the instructional supervisor, and the principal.

I. The teacher's unscheduled time shall be used for tasks directly related to the teacher's instructional responsibilities, except for occasional breaks. When necessary, a teacher may leave the building during unscheduled time with approval of the teacher's instructional supervisor. In those cases when the teacher's instructional supervisor is not available, the teacher may leave the building with the knowledge of the principal's office. The teacher shall post available times of not less than thirty (30) minutes per day, or every other day on the block schedule, for conferences during the teacher's unscheduled time within the teaching day. These conference times shall be scheduled at a time and at a location mutually acceptable to the teacher and the teacher's supervisor.

J. Teachers not engaged in classroom teaching shall have two (2) fifteen (15) - break periods and a lunch period equal to that of a classroom teacher. The break periods and lunch period shall be scheduled at a time mutually acceptable to the teacher and the teacher's supervisor.

K. All teachers shall be required to attend up to one staff meeting each week. These meetings should be planned on a monthly basis and shall normally be scheduled on Mondays. Staff meetings shall normally be adjourned no later than 4:30 p.m. Every teacher must attend these meetings unless an emergency situation develops which precludes such attendance. The principal must approve in advance all emergency requests for release from attendance at faculty meetings. The teacher's supervisor must approve in advance all emergency requests for release from attendance at all other staff meetings. Whenever possible, all such emergency requests shall be made by the teacher at least 24 hours in advance of the meeting.

L. All teachers as a part of their regular school responsibility will be required to supervise one student social activity per school year. Supervision of a student social activity may not include an activity for which the teacher receives compensation.

M. All teachers as part of their regular school responsibilities shall be required to attend up to three (3) Parent Conference Nights per school year. Teachers will not receive compensatory release time for participating in the first two Parent Conference Nights; however,



if a third Parent Conference Night is scheduled teachers will be provided with a two- (2) hour late arrival on the morning following the third conference night.

N. Glenbrook teachers share in the responsibility for addressing the educational needs of the students, the community and the School District, and for actively cooperating in the efforts to improve the total school program. These responsibilities include, but are not limited to: honoring the designated time of arrival and departure from school; assisting students outside of the regularly scheduled school day; attending special conferences with parents as they are needed; spending sufficient time in the school building to fulfill the teacher's total professional responsibilities.

O. In addition to student attendance days and institute days authorized by the School Code, all teachers will be required to attend Glenbrook days of normal working hours, on days designated by the Board for such purposes in or immediately before the school calendar adopted by the Board. The Glenbrook days shall be used for purposes deemed appropriate by the Board, such as additional student attendance, curriculum development, parent-teacher conferences, planning and evaluation, staff development, and student assessment. The number of such days scheduled shall not exceed five (5) days during any school year. For each day so scheduled by the Board, the Board shall increase teacher salaries by an amount equal to per diem for each such day scheduled, for the school year in which the days are scheduled. The Board shall schedule not less than three (3) Glenbrook days for the duration of the Agreement; however, the requirement for the Board to schedule the three (3) days shall terminate at the end of the **2017-2018** school year.

P. All teachers as a part of their regular school responsibilities shall be required to attend up to one (1) special staff development activity of up to four (4) hours per year outside the regular school day if the activity cannot reasonably be conducted during a regular department meeting and if the activity is approved by the school principal. Nothing in this section, however, shall preclude or prevent teachers from volunteering for other staff development activities outside the regular school day.

Q. The Board and the Association agree that a committee shall be established in each building to enhance the partnership in the creation, execution, evaluation, and revision of building and district improvement initiatives.

Each building school improvement committee shall include a representative from each department and selected members of the administrative staff. The Board and GEA may add to the committee membership by mutual agreement.

The operation of the committees, including regular meeting times and agendas, shall be determined within each building.

## **ARTICLE X. EVALUATION**

The Board and the Association have developed a Teacher Evaluation Plan for all certified staff covered by this agreement. Future modifications to the Plan will be collaboratively developed by the Board and the Association, consistent with the Illinois School Code. Evaluations will be conducted pursuant to the procedures in the Teacher Evaluation Plan.

A. Observations: Non-Tenured teachers shall be formally observed at least two (2) times, and informally observed at least one (1) time, by March 1 of each school year. At least one formal observation will occur by November 1. Tenured teachers shall be formally observed at least once, and informally observed at least once, by March 1 every other school year.

B. Evaluations: Non-Tenured teachers shall be evaluated at least once each school year by March 1st. Tenured teachers shall be evaluated at least once every other school year by March 1.

The written evaluation will include reflection on the teacher's goals and include evaluative comments relative to all four teaching domains: (1) planning and preparation, (2) classroom environment, (3) instruction, and (4) professional responsibilities.

The teacher shall sign copies of the written evaluation. One (1) copy of the written evaluation shall be retained by the instructional supervisor, one (1) copy shall be sent to the principal, one (1) copy shall be given to the teacher, and one (1) copy shall be sent to the Assistant Superintendent of Human Resources for placement in the teacher's personnel file.

C. On or before the first day of school or the first day of employment and before the evaluation process begins, the building principal or immediate supervisor shall provide each teacher with a copy of, and training on, the Teacher Evaluation Plan.

D. Within ten (10) school days of a formal teacher observation, the evaluator shall meet with the teacher to discuss the observation and provide a written summary of the observation. The teacher shall acknowledge receipt of such written summary.

E. The Administrators shall use such procedures, instruments(s), or form(s) as are set forth in the District's Teacher Evaluation Plan. All teacher evaluations will be completed no later than March 1.

F. Right to Respond:  
The teacher shall have the right to attach written comments regarding the evaluation within ten (10) school days after the meeting with the evaluator. Receipt of such attachment shall be acknowledged by the Administrator's signature.

G. District Evaluation Committee  
A Joint Board-Association committee composed of administrators and teachers will annually review the District's Teacher Evaluation Plan and recommend changes, if any, to the Board for approval.

**ARTICLE XI. LEAVES OF ABSENCE**

A. **Sick Leave.** Sick leave shall be accumulated at a rate of fifteen (15) days per school year. No limit shall be placed on the number of accumulated sick leave days unless a law is passed which requires the District's payment of a specified number of sick days upon the teacher's resignation/retirement from the District. Under no circumstances, unless required by law, will the District provide payment for a teacher's unused sick days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household, as well as, birth, adoption or placement of adoption. Immediate family is defined as a teacher's spouse, or the parent, legal guardian, brother, sister, son, daughter, grandparent, or grandchild of either teacher or spouse, or approved domestic partner who is at the time of such illness a member of the same household as the teacher. Under extraordinary circumstances, the principal may approve the use of sick leave for attendance at a funeral of an individual who was not a member of the teacher's immediate family. Serious illness shall be interpreted according to the normal use of the term by the medical profession. In the event a teacher is absent for illness or injury, and irrespective of whether such absence is charged to any accumulated sick leave, the Superintendent may require the teacher to provide the Superintendent with a physician's certificate; or if the Superintendent believes there may have been an abuse of the sick leave policy, the Superintendent may require an examination by a physician selected by the Superintendent. An examination by a physician selected by the Superintendent shall be at the Board's expense.

All teachers upon request shall be provided with a statement of total unused, accumulated sick leave once each school year. The Board shall establish a sick leave bank. The sick leave bank shall be administered by the Human Resources Office under the guidelines of Board Policy 6270: Certificated Personnel Sick Leave Bank.

Any teacher who is absent from school for reasons ordinarily associated with sick leave, who has no accumulated sick leave, and who is no longer qualified to borrow from the sick leave bank, shall lose per diem pay for each day of absence. Per diem pay for an employee covered by this Agreement shall be interpreted as an amount equal to the teacher's annual salary divided by the required number of teacher attendance days in the school year.

When schools are officially closed by the Superintendent, teachers shall neither be charged nor compensated for sick leave.

B. **Professional Leave.** Teachers shall be granted time off with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature provided that: (1) the administration considers the impact on the department and determines that such a visit, meeting, or conference would be worthwhile for the participating teacher; (2) the administration determines that funds are available (3) the teacher granted such permission is encouraged to share new knowledge of the school visit, meeting, or conference; (4) under no circumstances shall a teacher be paid more than the teacher's per diem pay and varied expenses without the prior written approval of the administration; (5) the teacher shall be required to credit against the teacher's regular per diem pay all sums received by the teacher from other sources for attendance at or participation in such functions; (6) the teacher shall be permitted to receive an

advance draw in the amount of up to two-thirds of the total anticipated expenses if the application for the draw is submitted to the Business Office at least one week prior to said leave.

C. **Leave for Legal Purposes.** Time off with pay shall be granted to any teacher when necessary for appearance in any legal proceedings arising out of a teacher's employment, providing said decision does not find unprofessional or dishonorable conduct of the teacher, dismissal of the teacher, or any breach of this Agreement by either the teacher or the Association.

D. **Jury Duty.** The District shall make up the difference in pay, if any, lost by any teacher as a result of being called to jury duty. The teacher shall, in turn, reimburse the District for any pay above the teacher's regular per diem teaching salary and expenses for such duty. Notification of being called to jury duty should be submitted to the building principal at least one week prior to such duty. A receipt containing a verified statement of expenses should be submitted to the Business Office within one week following completion of said duty.

E. **Sabbatical Leaves.** The Board may grant sabbatical leaves in accordance with the following procedures:

1. On recommendation of the Superintendent of Schools, the Board may permit teachers to take sabbatical leaves for one school year. Such leaves shall be granted for purposes designed to benefit the school system through study, research, a planned program of travel, or an approved combination of the above. The sabbatical plan shall require the approval of the teacher's instructional supervisor, the principal, and the Superintendent.

2. A maximum of five (5) teachers divided equitably between the schools may be granted leaves for any school year. Whenever more than five (5) applications have been received, awards will be based on the quality of service as determined by criteria to be established by the principal, the Superintendent, and the supervisory personnel (in the case of a teacher).

3. It is the policy of this Board to consider only those applicants who hold a Master's degree and who have or will have completed seven (7) years of service to the District. Such service need not be continuous but any leave from service will not exceed one school year, and at least three years of uninterrupted service must have been or will be completed immediately prior to the beginning of such a sabbatical.

4. Further, it is the policy of this Board to give priority to requests for one-year sabbaticals. Semester sabbaticals will be granted only if circumstances are deemed to be extenuating in the judgment of the administration and the Board.

5. A teacher on sabbatical leave shall receive a salary equal to one-half of the basic salary as if in actual service or the minimum salary provided by the first paragraph of Section 24- 8 of The School Code of Illinois, whichever is larger. In addition, the Board shall pay the retirement contribution as provided for under the Teachers' Retirement System, State of Illinois. The Board will maintain the premium contributions toward any fringe benefits agreed to in this Agreement.

6. Normal credit on the salary schedule shall be given for such leave. Time on sabbatical leave is considered as time in service to the District.

7. During the sabbatical the teacher shall file at least three (3) reports outlining the teacher's progress in meeting the sabbatical plans together with the teacher's impressions, experiences, and other matters consistent with the purpose and of interest to the students, staff, Board, and community.

8. The granting by the Board of a sabbatical leave should be interpreted as a finding that the leave is deemed to benefit the school system. Acceptance of such a leave carries with it the clear moral obligation on the part of the recipient to continue the recipient's service in the District following the termination of the leave. The Board considers it reasonable to expect recipients of sabbaticals to return and perform contractual continued service for a period of at least two school years following the end of the sabbatical leave. A teacher who fails to continue the teacher's services for two school years following the sabbatical shall be required to reimburse the Board for all compensation and fringe benefits paid by the Board to the teacher or on behalf of the teacher during the sabbatical year unless such return and performance is prevented by illness or incapacity. The teacher shall be required to sign a contract with the Board containing the reimbursement provision prior to the approval of the teacher's sabbatical.

9. All requests for sabbaticals shall be submitted to the Superintendent through the instructional supervisor and the building principal before February 1 of the year prior to the school year for which the sabbatical is requested. Requests for semester leaves must be received at least one full semester in advance of the leave. The letter of application shall outline the purpose of the sabbatical leave together with a tentative plan for the achievement of that purpose.

**F. Personal Leave.** Each teacher shall be eligible for two (2) days of personal leave with pay per school year for urgent personal or family matters that require the teacher's presence during the school day, and are of such nature that they are impossible to transact at a later time, such as on the weekend, after school hours, or during vacation periods. Annually all unused personal days will be transferred to the personal leave bank. Any days, in excess of three, in a teacher's personal leave bank shall be transferred to sick leave. Upon termination/retirement, all unused accumulated personal days will be reported to the Teacher Retirement System for service credit upon the teacher's retirement.

Application for personal leave with pay shall be made in writing by the teacher through the teacher's supervisor to the principal. The application shall be made at least one week before taking said leave, if possible.

In the event of an emergency, notice shall be provided as soon as possible so that the school can make appropriate arrangements to cover the absence. A statement setting forth the nature of the emergency shall be submitted in writing to the principal immediately upon return to school.

All such applications shall be subject to the approval of the principal.

It shall be the practice that no leaves be taken under this section on the day before or day following any school holiday or vacation. However, the Superintendent may make exceptions to this rule in unusual circumstances.

Personal leave in excess of two (2) days per year may be approved by the Superintendent in unusual circumstances. However, no more than five (5) personal leave days shall be approved during any school year. Personal leave days used in excess of the two (2) days approved each year shall be: a) deducted from accumulated personal leave, or b) paid back at the rate of one (1) day per year from the two (2) days allotted.

Unless approved by the Superintendent, a teacher who owes personal leave days from the previous school years cannot borrow additional personal leave days in the following school years until all borrowed days have been repaid.

Personal leave may be accumulated from year to year up to a maximum of three (3) days.

When schools are officially closed by the Superintendent, teachers shall neither be charged nor compensated for personal leave.

**G. Special Leaves of Absence.** The Board of Education of District #225 may grant a special leave of absence to tenured staff members when it is deemed to be in the best interests of the district, the building, and the staff member.

In order for the Board of Education to approve any request for a special leave of absence, evidence must be submitted in writing by the applicant's supervisor and principal clearly showing that the applicant has rendered satisfactory performance.

All requests for special leaves of absence to be considered by the Board must be made by February 1 of the year prior to the anticipated date the leave is to begin.

Special leaves of absence shall be determined between the teacher and Assistant Superintendent of Human Resources to establish the starting and ending time.

All staff members granted special leaves of absence must notify the Human Resources Office in writing by February 1 in the year of their leave of their intent to return or resign from District #225.

Failure to notify the Human Resources Office in writing of their decision to return or resign by February 1 will constitute an automatic resignation of the staff member, and each leave of absence is specifically predicted upon this resignation condition.

No salary or other remuneration will be paid to the staff member on a full-time special leave. Medical and dental insurance coverage may be continued at the sole expense of the staff member on a full-time special leave. Life insurance and disability insurance are not provided for staff members on a full-time special leave of absence.

Upon the completion of the special leave of absence, the staff member shall be returned to a position for which she/he is professionally trained and certified. The tenure status of the staff member shall not be affected by the terms of the leave of absence.

Teachers applying for a partial special leave of absence shall not be given an additional year of seniority credit or salary advancement credit for the time spent on leave. For tenured staff members on a partial special leave of absence, advancement on the respective seniority and salary schedules will be made when the sum of their partial special leave FTE assignments equals or exceeds a 1.0 FTE. Seniority and salary advancement must be established prior to the first day of the school year. No mid-year seniority or salary advancement will be made. Teachers on a partial special leave shall receive the same benefits as listed in Article XIII, Section T, "Benefits/Compensation for Part-Time Teachers".

**H. Family & Medical Leave of Absence.** Teachers employed by District #225 for at least twelve (12) months shall be eligible for leave under the Family & Medical Leave of Absence Act (FMLA) as outlined in Board Policy: Family & Medical Leave of Absence. FMLA leave shall run concurrently with the teacher's other applicable leaves of absence.

## **ARTICLE XII. GRIEVANCE PROCEDURE**

### **A. General Policy.**

1. The Board recognizes that in the interests of effective personnel management a procedure is necessary whereby its teachers can be assured of a prompt, impartial, and fair hearing on their grievances. Such procedure shall be available to all teachers, and no action of any kind shall be taken against any teacher for initiating or participating in a grievance procedure.

2. The parties shall make a sincere and determined effort to settle meritorious grievances in the steps of the grievance procedure and to keep the procedure free of unmeritorious grievances.

3. It is agreed that no grievance shall be presented hereunder which occurred prior to the effective date of this Agreement.

4. A grievance is defined to be a complaint by any teacher or a group of teachers within the bargaining unit, based on an event or condition which is claimed or considered to be a violation, misinterpretation, or misapplication of the terms of this Agreement.

5. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association provided the adjustment is not inconsistent with the terms of this Agreement. If requested by the teacher, the Association representative may accompany the teacher to assist in the resolution of the grievance.

6. Re-employment of probationary teachers is not a proper subject for grievances under the grievance procedure, but violation of the procedures in the evaluation article of this Agreement are subject to the grievance procedures. Re-employment of

probationary teachers shall be in compliance with provisions of The Illinois School Code.

7. A grievance may be withdrawn at any level without establishing precedent.

8. Investigation or processing of any grievance shall normally be carried out on the teacher's own time, after school hours. However, when necessary, the investigation or processing of a grievance may be carried out on the teacher's unscheduled time (excluding regularly scheduled conference modules as required by Section I of Article VI of this Agreement).

9. The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communications.

10. If the grievant and the Superintendent agree, Step #1 and/or Step #2 of the grievance procedure may be bypassed and the grievance brought directly to the next step.

11. The Board acknowledges the right of a representative of the Association to participate in the processing of a grievance at any level, and no teacher shall be required to discuss any grievance if the Association's representative is not present.

12. The Board and the administration shall cooperate with the Association in its investigation of any grievance, and further, they shall furnish the Association with such information requested for the processing of any grievance.

13. Section F of Article IV of this Agreement is not a proper subject for binding arbitration as provided for under the grievance procedure of this Agreement.

14. **Procedure for Grievance.** It is agreed that any grievance must be presented under the process of this Article promptly and within the prescribed time limitations. Working days for the purposes of the grievance procedure shall mean teacher employment days. Any grievance not presented by the individual, or the Association in the event of an appeal to arbitration, within the time limitations shall be considered settled on the basis of the decision which was not appealed or shall be deemed settled on the basis of the decision in the last step to which the grievance was carried and shall not be further appealed or filed as a new grievance. Time limits in the appeal steps may be extended by mutual agreement in writing.

**Step 1-** A teacher with a grievance shall first discuss the teacher's alleged complaint with the teacher's immediate supervisor with the objective of resolving the matter informally. Every effort shall be made by both parties to maintain the informality of these discussions. Tape recorders shall not be permitted during these discussions.

**Step 2-** If the grievance cannot be resolved informally, the teacher may file the grievance with the principal. The grievance must be filed in writing within ten (10) working days from the alleged occurrence of the event giving rise to the grievance or when the grievant knew of the event. The written grievance shall state the nature of the



grievance, shall note the specific clause or clauses of the Agreement which have been violated, misinterpreted, or misapplied, and shall state the remedy requested. Within seven (7) working days after such a written grievance is filed, the principal shall meet with the grievant and both parties shall make a reasonable attempt to settle the grievance. Within seven (7) working days after the second step grievance meeting, the principal shall make a decision on the grievance and shall communicate it in writing to the teacher and the Superintendent.

**Step 3-** If the grievance has not been satisfactorily resolved at the second step, the teacher may file the grievance with the Superintendent. The grievance must be filed with the Superintendent within five (5) working days from the receipt of the decision rendered in Step #2. Within ten (10) working days after such written grievance is filed, the Superintendent or the Superintendent's designated representative shall meet with the Grievant and both parties shall make a reasonable attempt to settle the grievance. Within ten (10) working days after the third step grievance meeting, the Superintendent or the Superintendent's designated representative, shall make a decision on the grievance and shall communicate it in writing to the teacher, the Principal, and the Board.

**Step 4-** If the grievance has not been satisfactorily resolved at the third step, the Association may submit, on behalf of the Association and the grieving teacher, the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. The Association must submit in writing to the Superintendent within ten (10) working days from the receipt of the decision by the teacher rendered in Step #3, a notice of intent to enter into arbitration. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitration and the American Arbitration Association will be borne equally by the Board and the Association. The arbitrator, in the arbitrator's decision, shall not suggest amending, modifying, nullifying, ignoring, or adding to the provisions of this Agreement. The arbitrator's authority will be strictly limited to the issue or issues presented to the arbitrator in writing by the Board and the Association, and the arbitrator's decision must be based solely upon the arbitrator's interpretation of the meaning or application of the express relevant language of the Agreement.

### **ARTICLE XIII. COMPENSATION POLICY**

**A. Intent and Purpose.** It is the intent and purpose of the compensation policy to attract and retain the highest quality teacher who can make continuing contributions to the educational growth and development of all the teacher's students attending the Glenbrook Schools.

**B. General Policies.**

1. All teachers employed by the Board as of the end of the 2013-2014 school year shall remain placed and compensated on the 21-step schedule labeled "Teacher 1 Salary Schedule", found in Appendix A, unless noted below. Any teacher employed by the Board as of the end of the 2013-2014 school year who was placed on the 20-step schedule denoted "Teacher 2 Salary Schedule"

found in Appendix A, shall remain on that schedule until the teacher reaches Step 20 of such schedule. Thereafter, the teacher shall be placed on the "Teacher 1 Salary Schedule" on Step 21. Any teacher employed by the Board on or after July 1, 2014, shall be placed on the 32-step salary schedule denoted "Teacher 3 Salary Schedule" found in Appendix B.

2. Annual experience increments on the salary schedule are not automatic but are dependent upon an annual evaluation for all teachers as reported to the Superintendent by the building principal and shall be in conformity with statutory provisions. In the absence of an annual evaluation the teacher will be entitled to the annual increment. Teachers not receiving the annual increment under the conditions set forth above will be provided with an explanation in writing by the Superintendent or the Superintendent's designated representative. Such teachers shall be afforded the opportunity to respond in writing within ten (10) school days of the issuance of the written explanation, before a final decision is made. A copy of the Superintendent's explanation and the teacher's written response shall become part of the teacher's permanent personnel file. One (1) step on the salary schedule will be credited for each effective year of teaching in the Glenbrook Schools including the current year, but no more than one (1) step on the salary schedule may be granted in any one (1) year.

3. Experience outside the District may be counted at Board discretion.

**C. Academic Attainment.**

1. A teacher who has earned the right to move to a higher salary level by additional professional training (academic attainment) shall be placed at the higher salary level at the beginning of the next contract year.

2. Coursework submitted for Academic Attainment must be within the teacher's current professional assignment, general area of instruction, or otherwise be of value to the district.

3. Requests for all courses to be approved for advancement on the salary schedule shall be made by the teacher to the Assistant Superintendent of Human Resources at least ten (10) business days in advance of the start of the course. Application will be made using the appropriate form provided by the Human Resources office. Courses not approved in advance by the Assistant Superintendent of Human Resources shall not be considered for approval at a later date.

4. Denials of academic attainment requests shall be accompanied by a written rationale from the administrator issuing the decision. In the event of an appeal, written rationales will be provided to the Academic Attainment Committee.

5. The Academic Attainment committee will provide an appeal option for teachers whose requests for academic attainment course approval have been denied. The Committee will be comprised of the Assistant Superintendent of Human Resources, the Assistant Principals for Curriculum and a GEA representative from Glenbrook North and Glenbrook South. If an Off-Campus teacher requests an appeal, an Academic Attainment Committee member from Off-Campus will be seated.

6. Written notification that the teacher has earned sufficient credits to move to a higher salary level must be filed by the teacher with the Human Resources office no later than September 15th. An official transcript must be on file in the Human Resources office no later than October 15th.

**D. Salary Schedules.**

The Teacher Salary Schedules and Differential Responsibilities Salary Schedules in effect for the life of this Agreement are contained in Appendices A through E of this Agreement.

These schedules found in Appendices A through E were derived by using a formula whereby each step of the Teacher Salary Schedules and the Differential Responsibilities Salary Schedules was adjusted by a negotiated increase which was averaged with the rolling 10-year average of the Consumer Price Index for All Urban Consumers, rounded to the nearest 1/10 of 1%. If, in the judgment of the Board of Education, fundamental changes occur in the method of financing public school education in the State of Illinois which adversely affects the financial condition of this District, the Board shall have the option of having Article XIII and Section 0 of Article IX of this Agreement expire as of June 30, 2015, and renegotiating Article XIII and Section 0 of Article IX with the Association for the remaining school years of this Agreement. If the Board desires to renegotiate Article XIII and Section 0 of Article IX, the Board shall notify the Association of its intentions no later than February 1, 2015. Such a negotiation shall be limited to Article XIII and Section 0 of Article IX of this Agreement.

**E. Differential Responsibilities Schedule.**

1. The Differential Responsibilities Schedule is an instrument designed to compensate those Glenbrook teachers who assume responsibilities for directing student activities above and beyond the normal expectations of a professional teacher which occur after the school day except for those activities which have as a matter of past practice occurred during the school day and for which compensation has been paid.
2. The parties agree that the stipend for the extra assignment should be equitable to all teachers. Therefore, the Board agrees to pay all teachers who perform extra assignments as approved by the Board the same stipend for the same work. The only differential will come about based on experience in the position and performance as determined in a written evaluation by a supervisor. Of course, differential stipends will be paid for the various extra assignments in accordance with categories as listed in Appendix F.
3. The Board assumes the responsibility for approving all activities. Board action is required before any new activity is added to the list. Activities may be added or deleted from time to time. Proposals for additions or deletions will normally arise through administrative channels and be referred to the Board for their action. All assignments of individuals to extra responsibilities are subject to annual review by the building principals. Continued assignment of an individual

in a given activity is the principal's decision.

4. The scope, variety, and extent of extracurricular activities is a policy decision and, therefore, shall be determined by the Board. There is no continuing commitment that the program of responsibilities as outlined and specified shall remain in effect.
5. The list of activities attached hereto does not necessarily mean that an appointment of a staff member is automatic. This is to say that any activity which cannot be supported by adequate pupil response will not be sponsored for that year.
6. A sports season is defined as the period beginning with the first permissible day for practice through and including the last scheduled contest including tournament participation.
7. Every teacher or staff member who assumes an extra responsibility assignment shall, as soon as the activity is organized, submit to the Assistant Superintendent of Human Resources through the appropriate supervisor, the following information: (a) the names of all participants, and (b) the beginning and ending dates of the activity including rehearsals, all practices, and preparation dates and times.

This regulation applies to all boys' and girls' intramural programs, athletics, music, dramatics, debate activities, swim and dance shows, and cheerleading.

8. The preparation and distribution of basic contracts for the ensuing school year shall not be contingent upon the completion of all assignments of teachers to extracurricular responsibilities. All assignments of extra responsibilities shall, when agreed upon by the teacher and the administrative staff, be formalized by a separate and supplemental contract. If the basic contract and the assignment for extra responsibility can be accomplished at one time, both contracts shall be issued simultaneously.
9. All payments for extra responsibilities less legally required deductions shall be made as soon as possible upon the conclusion of the assigned responsibility. In the case of athletics, assigned responsibilities shall include all pre and post season meetings, banquets, and equipment returns and equipment inventory. Request for payment shall be initiated by the coordinator of athletics, instructional supervisor, or appropriate administrator, channeled through the building principal, and submitted to the Assistant Superintendent of Human Resources for authorization to pay. No request for payment shall be honored without the successive recommendations and endorsements indicated above. Whenever possible, payment for differential responsibilities will be made throughout the length of the season/activity.
10. The administration shall attempt to fill the positions listed on the Differential Responsibilities Schedule on a voluntary basis. The Association shall encourage its members to volunteer for these positions. However, if a qualified volunteer is not

available, the administration may assign teachers to the positions listed in Categories 1A through 1X of the Schedule provided that: (a) no teacher shall be involuntarily assigned to more than one assignment per year; (b) no teacher may be involuntarily assigned to the same extra-curricular assignment more than twice every three (3) years; (c) a teacher shall not be placed in an involuntary assignment during any semester in which the teacher is filling one other assignment on the Schedule on a voluntary basis; and (d) assignments shall be related to the teacher's training or experience.

**F. Teacher's Salary Payments.** A teacher will be paid the teacher's total salary over twelve (12) equal monthly payments starting in September.

Teacher pay for July and August will be received in separate direct deposits at the same time the June payment is made.

The pay dates for each school year, shall be on the 15th of each month or the last teaching day prior to the 15th if it should fall on a weekend or a holiday. It is understood that variances to this procedure may be necessitated for June.

**G. Board Payment of Required Medical.** The Board shall pay the costs examinations of all medical and other examinations required of a teacher by the Board. The Board shall not pay more than \$50.00 toward the cost of the pre-employment physical.

**H. Individual Medical Insurance Coverage.** Board shall provide individual medical insurance coverage under the District's Medical Benefit Plans. For the District's PPO plans, and HMO Illinois plans, the Board shall pay an amount equal to 95% of the premium for the duration of the Agreement for those teachers with a 1.0 full-time equivalency. Overall coverage under the health insurance program shall be maintained at not less than the coverage in effect as of September 1, 2012 or as mutually agreed to by the Board and the Association.

In all cases the teacher shall be responsible for the payment of the remaining cost of the premium.

**I. Family Medical Insurance Coverage.** The Board shall provide family medical insurance coverage under the District's Medical Benefits Plan. For the District's PPO Plans, and HMO Illinois Plans, the Board shall pay an amount equal to 88% of the premium for the duration of the Agreement for those teachers with a 1.0 full-time equivalency. Overall coverage under the health insurance program shall be maintained at not less than the coverage in effect as of September 1, 2012 or as mutually agreed to by the Board and the Association.

In all cases the teacher shall be responsible for the payment of the remaining cost of the premium.

**J. Medical Insurance Premiums for Part-Time/Special Leave Teachers.** For all part-time teachers or teachers on a special leave of absence (less than 1.0 full-time equivalency) the Board shall pay a prorated amount of the percentages of the health insurance premiums stated in Section H and Section I in direct proportion to the contractual instructional assignment carried by the teacher.

**K. Term Life Insurance Coverage.** An amount equal to \$75,000.00 shall be provided by the Board for teachers. Optional additional group term life insurance shall be made available by the Board, if approved by the insurance carrier, in amounts of either \$50,000.00 or \$100,000.00. Teachers, who select to purchase either of these optional additional amounts, shall be responsible for the full premium.

**L. Additional Fringe Benefits.** The Board shall provide a Section 125 flexible benefit plan contribution and an allowance for each teacher who was a member of the faculty prior to July 1, 2000, and who does not select family health insurance coverage for the duration of the contract. The flexible benefit plan contribution shall be \$1000 and the allowance shall be \$2350.

The flexible benefit plan contribution and the allowance shall be paid only in those years during which the teacher does not select family medical insurance. The allowance may be used toward the purchase of individual dental insurance, family dental insurance, additional Section 125 flexible plan benefits, optional term life insurance or other benefits mutually agreed to by the Board and the Association. Any unused portion of the allowance shall be paid to the teacher as salary.

Final fringe benefit selections shall be made by the anniversary date of the plan. Changes after that date shall be made in accordance with the Health Insurance Portability and Accountability Act (HIPAA).

**M. Section 125 Flexible Benefit Plan.** The Board shall adopt a flexible benefit plan under the provisions of Section 125 of the Internal Revenue Code. The plan shall include premium conversion, medical reimbursement and dependent/child care provisions. To the extent provided by law, the plan may be used for the purchase of health and dental insurance, optional term life insurance offered by the District and other benefits mutually agreed to by the Board and Association.

**N. Tax-Sheltered Annuities.** The Board shall maintain a tax-sheltered annuity program.

**O. Professional Dues.** The Board shall reimburse each teacher up to \$100.00 annually for dues to professional organizations, not including the GEA, IEA, and NEA, or other similar teacher organizations. The dues shall be paid after July 1 and evidence of payment shall be submitted to the District Business Office by May 1 of the fringe benefit year. Any unused portion of the annual professional dues allowance shall be forfeited by the teacher.

**P. Registration of Teaching Certificates/Licenses.** The Board shall pay the cost of teacher certificate/license renewal up to \$100 for a 5 year renewal period. In the event the cost exceeds \$100, the Administration and GEA will meet to resolve the additional cost.

**Q. Compensation for Short-Term Substituting.** The compensation for a teacher substituting for an absent colleague as described in Section E of Article IV of this Agreement, shall be based on the hourly rate of pay of a teacher salaried at the MA

Column, step 5, of the Teacher Salary Schedule contained in Appendix A of this Agreement, rounded to the nearest dollar amount.

R. **Compensation for a Sixth Class Assignment.** A sixth class shall be additionally compensated at a rate of 15% of the teacher's teaching salary.

S. **Compensation for Summer School Employment.** The compensation for a teacher employed in the summer school session shall be an hourly rate equivalent to 1/6 of the per diem pay of a teacher salaried at the BA +15 Column, step 1, of the Teacher Salary Schedule contained in Appendix A of this Agreement, for the school year preceding the summer school session, rounded to the nearest dollar amount.

T. **Salary Schedule Advancement/Compensation for Part-Time Teachers.** Part-time teachers or teachers on a special leave of absence will advance on the salary schedules when the sum of their partial instructional assignments equals or exceeds a 1.0 FTE.

U. **Individual Disability Insurance Coverage.** The Board shall provide full individual disability insurance coverage under the District's Group Long Term Disability Plan at no cost to the individual teacher. Overall coverage under the disability insurance program shall be maintained at not less than the coverage in effect as of September 1, 2007, or as mutually agreed to by the Board and the Association.

V. **Domestic/Civil Partner Coverage.** Eligible same sex domestic partners and partners in a legally certified civil union shall be entitled to the same health and dental insurance coverage as provided to the other bargaining unit members.

To be eligible for coverage as partners in a civil union, the District employee must produce proof of registration as a civil union from the county of residency.

To be eligible for coverage as same-sex domestic partners, the District employee must meet the eligibility criteria and complete the required affidavit (including providing required supporting documentation) found on the District website.

Criteria for insurance coverage under this provision will be governed by the District Insurance Plan Document.

W. **Longevity Pay.** Teachers who would be on the equivalent of Step 25 of the salary schedule will receive an annual longevity stipend of \$500 subject to the requirements of Board Policy 6110.

## ARTICLE XIV. NEGOTIATIONS PROCEDURES

A. Each party to negotiations shall select its negotiating representatives provided that the Board shall not select a teacher, as herein defined, as its representative.

B. Negotiations shall begin no later than February 1, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.

C. During negotiations agreed-upon materials shall be prepared for the Board and the Association and initialed prior to the adjournment of the meeting at which such agreement was reached.

D. When the Association and Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.

### E. **Impasse Procedures.**

1. **Definition.** An impasse occurs after both parties have considered the proposals and counter-proposals of the other party in good faith and when, despite such diligent efforts, no agreement can be reached on the subject being negotiated. During the course of negotiations, the respective committees shall make every good faith effort to reach agreement on all issues before invoking the following procedure.

2. When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its regular staff. A written request by one (1) party shall be considered a joint request.

3. If the mediator's efforts to bring about an agreement are unsuccessful, the parties shall meet to discuss and re-evaluate their respective positions. The parties may jointly decide to enlist the assistance of another third party.

4. The mediator shall have no authority to make recommendations to either party or the public.

5. The costs of any third party mutually agreed upon shall be shared equally by the parties.



**ARTICLE XV. TERM OF THE AGREEMENT**

This official Agreement shall become effective May 12, 2014 and remain in effect until June 30, 2018. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be executed the day and year first above written.

\_\_\_\_\_  
Matt Whipple, President  
Glenbrook Education Association

\_\_\_\_\_  
Mike Riggle, Superintendent  
Glenbrook High School District #225

May 12, 2014

**APPENDIX A**

**Glenbrook High Schools  
Office of Human Resources**

**2013 - 2014 Teacher 1 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	54,611	57,379	60,910	63,257	65,612	67,969	70,327
2	56,246	59,671	63,345	65,787	68,234	70,684	73,140
3	58,698	62,115	66,038	68,477	70,923	73,370	75,810
4	61,034	64,458	68,605	71,047	73,490	75,946	78,396
5	64,208	67,630	72,028	74,470	76,908	79,356	81,806
6	66,651	70,070	74,716	77,157	79,606	82,046	84,483
7	69,089	72,514	77,407	79,856	82,299	84,737	87,170
8		75,571	80,708	83,150	85,598	88,041	90,484
9			83,393	85,841	88,288	90,733	93,177
10			86,090	88,534	90,979	93,427	95,861
11			88,772	91,220	93,671	96,115	98,561
12			91,521	93,920	96,482	98,813	101,267
13			94,268	96,606	99,280	101,499	103,954
14			97,002	99,410	102,060	104,239	106,762
15			99,815	102,192	104,918	107,053	109,538
16			102,610	105,053	107,749	109,943	112,386
17			105,482	107,891	110,660	112,802	115,306
18			108,331	110,804	113,536	115,734	118,191
19			111,255	113,685	116,488	118,630	121,143
20			114,149	116,640	119,400	121,596	124,053
21			117,115	119,556	122,266	124,625	127,162

**2013 - 2014 Teacher 2 Salary Schedule (183 Days)**

<b>STEP</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
15	101,103	103,602	106,098	108,587	111,075
16	103,841	106,347	108,830	111,324	113,815
17	106,580	109,089	111,562	114,073	116,581
18	109,329	111,819	114,314	116,805	119,294
19	112,064	114,562	117,058	119,552	122,052
20	117,007	119,531	122,080	124,625	127,162

**APPENDIX B**

**Glenbrook High Schools  
Office of Human Resources**

**2014 - 2015 Teacher 1 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	55,376	58,182	61,762	64,143	66,530	68,921	71,311
2	57,034	60,506	64,232	66,707	69,190	71,673	74,164
3	59,520	62,985	66,962	69,436	71,916	74,398	76,871
4	61,888	65,360	69,566	72,041	74,520	77,009	79,494
5	65,106	68,578	73,036	75,512	77,984	80,467	82,951
6	67,584	71,051	75,762	78,237	80,721	83,195	85,666
7	70,056	73,529	78,491	80,974	83,451	85,923	88,390
8		76,629	81,838	84,314	86,797	89,273	91,751
9			84,560	87,043	89,523	92,004	94,481
10			87,296	89,773	92,253	94,735	97,204
11			90,014	92,498	94,982	97,461	99,941
12			92,803	95,235	97,833	100,196	102,685
13			95,587	97,959	100,669	102,920	105,410
14			98,360	100,801	103,489	105,698	108,257
15			101,213	103,622	106,387	108,552	111,071
16			104,046	106,524	109,257	111,483	113,959
17			106,959	109,401	112,209	114,381	116,921
18			109,848	112,356	115,126	117,355	119,845
19			112,813	115,276	118,118	120,291	122,840
20			115,747	118,272	121,072	123,298	125,789
21			118,755	121,230	123,977	126,370	128,942

**2014 - 2015 Teacher 2 Salary Schedule (183 Days)**

<b>STEP</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
15	102,519	105,053	107,584	110,107	112,630
16	105,295	107,836	110,354	112,883	115,408
17	108,072	110,617	113,124	115,670	118,213
18	110,860	113,385	115,914	118,440	120,964
19	113,633	116,166	118,697	121,226	123,761
20	118,645	121,204	123,789	126,370	128,942

**APPENDIX B (con't)**

**Glenbrook High Schools  
Office of Human Resources**

**2014 - 2015 Teacher 3 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	55,376	58,182	61,763	64,143	66,531	68,921	71,311
2	56,650	59,520	63,183	65,618	68,061	70,506	72,951
3	57,952	60,889	64,637	67,127	69,626	72,127	74,629
4	59,285	62,289	66,123	68,671	71,228	73,787	76,346
5	60,649	63,722	67,644	70,182	72,794	75,410	78,025
6	61,983	65,124	69,132	71,726	74,397	77,069	79,741
7	63,346	66,557	70,653	73,304	76,032	78,764	81,496
8	64,740	68,021	72,207	74,843	77,630	80,418	83,207
9	66,100	69,450	73,724	76,415	79,259	82,107	84,955
10	67,488	70,907	75,272	78,019	80,925	83,831	86,654
11	68,837	72,397	76,853	79,658	82,623	85,592	88,387
12	70,214	73,845	78,466	81,330	84,359	87,304	90,155
13		75,322	80,114	83,038	86,130	89,050	91,958
14		76,828	81,797	84,783	87,853	90,831	93,797
15			83,514	86,563	89,610	92,648	95,672
16			85,268	88,381	91,402	94,500	97,587
17			87,058	90,236	93,230	96,390	99,440
18			88,887	92,042	95,095	98,319	101,330
19			90,754	93,882	96,997	100,186	103,255
20			92,659	95,760	98,937	102,090	105,217
21			94,512	97,675	100,817	104,029	107,216
22			96,402	99,628	102,732	106,006	109,146
23			98,331	101,521	104,684	108,020	111,110
24			100,297	103,451	106,673	109,965	113,110
25			102,303	105,416	108,700	111,944	115,147
26			104,247	107,419	110,656	113,959	117,220
27			106,227	109,459	112,648	116,010	119,329
28			108,247	111,430	114,676	118,098	121,357
29			110,303	113,436	116,740	120,106	123,421
30			112,288	115,478	118,724	122,148	125,519
31			114,310	117,441	120,742	124,224	127,653
32			116,253	119,437	122,795	126,336	129,823

**APPENDIX C**

**Glenbrook High Schools  
Office of Human Resources**

**2015 - 2016 Teacher 1 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	56,206	59,055	62,689	65,105	67,528	69,955	72,381
2	57,889	61,413	65,196	67,708	70,228	72,748	75,276
3	60,413	63,930	67,967	70,478	72,994	75,514	78,024
4	62,816	66,340	70,610	73,122	75,637	78,164	80,686
5	66,083	69,606	74,132	76,645	79,154	81,674	84,196
6	68,597	72,116	76,898	79,411	81,931	84,443	86,951
7	71,107	74,632	79,668	82,189	84,703	87,212	89,716
8		77,778	83,066	85,579	88,099	90,612	93,127
9			85,828	88,349	90,866	93,384	95,898
10			88,605	91,119	93,637	96,156	98,662
11			91,364	93,885	96,407	98,923	101,440
12			94,195	96,663	99,301	101,699	104,225
13			97,021	99,429	102,179	104,464	106,991
14			99,836	102,313	105,041	107,284	109,881
15			102,731	105,176	107,983	110,180	112,737
16			105,606	108,122	110,896	113,155	115,668
17			108,563	111,042	113,892	116,097	118,674
18			111,495	114,041	116,853	119,115	121,643
19			114,506	117,005	119,890	122,095	124,683
20			117,484	120,046	122,888	125,147	127,676
21			120,536	123,048	125,837	128,265	130,876

**2015 - 2016 Teacher 2 Salary Schedule (183 Days)**

<b>STEP</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
15	104,057	106,629	109,197	111,759	114,319
16	106,875	109,454	112,009	114,576	117,139
17	109,693	112,276	114,821	117,405	119,987
18	112,523	115,085	117,653	120,217	122,778
19	115,338	117,908	120,477	123,044	125,617
20	120,425	123,022	125,646	128,265	130,876

**APPENDIX C (con't)**

**Glenbrook High Schools  
Office of Human Resources**

**2015 - 2016 Teacher 3 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	56,206	59,055	62,689	65,105	67,529	69,955	72,381
2	57,499	60,413	64,131	66,602	69,082	71,563	74,045
3	58,821	61,803	65,606	68,134	70,671	73,209	75,749
4	60,174	63,223	67,115	69,701	72,296	74,893	77,491
5	61,559	64,677	68,659	71,234	73,886	76,541	79,195
6	62,913	66,100	70,169	72,802	75,513	78,225	80,937
7	64,297	67,555	71,713	74,403	77,173	79,946	82,718
8	65,711	69,041	73,290	75,966	78,794	81,625	84,455
9	67,091	70,491	74,829	77,561	80,448	83,339	86,229
10	68,501	71,971	76,401	79,189	82,139	85,089	87,953
11	69,870	73,483	78,006	80,853	83,863	86,876	89,713
12	71,267	74,952	79,643	82,550	85,624	88,614	91,507
13		76,452	81,316	84,284	87,422	90,386	93,337
14		77,981	83,024	86,055	89,171	92,193	95,204
15			84,767	87,862	90,954	94,038	97,107
16			86,547	89,707	92,773	95,918	99,051
17			88,364	91,590	94,629	97,836	100,932
18			90,220	93,423	96,521	99,794	102,850
19			92,115	95,290	98,452	101,689	104,804
20			94,049	97,196	100,421	103,621	106,795
21			95,930	99,140	102,329	105,590	108,824
22			97,848	101,123	104,273	107,596	110,783
23			99,806	103,044	106,254	109,640	112,777
24			101,802	105,003	108,273	111,614	114,807
25			103,838	106,997	110,330	113,623	116,874
26			105,811	109,030	112,316	115,669	118,978
27			107,821	111,101	114,337	117,750	121,119
28			109,870	113,101	116,396	119,870	123,178
29			111,958	115,137	118,491	121,908	125,273
30			113,972	117,210	120,505	123,981	127,401
31			116,025	119,203	122,554	126,088	129,567
32			117,997	121,229	124,637	128,231	131,771

**APPENDIX D**

**Glenbrook High Schools  
Office of Human Resources**

**2016 - 2017 Teacher 1 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	57,050	59,940	63,629	66,081	68,541	71,004	73,467
2	58,757	62,334	66,174	68,724	71,281	73,840	76,406
3	61,319	64,889	68,986	71,535	74,089	76,647	79,195
4	63,759	67,336	71,669	74,219	76,772	79,337	81,896
5	67,074	70,650	75,244	77,795	80,342	82,899	85,459
6	69,626	73,198	78,052	80,602	83,160	85,709	88,255
7	72,173	75,751	80,863	83,422	85,974	88,520	91,062
8		78,945	84,312	86,863	89,420	91,971	94,524
9			87,115	89,674	92,229	94,785	97,337
10			89,934	92,486	95,042	97,598	100,142
11			92,735	95,293	97,853	100,407	102,961
12			95,608	98,113	100,790	103,225	105,789
13			98,476	100,920	103,712	106,031	108,596
14			101,333	103,848	106,617	108,893	111,529
15			104,272	106,754	109,602	111,833	114,428
16			107,190	109,744	112,559	114,852	117,403
17			110,192	112,708	115,601	117,839	120,454
18			113,168	115,752	118,605	120,902	123,468
19			116,223	118,760	121,689	123,926	126,553
20			119,246	121,847	124,731	127,024	129,591
21			122,344	124,894	127,724	130,189	132,839

**2016 - 2017 Teacher 2 Salary Schedule (183 Days)**

<b>STEP</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
15	105,618	108,228	110,835	113,435	116,034
16	108,478	111,096	113,689	116,294	118,896
17	111,339	113,960	116,543	119,166	121,786
18	114,211	116,812	119,418	122,020	124,620
19	117,068	119,677	122,284	124,890	127,501
20	122,231	124,867	127,531	130,189	132,839

## APPENDIX D (con't)

### Glenbrook High Schools Office of Human Resources

#### 2016 - 2017 Teacher 3 Salary Schedule (183 Days)

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
1	57,050	59,940	63,629	66,081	68,542	71,004	73,466
2	58,362	61,319	65,092	67,601	70,118	72,637	75,156
3	59,704	62,730	66,590	69,156	71,731	74,307	76,885
4	61,077	64,172	68,122	70,746	73,381	76,017	78,653
5	62,482	65,648	69,688	72,303	74,995	77,690	80,383
6	63,857	67,092	71,222	73,894	76,645	79,399	82,151
7	65,261	68,569	72,789	75,519	78,331	81,145	83,959
8	66,697	70,077	74,389	77,105	79,976	82,849	85,722
9	68,097	71,549	75,952	78,724	81,655	84,589	87,522
10	69,528	73,051	77,547	80,377	83,371	86,365	89,273
11	70,918	74,585	79,176	82,066	85,121	88,179	91,058
12	72,336	76,077	80,838	83,788	86,909	89,943	92,880
13		77,598	82,536	85,548	88,733	91,741	94,737
14		79,151	84,269	87,345	90,509	93,576	96,632
15			86,038	89,179	92,318	95,448	98,564
16			87,845	91,052	94,165	97,356	100,536
17			89,690	92,964	96,048	99,304	102,446
18			91,574	94,824	97,969	101,290	104,393
19			93,497	96,720	99,929	103,215	106,376
20			95,460	98,654	101,927	105,175	108,397
21			97,369	100,627	103,864	107,174	110,456
22			99,316	102,640	105,837	109,210	112,445
23			101,303	104,590	107,848	111,285	114,469
24			103,329	106,578	109,897	113,288	116,529
25			105,395	108,602	111,985	115,328	118,627
26			107,398	110,666	114,001	117,404	120,763
27			109,438	112,768	116,052	119,516	122,936
28			111,518	114,798	118,142	121,668	125,025
29			113,637	116,864	120,268	123,736	127,152
30			115,682	118,968	122,313	125,840	129,312
31			117,765	120,991	124,392	127,979	131,511
32			119,767	123,047	126,507	130,155	133,747



**APPENDIX E**

**Glenbrook High Schools  
Office of Human Resources**

**2017 - 2018 Teacher 1 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	57,905	60,840	64,583	67,073	69,569	72,069	74,569
2	59,639	63,269	67,166	69,755	72,350	74,947	77,552
3	62,239	65,862	70,021	72,608	75,201	77,796	80,382
4	64,715	68,346	72,744	75,332	77,924	80,527	83,125
5	68,080	71,710	76,372	78,962	81,547	84,142	86,740
6	70,671	74,296	79,223	81,811	84,408	86,995	89,579
7	73,256	76,888	82,076	84,673	87,263	89,848	92,428
8		80,129	85,576	88,166	90,761	93,351	95,942
9			88,422	91,019	93,613	96,206	98,797
10			91,283	93,874	96,467	99,062	101,644
11			94,126	96,723	99,321	101,913	104,506
12			97,042	99,585	102,302	104,773	107,375
13			99,953	102,434	105,268	107,621	110,224
14			102,853	105,406	108,216	110,526	113,202
15			105,836	108,355	111,246	113,510	116,145
16			108,798	111,390	114,248	116,575	119,164
17			111,845	114,398	117,335	119,606	122,261
18			114,865	117,488	120,385	122,715	125,320
19			117,967	120,542	123,514	125,785	128,451
20			121,035	123,675	126,602	128,930	131,535
21			124,179	126,767	129,640	132,142	134,832

**2017 - 2018 Teacher 2 Salary Schedule (183 Days)**

<b>STEP</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
15	107,202	109,851	112,498	115,137	117,775
16	110,105	112,762	115,395	118,039	120,680
17	113,009	115,669	118,291	120,954	123,613
18	115,924	118,564	121,209	123,850	126,489
19	118,824	121,472	124,119	126,763	129,414
20	124,065	126,740	129,444	132,142	134,832

**APPENDIX E (con't)**

**Glenbrook High Schools  
Office of Human Resources**

**2017 - 2018 Teacher 3 Salary Schedule (183 Days)**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
1	57,905	60,839	64,584	67,072	69,570	72,069	74,568
2	59,237	62,238	66,069	68,615	71,170	73,726	76,283
3	60,599	63,671	67,589	70,194	72,807	75,422	78,038
4	61,993	65,134	69,143	71,808	74,481	77,157	79,833
5	63,420	66,632	70,734	73,387	76,119	78,855	81,589
6	64,814	68,098	72,290	75,002	77,795	80,590	83,384
7	66,240	69,597	73,881	76,652	79,505	82,362	85,219
8	67,698	71,128	75,505	78,262	81,176	84,092	87,008
9	69,119	72,622	77,091	79,905	82,880	85,858	88,835
10	70,571	74,146	78,710	81,583	84,621	87,661	90,612
11	71,982	75,704	80,363	83,297	86,398	89,502	92,424
12	73,421	77,218	82,051	85,045	88,212	91,292	94,273
13		78,762	83,774	86,831	90,064	93,117	96,158
14		80,338	85,533	88,656	91,866	94,980	98,081
15			87,329	90,517	93,703	96,880	100,043
16			89,163	92,418	95,578	98,817	102,044
17			91,035	94,358	97,489	100,793	103,982
18			92,947	96,246	99,439	102,810	105,959
19			94,899	98,170	101,428	104,763	107,971
20			96,892	100,134	103,456	106,753	110,023
21			98,830	102,137	105,422	108,781	112,113
22			100,806	104,179	107,425	110,848	114,132
23			102,823	106,159	109,466	112,954	116,186
24			104,879	108,176	111,545	114,988	118,277
25			106,976	110,231	113,665	117,058	120,406
26			109,009	112,326	115,711	119,165	122,574
27			111,080	114,459	117,793	121,309	124,780
28			113,191	116,520	119,914	123,493	126,901
29			115,342	118,617	122,072	125,592	129,059
30			117,417	120,753	124,147	127,728	131,252
31			119,531	122,806	126,258	129,899	133,484
32			121,563	124,893	128,404	132,107	135,753

**APPENDIX F**

**Compensation For Differential Responsibilities  
Glenbrook High Schools  
2014 -2018**

<b>Activity</b>	<b>Activity</b>
<p>Category IA: Head Debate Coach</p> <p>Category I: Head Varsity Basketball - B Head Varsity Basketball - G Head Varsity Football Head Varsity Track - B Head Varsity Track - G</p> <p>Category II: Head Varsity Baseball Head Varsity Soccer - B Head Varsity Soccer - G Head Varsity Softball Head Varsity Swimming - B Head Varsity Swimming - G Head Varsity Wrestling Marching Band Director</p> <p>Category III: Assistant Coaches: Basketball - B (4) Basketball - G (4) Football - Head Freshman Football - Head Sophomore Football - Varsity (4) Track - B &amp; G Combined (7)</p> <p>Cheerleader Sponsor Pompon Sponsor - Competitive Head Glenbrook United - District Head Individual Events Coach Head Math Team Sponsor Head Varsity Cross Country - B Head Varsity Cross Country - G Head Varsity Gymnastics - B Head Varsity Gymnastics - G Head Varsity Lacrosse - B Head Varsity Lacrosse - G Head Varsity Volleyball - B Head Varsity Volleyball - G Music Show Director</p> <p>Category IV: Assistant Coaches: Baseball (4) Debate (3) Football (5) Soccer - B (5) Soccer - G (4) Softball (4) Swimming - B (3) Swimming - G (3) Wrestling (3)</p> <p>Assistant Marching Band Director Head Varsity Badminton Head Varsity Bowling Head Varsity Golf - B Head Varsity Golf - G</p>	<p>Category IV (continued): Head Varsity Tennis - B Head Varsity Tennis - G Head Varsity Water Polo - B Head Varsity Water Polo - G Modern Dance Show Director Newspaper Sponsor Pompon Sponsor - Non-competitive Radio/TV Director (2) Variety Show Director Yearbook Sponsor</p> <p>Category V: Assistant Coaches: Cross Country - B (1) Cross Country - G (1) Glenbrook United - District Gymnastics - B (2) Gymnastics - G (2) Individual Events (4) Lacrosse - B (3) Lacrosse - G (3) Math Team (4) Volleyball - B (3) Volleyball - G (3)</p> <p>Assistant Music Show Director Assistant Cheerleader Sponsor (2) Assistant Pompon Sponsor - Competitive</p> <p>Category VI: Assistant Coaches: Badminton (2) Bowling (1) Golf - B (1) Golf - G (1) Tennis - B (2) Tennis - G (2) Water Polo - B (1) Water Polo - G (1)</p> <p>Assistant Modern Dance Show Director Assistant Variety Show Director Assistant Pompon Sponsor - Non-competitive Play Director (3) Senior Class Coordinator</p> <p>Category VII: Advanced Choral Director Assistant Play Director (4) Concessions Head DECA/BPA Sponsor Junior Class Coordinator</p> <p>Category VIII: Sophomore Class Coordinator Freshman Class Coordinator Literary Magazine Sponsor (Required 2 Issues)</p> <p>Category IX: Assistant DECA/BPA Sponsor FCC Radio Responsibilities (1/2 position) Life Saving Director</p>

**APPENDIX F (con't)**

**Glenbrook High Schools  
Office of Human Resources**

**Compensation For Differential Responsibilities**

**FY2013-2014**

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,411	7,714	6,927	6,148	5,538	4,706	3,921	3,399	2,873	1,954
2	9,936	8,238	7,446	6,669	6,066	5,226	4,445	3,921	3,399	2,225
3	10,733	8,899	8,040	7,201	6,549	5,643	4,790	4,236	3,668	2,398
4	11,484	9,523	8,603	7,706	7,006	6,040	5,129	4,536	3,921	2,564
5	12,286	10,192	9,201	8,245	7,499	6,461	5,486	4,854	4,197	2,745
6	13,148	10,902	9,848	8,820	8,024	6,916	5,873	5,192	4,497	2,938
7	14,066	11,667	10,539	9,439	8,585	7,398	6,285	5,555	4,811	3,140
8	15,052	12,484	11,280	10,100	9,188	7,914	6,726	5,944	5,143	3,358

**FY2014-2015**

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,543	7,822	7,024	6,234	5,616	4,772	3,976	3,447	2,913	1,981
2	10,075	8,353	7,550	6,762	6,151	5,299	4,507	3,976	3,447	2,256
3	10,883	9,024	8,153	7,302	6,641	5,722	4,857	4,295	3,719	2,432
4	11,645	9,656	8,723	7,814	7,104	6,125	5,201	4,600	3,976	2,600
5	12,458	10,335	9,330	8,360	7,604	6,551	5,563	4,922	4,256	2,783
6	13,332	11,055	9,986	8,943	8,136	7,013	5,955	5,265	4,560	2,979
7	14,263	11,830	10,687	9,571	8,705	7,502	6,373	5,633	4,878	3,184
8	15,263	12,659	11,438	10,241	9,317	8,025	6,820	6,027	5,215	3,405

**FY2015-2016**

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,686	7,939	7,129	6,328	5,700	4,843	4,036	3,498	2,957	2,011
2	10,226	8,479	7,663	6,864	6,243	5,379	4,575	4,036	3,498	2,290
3	11,047	9,159	8,275	7,411	6,740	5,808	4,930	4,360	3,775	2,468
4	11,819	9,801	8,854	7,931	7,211	6,216	5,279	4,668	4,036	2,639
5	12,645	10,490	9,470	8,486	7,718	6,650	5,646	4,996	4,320	2,825
6	13,532	11,220	10,136	9,078	8,258	7,118	6,045	5,344	4,628	3,024
7	14,477	12,008	10,847	9,715	8,836	7,614	6,469	5,717	4,952	3,232
8	15,492	12,849	11,609	10,395	9,456	8,145	6,922	6,118	5,293	3,456

**FY2016-2017**

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,831	8,058	7,236	6,422	5,785	4,916	4,096	3,551	3,001	2,041
2	10,380	8,606	7,778	6,967	6,337	5,459	4,643	4,096	3,551	2,324
3	11,212	9,296	8,399	7,523	6,841	5,895	5,004	4,425	3,832	2,505
4	11,997	9,948	8,987	8,050	7,319	6,310	5,358	4,739	4,096	2,678
5	12,835	10,647	9,612	8,613	7,834	6,749	5,731	5,071	4,384	2,868
6	13,735	11,389	10,288	9,214	8,382	7,225	6,135	5,424	4,698	3,069
7	14,694	12,188	11,010	9,860	8,968	7,728	6,566	5,803	5,026	3,280
8	15,724	13,041	11,784	10,551	9,598	8,267	7,026	6,209	5,373	3,508

**FY2017-2018**

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,979	8,179	7,345	6,519	5,872	4,990	4,158	3,604	3,046	2,072
2	10,535	8,735	7,895	7,071	6,432	5,541	4,713	4,158	3,604	2,359
3	11,380	9,436	8,525	7,635	6,944	5,983	5,079	4,492	3,889	2,543
4	12,177	10,097	9,122	8,171	7,429	6,404	5,438	4,810	4,158	2,719
5	13,027	10,807	9,756	8,742	7,951	6,851	5,817	5,147	4,450	2,911
6	13,941	11,560	10,442	9,352	8,508	7,333	6,227	5,505	4,768	3,115
7	14,914	12,371	11,175	10,008	9,103	7,844	6,664	5,890	5,101	3,329
8	15,960	13,237	11,960	10,709	9,742	8,391	7,132	6,303	5,453	3,561

## APPENDIX G

### **GUIDELINES FOR ACADEMIC ATTAINMENT COURSEWORK**

#### **1. Rationale:**

Coursework submitted for academic attainment must be within the teacher's current professional assignment, general area of instruction, or otherwise be of value to the district.

All applications must include a written rationale that explains how the course(s) or degree program is within the teacher's current professional assignment, general area of instruction, or otherwise of value to the district.

#### **2. Requirements:**

Submissions for academic attainment must be within the teacher's current professional assignment, general area of instruction, or otherwise be of value to the district and can be made in three ways:

- A. A graduate degree program; OR
- B. A non-degree licensure/endorsement program or a focused grouping of classes; OR
- C. A single course

**3. Standards:** Courses submitted for academic attainment must meet the following minimum standards:

- A. A course must meet the standards as outlined in Article XIII, Section C of the Negotiations Agreement between the District #225 Board of Education and the Glenbrook Education Association (GEA). In addition the credits must be earned at an approved College or University as described below.
- B. College and University course credit will be composed of graduate courses, but credit for undergraduate work may be granted based on the rationale provided by the teacher.
- C. College and University Coursework. The coursework may be completed on campus or by distance learning. The credits hereunder must be earned at institutions which are accredited by at least one of the bodies noted below:
  - 1. National Council of Accreditation of Teacher Education
  - 2. North Central Association of Schools and Colleges
  - 3. Middle States, Association of Colleges and Schools
  - 4. New England Association of Colleges and Schools
  - 5. Northwest Association of School and Colleges
  - 6. Southern Association of Colleges and Schools

7. Western Association of Schools and Colleges, Accrediting Commission for Community and Junior Colleges

\*Note: A course that meets the above requirements is subject to pre-approval.

D. The teacher must earn a minimum grade of "B" if the course is to be applied toward Academic Attainment. (Upon appeal, a grade of "C" may be accepted for credit by the Academic Attainment Committee. A pass/fail grade can only be credited toward a teacher's advancement on the salary schedule if part of an approved degree program.

E. Courses taken for Academic Attainment must meet the Carnegie unit requirement of 15/16 hours of instruction for each academic credit earned.

F. Online courses or degreed programs must:

- meet the standards of academic attainment that are applied to traditional course offerings,
- be recognized on the approved university's official transcript,
- be interactive through e-mail, audio/video conferencing, and/or face-to-face interaction with the instructor and class members.

G. Audio or video courses cannot be accepted for Academic Attainment.

H. Graduate or undergraduate courses focused on supportive topics (i.e. stress management, gang awareness, classroom management, coaching, learning styles, behavioral issues, etc.) are limited to six (6) semester hours per lane change. Typically these courses are not part of a degreed program.

I. Credits that may be offered in conjunction with an approved professional leave may not be applied to advancement on the salary schedule unless the teacher bears the full cost of the professional development activity. Any professional leave activity approved by and paid for by the district is not eligible for Academic Attainment credit. Any credit offered through a professional leave activity which occurs during the regular school day, even if paid for separately by the teacher, is not eligible for Academic Attainment.

#### **4. Academic Attainment Committee**

The committee will be comprised of the Assistant Superintendent of Human Resources; the Associate Principals for Curriculum; and a GEA representative from North and South. If an Off-Campus teacher requests an appeal, an Academic Attainment Committee member for Off-Campus will be seated.

In the event that a request for academic attainment is denied, a written rationale shall be provided to the teacher. The Academic Attainment Committee will provide an appeal option for teachers whose

requests for Academic Attainment course approval have been denied. In the event of an appeal, the aforementioned rationale will be provided to the Academic Attainment Committee.

## **APPENDIX H**

### **Medical Insurance Cost Containment Committee**

Whereas the Board of Education and the Glenbrook Education Association (GEA) agree that there is a mutually beneficial need to contain the increases in medical insurance costs, the Board and the GEA agree to establish a medical insurance cost containment committee.

The committee shall be composed of three (3) members appointed by the Superintendent and three (3) members appointed by the President of the GEA. The committee shall be chaired by the Assistant Superintendent for Business/CSBO.

The committee shall convene at least twice during the school year. The committee shall have its first meeting in the winter and its second meeting in the spring.

The committee shall seek representation from the Glenbrook Educational Support Staff Association (GESSA), the Glenbrook Educational Support Paraprofessional Association (GESPA) and representatives from non-unionized support groups.

The committee shall examine such topics as those contained in the following list:

- 1) a review of the prescription drug plans,
- 2) a review of the procedures for setting insurance premiums,
- 3) benefit costs and utilization rates,
- 4) potential savings and enhancements, and
- 5) deductibles and co-pays.

Implementation of the committee recommendations shall require the approval of the Board and the GEA.

It is understood that the Board retains the sole right to determine premiums.

## APPENDIX I

### Special Education / Off-Campus / Transition

#### MEMORANDUM OF UNDERSTANDING: Special Education

The District #225 Board of Education and the Glenbrook Education Association (GEA) have reached an agreement as set forth in this Memorandum as follows:

1. Caseloads will be determined through resource classes when possible;
2. Case management is the 6<sup>th</sup> assignment for special education teachers;
3. Teachers and related service providers in special education will be granted one full day of release for legal paperwork;
4. Teachers will not be required to administer medication to students;
5. Teachers will not be required to go to students' homes for supportive/aggressive attendance.

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Matt Whipple, President  
Glenbrook Education Association

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Mike Riggle, Superintendent  
Glenbrook High School District #225

May 12, 2014



## APPENDIX J

### **Parent Conference Night:**

#### **MEMORANDUM OF UNDERSTANDING: GBS Parent Conference Nights**

The District #225 Board of Education and the Glenbrook Education Association (GEA) have reached an agreement as set forth in this Memorandum as follows:

Whereas there is a desire to explore alternatives for Glenbrook South's Individual Parent Conference nights, the Board and the GEA agree to establish a committee to examine such alternatives.

The committee shall be composed of five (5) members appointed by the Building Principal and five (5) members appointed by the President of the GEA.

The number of conference nights shall not be reduced, nor shall additional conference nights be added to the current contractual requirement. The provision of a late arrival morning after a third parent conference night shall be maintained.

Any modification to the current conference night approach would be implemented in the 2014-2015 school year based on mutual agreement between the Board and the Association.

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Matt Whipple, President  
Glenbrook Education Association

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Mike Riggle, Superintendent  
Glenbrook High School District #225

May 12, 2014

## APPENDIX K

### Fair Share

The following provisions shall apply to all Glenbrook teachers within the bargaining unit defined by this Agreement whose first teaching position within the Glenbrooks commences after July 1, 1999.

1. Teachers who are not members of the Association, and whose first teaching position within the District commences after July 1, 1999, shall, commencing sixty (60) days after their first full day of work, pay a fair share fee to the Association for the costs of the services rendered by the Association that are chargeable to non-members under state and federal law. Such fair share fees shall be deducted by the Board from the earnings of non-members and remitted to the Association.
2. The Association agrees to assume responsibility to insure full compliance with the requirements of the United States Supreme Court and the Illinois Educational Labor Relations Board with respect to the rights of fair share fee payors. Accordingly, the Association agrees to:
  - a) Give timely notice to fair share fee payors in the amount of the fee and an explanation of the basis for the fee, including the major categories of expenses.
  - b) Advise fair share fee payors of an expeditious and impartial decision-making process whereby fair share fee payors can object to the amount of the fair share fee.
  - c) Place the amount reasonably in dispute into an escrow account pending resolution of any objections raised by fair share fee payors to the amount of the fair share fee.
3. It is specifically agreed that any dispute concerning the amount of the fair share fee and/or the responsibilities of the Association with respect to fair share fee payors shall not be subject to the grievance and arbitration procedure set forth in this Agreement.
4. Non-members who object to this fair share fee based upon either bona fide religious tenets or teaching or a church or religious body, as provided in Section 11 of the Illinois Educational Labor Relations Act, shall pay an amount equal to such fair share fee to a non-religious charitable organization in accordance with the rules and regulations of the Illinois Educational Labor Relations Board.
5. The Association shall indemnify and save harmless the employer from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the Board of Education for the purpose of complying with the provisions of this Appendix.
6. The Association and the Board agree to work cooperatively to develop procedures to implement the provisions of this Appendix.

## APPENDIX L

### **Pension or Legislative Change:**

### **MEMORANDUM OF UNDERSTANDING: Pension or Legislative Change**

The District #225 Board of Education and the Glenbrook Education Association (GEA) have reached an agreement as set forth in this Memorandum as follows:

If, during the life of this agreement, legislation is enacted which affects Teacher pensions or other wages, hours or terms and conditions of employment, the Board and the GEA negotiations teams will meet to discuss the impact of any such changes. The teams may then agree to modify the terms of this Agreement, provided, however, that any such modification must be by mutual agreement of the Board and the GEA membership.

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Matt Whipple, President  
Glenbrook Education Association

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Mike Riggle, Superintendent  
Glenbrook High School District #225

May 12, 2014

## APPENDIX M

### TRS Early Retirement Option (“ERO”):

#### **MEMORANDUM OF UNDERSTANDING: TRS EARLY RETIREMENT OPTION (“ERO”)**

The Board of Education and the Glenbrook Education Association agree that teacher participation in the Early Retirement Option Plan of the Teacher Retirement System (“TRS”) will be governed by the following provisions:

1. For those eligible teachers retiring under the Early Retirement Option prior to June 30, 2016, the Board will continue to participate in the ERO program with the Board paying to TRS any required employer one-time, nonrefundable ERO contribution. The teacher will be required to pay to TRS, without Board contribution, any required teacher one-time nonrefundable ERO contribution.
2. Effective July 1, 2016, the Board will not accept applications for participation in the ERO Plan due to the expiration of the ERO Plan at that time. In the event the ERO Plan is subject to legislative reauthorization, the Board representatives and the GEA leadership will negotiate participation by the Board, if any, in any successor ERO Plan.

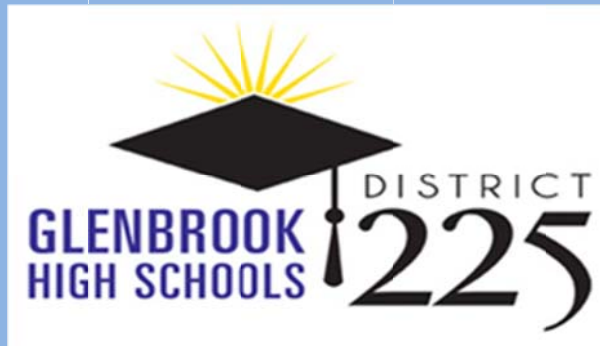
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Matt Whipple, President  
Glenbrook Education Association

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Mike Riggle, Superintendent  
Glenbrook High School District #225

May 12, 2014



# **NEGOTIATED AGREEMENT**

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**2015-2019**

between

**BOARD OF EDUCATION**

**GLENBROOK HIGH SCHOOL DISTRICT 225**

and

**GLENBROOK EDUCATIONAL SUPPORT PARAPROFESSIONAL ASSOCIATION  
(GESPA)**

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*For the period July 1, 2015 to June 30, 2019*

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## NEGOTIATED AGREEMENT

2015 – 2019

### PREAMBLE

This Agreement is, entered into on the dates hereinafter set forth by each party's signature, between the Glenbrook Board of Education, District #225 ("Board") and the Glenbrook Educational Support Paraprofessional Association (IEA-NEA), hereinafter called the "Association", becomes effective July 1, 2015.

WHEREAS, the Board and the Association both agree that providing a quality education and a positive learning environment for all the youth of Glenbrook Schools is a mutual aim,

WHEREAS, the Board and the Association have reached certain understandings which they desire to confirm in this Agreement,

NOW, THEREFORE, the parties mutually agree to respect and comply with the following:

### ARTICLE I – RECOGNITION

#### A. Recognition/Exclusions

The Board hereby recognizes the Association as the sole and exclusive representative of all the employees in the unit set forth below, pursuant to Certification of Representative, issued by the Illinois Educational Labor Relations Board, dated June 14, 2002.

Included: All regularly employed paraprofessional employees.

Excluded: All supervisory managerial and confidential employees as defined in the Illinois Educational Labor Relations Act.

#### B. GESPA Employee

Unless otherwise expressly provided or clearly indicated by the context, the phrase "GESPA employee" when used in this Agreement shall mean all employees in the bargaining unit as described in Article I, Section A.

### ARTICLE II – ASSOCIATION RIGHTS AND RESPONSIBILITIES

#### A. Board of Education Provisions

The Board agrees to furnish the board liaison of the GESPA executive board of the Association with the following:

1. A copy of the tentative school district annual budget at least 30 days prior to adoption.
2. Other data relating to the financial resources of the district which will assist the Association in developing intelligent, accurate, and constructive recommendations. This information will be provided upon request so long as it does not create additional work for the administrative staff.
3. A copy of the approved minutes of regular Board meetings will be provided directly to the Association at the time of normal distribution.
4. One copy of the Board agenda provided to the Association upon request.

## **B. Dues Deduction**

The Board agrees to deduct Association membership dues, once per pay period for eighteen (18) pay periods beginning on October 15, from the pay of those employees who individually request in writing that such deductions be made. After the dues deductions are made, they shall be remitted to the credit union or other agency designated by the association. An itemized statement will also be furnished to the Association. Authorization for each deduction shall be in effect for the duration of the Agreement unless written notice of revocation is given by the employee to the Board. Revocation shall become effective within thirty (30) days after such notice is given. The Association shall indemnify and save harmless the Board from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the Board for the purpose of complying with the provisions of this section.

## **C. Association Activities during Working Hours**

Whenever a representative of the Association or a GESPA employee is scheduled by the Board, or by the superintendent, to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, the GESPA employee shall suffer no loss in pay nor shall such participation be charged to the GESPA employee's leave time.

## **D. Association Use of School Equipment**

The Association shall have the right to make use of school equipment, such as typewriters, duplicating equipment, calculators, computers, telecommunications supplies and equipment and audio-visual equipment outside the GESPA employee's work day and when such equipment is not otherwise in use. The Association agrees to pay for the actual cost of supplies and the actual cost of the use of the equipment.

## **E. Notice of Association Meetings**

The Association will establish the date and time for all Association meetings and submit these dates and times to the Office of the Superintendent not less than two (2) weeks prior to a proposed meeting date. Notice of all Association meetings and other activities of the Association shall be included on the weekly calendar of each school. Responsibility for seeing

that information regarding Association meetings and activities is received in ample time for publication rests with the Association.

#### **F. Association Use of School Buildings**

The Association and its representatives may be permitted to use school buildings for meetings outside of the regularly scheduled GESPA employee's work day and when such building space is not otherwise in use. The Association shall reimburse the Board for any extra labor costs required for such meetings.

#### **G. Distribution of Contract**

Within a reasonable time after the Agreement is signed, copies of this Agreement and all amendments, MOU's, and/or schedules shall be printed at the expense of the Board and presented to the Association for distribution to each GESPA employee. Newly hired GESPA employees shall receive a copy of the Agreement at the time of employment as part of their new employee information packet.

#### **H. No Strike Provision**

The Association hereby agrees not to strike or engage in or support or encourage any concerted refusal to render full and complete service to the school district.

#### **I. Professional Conduct**

The Association recognizes that abuses of sick leave, leaves of absence, tardiness, deficiencies in professional performance, or other violations of discipline by a GESPA employee reflect adversely upon the GESPA employee's performance. The Association shall use its best efforts to encourage proper professional conduct on the part of its members.

#### **J. Joint Labor-Management Committee**

The Association and the Board agree to create a Joint Labor-Management Committee made up of the Assistant Superintendent of Human Resources, one (1) Administrator from each building, and two (2) Association representatives from each building appointed by the Association President. Additionally the Committee may agree to include additional individuals to participate as a resource to assist the Committee as needed. This Committee will meet as often as mutually agreed, but no less than twice each school year. The purpose of this Committee will be to discuss problems of mutual concerns and the implementation of this Agreement.

Committee meetings shall be co-chaired by a representative of the Administration and a representative of the Association. All meetings will be the subject of mutual agreement as to meeting date(s) and time(s). Co-chairs will mutually prepare and publish to committee members an agenda for each meeting.

#### **K. Association Leave**

The Association shall be granted up to four (4) paid days per school year of this Agreement for purposes of attending the annual state Association convention or further training in

collective bargaining. No more than two (2) GESPA employees may utilize Association leave on any workday. The Association shall be responsible for all costs relative to attendance at such meetings. If the Administration obtains a substitute for a GESPA employee who uses Association leave, the Association will reimburse the Board for the cost of the substitute.

## **ARTICLE III – BOARD RIGHTS**

- A. Except as otherwise specifically provided in this Agreement or otherwise specifically agreed to in writing between the parties to this Agreement, the determination of educational policy, the operation and management of the schools, and the control, supervision, and direction of all certificated and non-certificated staff are vested exclusively with the Board.
- B. All terms and conditions of employment not covered nor abridged by the Agreement shall not be the subject of negotiations during the life of this Agreement, unless such negotiations are mutually agreed to in writing by the Board and the Association.

## **ARTICLE IV – EMPLOYEE RIGHTS**

### **A. Board Regulations**

GESPA employees are expected to comply with the rules and regulations adopted by the Board or its representatives.

### **B. Personnel Files**

1. Each GESPA employee shall have the right upon advanced request to review the content of his/her personnel file maintained at the district administrative office. A local representative of the Association may accompany the GESPA employee in the review.
2. Privileged information such as confidential credentials and related personal references sought at the time of employment are specifically exempt from such review as well as any other records to which access is not required by law.
3. Only one official file shall be maintained. A copy of all communications including evaluations by supervisors or administrators, commendations, and validated complaints directed toward the GESPA employee which are included in the GESPA employee's official file shall be given to the GESPA employee at the time of inclusion. No evaluative materials (including disciplinary, commendation, complaint or other such information which may be considered for discipline, promotion, demotion, or dismissal) shall be placed in an employee's personnel file unless the employee has had an opportunity to read such material. The GESPA employee shall acknowledge that he/she has read any materials evaluative in nature by affixing his/her signature on the copy to be filed.

4. The GESPA employee will be permitted to file a response to any item placed in the file. The response shall be prepared in triplicate, one for the supervisor, one for the principal, and one forwarded to the Assistant Superintendent for Human Resources to be placed in the GESPA employee's personnel file.
5. In the event any file materials are determined to be inaccurate or unfair by legal or grievance proceedings such portion of materials will be removed from the GESPA employee's file as so ordered.
6. GESPA employees will be covered by the provisions of the Illinois Personnel Records Review Act. The employees will be notified when a document is to be placed in their personnel files. In the event the employee wishes to discuss any document to be placed in the personnel file, the employee may request a meeting with the appropriate administrator. At the meeting the GESPA employee is entitled to GESPA representation.

### **C. Internal Substitution**

GESPA employees shall not be required to substitute for an absent GESPA employee on a regular basis. A GESPA employee planning to be absent will not be permitted to or be held responsible for obtaining a substitute. The supervisor shall make a reasonable effort to obtain a substitute for any absence. When a GESPA employee is absent and a substitute is not available, other GESPA employees in the department shall comply with the request to substitute in the best interest of the students and the school.

### **D. Subcontracting**

The Board will notify the GESPA president, in writing, by February 1 of its intent to subcontract bargaining unit work for the following school term. If GESPA wishes to enter into negotiations regarding the Board's decision to subcontract, GESPA will provide written notice to the Assistant Superintendent for Human Resources by not later than February 15.

## **ARTICLE V – WORKING CONDITIONS**

### **A. Safe Working Conditions**

The Board shall endeavor to provide a work environment that considers employee health and safety. One way that the Board shall be deemed to have met the aforementioned goal is through compliance with applicable standards required by law. GESPA employees shall promptly report unsafe or hazardous conditions to an appropriate school authority, or, in the absence of an appropriate school authority, to appropriate non-school authorities (e.g. fire department, police department).

### **B. Equipment/Materials**

A GESPA employee will not be requested to provide equipment or materials necessary to

perform his/her responsibilities.

### **C. Outdoor Clothing**

The Board will have available appropriate outdoor clothing and footwear for GESPA employees assigned to outdoor duties.

### **D. Custodial Duties**

GESPA employees are not required to perform custodial duties while supervising the cafeteria.

### **E. Student Resources Time (“SRT”)/Study Hall**

GESPA employees, who are qualified, may be assigned to an SRT/Study Hall Beginning with the 2008-09 school year, GESPA employees will not be assigned to SRT/study hall supervision for more than ninety (90) minutes per day.

### **F. Office Duties**

GESPA employees may be required to assist with clerical duties in the dean's office, up to ninety (90) minutes per day.

### **G. Communication of Information**

Communication that is specific to GESPA work duties will be communicated via information board, hard copy and/or radio. Communication that is applicable to all employee groups will be communicated to GESPA employees through hard copy and/or electronically.

### **H. Impact of Technology**

In the event that the District determines that all of its employees shall use a specific technology in the performance of their work duties, the Board and GESPA agree to bargain the impact of that decision.

## **ARTICLE VI – EMPLOYEE DISCIPLINE**

### **A. Right to Representation**

A GESPA employee shall be entitled to have a representative of the Association present, upon request, during any investigatory meeting which could lead to disciplinary action, including any meeting with the Assistant Superintendent for Human Resources regarding suspension without pay or recommendation for dismissal.

### **B. Warnings**

1. A GESPA employee may receive either a written or verbal warning for a work infraction that could result in a recommendation for dismissal.
2. A copy of the written warning shall be submitted to the Assistant Superintendent for Human Resources after the GESPA employee has had the opportunity to review and sign

the document. The employee's signature indicates that he/she has received the document, not that he/she is in agreement with the substance of the document.

3. A GESPA employee may request a meeting with an administrator to discuss a verbal or written warning. Such a meeting shall be scheduled to occur within ten (10) days of the GESPA employee's request for a meeting.

### **C. Suspension without Pay/Dismissal**

If an infraction is so serious that a recommendation for suspension without pay or dismissal is indicated, the Administration reserves the right to suspend the GESPA employee without pay or recommend the GESPA employee's dismissal to the Board of Education. Prior to a suspension without pay or a recommendation to the Board of Education for dismissal, the GESPA employee will be afforded the opportunity to meet with the Assistant Superintendent for Human Resources regarding the suspension or recommendation for dismissal.

### **D. Just Cause**

A GESPA employee who has completed his/her probationary period shall not be suspended without pay or dismissed without just cause.

## **ARTICLE VII – VACANCIES AND TRANSFERS**

### **A. Vacancies and Transfers**

1. When a permanent vacancy occurs within the bargaining unit or a new position within the bargaining unit is created, such vacancy shall be posted in each building with a copy sent to the Association president. Such vacancy shall be posted for a minimum of ten (10) calendar days.
2. A GESPA employee who wishes to transfer to a vacant position shall apply, in writing or on the district's website, to the Human Resources office. A GESPA employee who applies for a vacancy in the bargaining unit will be given the same consideration as any other applicant.
3. The District will notify a GESPA employee who applies for a transfer or vacancy of the decision with respect to the filling of the vacancy or transfer.

### **B. Involuntary Transfers**

Should an involuntary transfer of a GESPA employee be necessary, the involved GESPA employee shall be notified as soon as practicable and shall have an opportunity to meet with the appropriate administrator and discuss the reason for the transfer. The GESPA employee may request and have an Association representative at this meeting if the GESPA employee so chooses.

## ARTICLE VIII – LEAVES

### A. Emergency Leave

1. Non-probationary, full-time GESPA employees are eligible for two days of emergency leave each fiscal year. Probationary, full-time GESPA employees who successfully complete their probationary period by January 1 shall be entitled to one emergency day at the completion of their probationary period. The GESPA employee shall receive his/her daily compensation for emergency leave.
2. Emergency leave shall be used for urgent personal or family matters that require the GESPA employee's presence during the school day and are of such nature that they are impossible to transact at a later time, such as on weekends, after school hours, or during times when school is not in session.
3. Emergency leave may not be taken on the day before or following any legal or granted school holiday, nor may it be taken in conjunction with a GESPA employee's leave without pay. The Assistant Superintendent for Human Resources may make exceptions to this stipulation in unusual circumstances.
4. All requests for emergency leave shall conform to the procedures established by the district.
5. Any unused emergency days at the end of a fiscal year shall be added to the individual GESPA employee's accumulated sick leave.

### B. Sick Leave

1. At the beginning of each work year, each GESPA employee shall be credited eleven (11) days, two (2) days of which will be put into the district's Educational Support Personnel Sick Leave Bank each year until he/she has contributed a maximum of twenty (20) days. Any GESPA employee hired after the beginning of the work year shall be credited sick days on a pro-rated basis.
2. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. Immediate family is defined as a GESPA employee's spouse, or the parent, legal guardian, brother, sister, son, daughter, grandparent, or grandchild of either the GESPA employee or spouse, or any other person who is at the time of such illness a member of the same household as the GESPA employee.
3. Serious Illness shall be interpreted according to the normal use of the term by the medical profession. In the event a GESPA employee is absent for illness or injury, and irrespective of whether such absence is charged to any accumulated sick leave, the Assistant Superintendent for Human Resources may require the GESPA employee to provide the Assistant Superintendent for Human Resources with a physician's



certificate; or if the Assistant Superintendent for Human Resources believes there may have been an abuse of the sick leave policy, the Assistant Superintendent for Human Resources may require an examination by a physician selected by the district. An examination by a physician selected by the district shall be at the Board's expense.

4. The associate principal or appropriate building administrator may approve the use of sick leave for attendance at a funeral of an individual who was not a member of the GESPA employee's immediate family.
5. Any GESPA employee who is absent from school for reasons ordinarily associated with the sick leave, who has not accumulated sick leave, and who is no longer qualified to borrow from the sick leave bank, shall lose per diem pay for each day of absence. Per Diem pay for a GESPA employee shall be interpreted as an amount equal to the GESPA employee's salary divided by the required number of days in the GESPA employee's work calendar.
6. Sick leave may only be taken in half or full-day increments. A GESPA employee, when ill, must call his/her immediate supervisor prior to his/her starting time each day until such time as he/she is capable of returning to work. Failure of a GESPA employee to notify his/her supervisor each day of his/her illness may result in a pay deduction.

### **C. Sick Leave Bank**

1. The Board shall establish a paid sick leave bank. A GESPA employee must have exhausted all other leave in order to use days from the sick bank. GESPA employees who receive compensation under Workers' Compensation may not use the sick leave bank.
2. The sick bank shall be administered by the Human Resources office.

### **D. Leave without Pay**

1. GESPA employees may not be granted leave without pay until they have used all of their accrued sick leave and emergency days.
2. The Assistant Superintendent for Human Resources is authorized to grant leaves without pay to GESPA employees when extenuating circumstances dictate that it is in the best interest of the GESPA employee and the district. The request for a leave without pay must receive the endorsement of the GESPA employee's immediate supervisor. The Assistant Superintendent for Human Resources, in his/her sole discretion, will make the final determination as to what constitutes extenuating circumstances.
3. Leave without pay will be limited to three (3) days during a GESPA employee's school year calendar. GESPA employees who exceed three (3) days of leave without pay must provide documentation regarding that absence to the District #225 Board of Education without which may result in the GESPA employee's discipline or dismissal.

## **ARTICLE IX – SENIORITY**

### **A. Definition**

Seniority shall be defined as a GESPA employee's length of service within the GESPA bargaining unit. Accumulation of seniority shall begin from the GESPA employee's first working day within the bargaining unit.

### **B. Seniority in Multiple District Positions**

A GESPA employee who accepts a district position outside of the bargaining unit shall retain his/her seniority within the bargaining unit. A GESPA employee shall only accrue additional seniority within the bargaining unit when he/she returns to a bargaining unit position.

### **C. Same Start Dates**

In the event that more than one GESPA employee has the same starting date of work, position on the seniority list shall be determined by drawing lots.

### **D. Probationary GESPA Employees**

A probationary GESPA employee shall have no seniority until the completion of the probationary period at which time his/her seniority shall revert to his/her first day of work.

### **E. Posting of Seniority**

1. The Board of Education shall prepare, maintain, and post the seniority list. An updated seniority list shall be prepared and posted conspicuously in all buildings of the district annually by February 1.
2. A copy of the seniority list and subsequent revisions shall be furnished to the Association liaison. Any GESPA employee disagreeing with his/her seniority placement shall respond, in writing, to the Assistant Superintendent for Human Resources within thirty (30) workdays after the effective date of the posting.

### **F. Loss of Seniority**

Loss of seniority shall be determined by the following: resignation, dismissal for cause, or retirement.

## **ARTICLE X – REDUCTION IN FORCE**

### **A. Definition**

A reduction in force ("RIF") is defined as a decision of the Board of Education to decrease the number of nonprobationary GESPA employees or to discontinue some particular type of educational support service provided by non-probationary GESPA employees. Probationary GESPA employees will be dismissed prior to the RIF of GESPA nonprobationary employees.

## **B. RIF Procedure**

In the event of the elimination of a position due to a RIF the least senior nonprobationary GESPA employee within the affected level may be honorably dismissed.

## **C. Notice**

If a GESPA employee is dismissed as the result of a RIF, a notice of honorable dismissal shall be given to such GESPA employee as provided by law. At the same time that the GESPA employee is notified of a RIF, the Board will also notify the Association.

## **D. Recall**

1. GESPA employees that have been RIF'd shall be recalled for a period of one (1) calendar year from the beginning of the following school term, in order of GESPA seniority, with the most senior GESPA employee being recalled first. Notices of recall shall be sent by certified mail to the last known address as shown on the Board's records. A recalled employee must accept or decline the position within five (5) days of receipt of the recall notice. Recalled GESPA employees that accept the position shall report to work no later than ten (10) working days from the receipt of notice. A GESPA employee that declines recall to full-time work, fails to report, or does not reply in writing to decline recall will forfeit his/her seniority rights and has no further right of recall.
2. A RIF's GESPA employee shall, upon application and at his/her option, be granted priority status on the substitute list according to his/her seniority.

## **ARTICLE XI – PROFESSIONAL DEVELOPMENT AND JOB DESCRIPTION COMMITTEE**

A Joint Steering Committee will be convened to make recommendations to the Superintendent or designee regarding professional development opportunities for the members of the GESPA bargaining unit. The Committee will be comprised of three (3) members appointed by the Superintendent and the three (3) members appointed by the GESPA president. The Committee will meet at least semi-annually and will be co-chaired by a representative from each group. The Committee will operate under a consensus decision model and will receive training in the consensus process.

The Committee will be charged with the following responsibilities:

1. Assist in identification of core competencies
2. Identify training needs of the GESPA members
3. Recommend the professional development content and delivery model reflecting identified training needs
4. Annually assess the implementation of the training
5. Review and recommend revisions to job descriptions based on the identified core competencies when necessary

## **ARTICLE XII - PROFESSIONAL DEVELOPMENT**

- A. GESPA may provide suggestions for the professional development of GESPA employees to the appropriate site administrator. An Association representative may request to meet with the appropriate site administrator for such purpose.
- B. Professional development must be pre-approved by the appropriate supervisor and will be reimbursed in accordance with Board policy.
- C. GESPA employees will be reimbursed by the Board for expenses incurred at conferences/workshops as per current Board policy.
- D. GESPA employees will not be paid for attendance at professional development activities unless they are mandated by the Superintendent or designee. GESPA employees will not receive additional pay for professional development occurring during their regular work hours or for travel time.
- E. With the approval of his/her supervisor and for good cause, a GESPA employee may be excused from a mandated professional development activity that is scheduled for a non-workday, provided the activity may be rescheduled within sixty (60) calendar days of the activity that the GESPA employee cannot attend.

## **ARTICLE XIII – JOB DESCRIPTIONS**

### **A. Maintenance**

A job description shall be maintained by the Assistant Superintendent for Human Resources and shall be available for inspection and copying by the Association upon request. A copy of any job description that is revised shall be given to the employee and the Association.

### **B. Content and Distribution of Job Descriptions**

Job descriptions shall be distributed to all current GESPA employees when they become available and to all new GESPA employees when hired by the District. The descriptions will include:

1. Job title and description
2. Minimum competencies
3. A statement of required tasks and responsibilities

### **C. Job Descriptions for New Positions/Job Description Modification**

In the event that a new position is required as a vacancy or an existing vacated position is modified, a job description shall be developed and filed in the Human Resources office. The Association will be notified of the new job description before implementation.

## **ARTICLE XIV – WORKDAY/WORK WEEK/WORK YEAR**

### **A. Calendar**

Human Resources annually publishes work calendars listing the days for which GESPA employees are paid and/or granted time off (i.e., granted and legal holidays, non-work days, etc.)

### **B. Work Year**

The standard work year for all GESPA employees shall be 180.5 workdays. GESPA employees with an effective start date prior to 7/01/07 shall receive 8 paid holidays. GESPA employees with an effective start date after 6/30/07 shall receive 6 paid holidays. In the event that the District seeks and obtains a waiver of a legal holiday from the Illinois State Board of Education, GESPA employees will receive an alternative paid non-work day.

### **C. Changes to Work Hours**

Building administrators will set the GESPA employee's starting and ending times based upon the previous year's schedule, not to exceed a change in the member's starting and ending times of more than one (1) hour. If there is such a change, the member will be notified in writing two (2) weeks prior to the change. If the member's schedule needs to change more than one (1) hour he/she shall be given written notice three (3) weeks prior to the change. If the building schedule is changed and affects the GESPA employee's schedule he/she shall be notified at the same time all staff is notified with a minimum of three (3) weeks' notice.

### **D. Lunches/Breaks**

Each GESPA employee is entitled to an unpaid one-half hour duty-free lunch break. A GESPA employee working more than four (4) hours but less than eight (8) hours per day is entitled to a 15-minute break in addition to his/her lunch period. A GESPA employee working eight (8) hours per day is entitled to two (2) 15-minute breaks in addition to his/her lunch period. Breaks may not be taken at the beginning or end of the day. A GESPA employee may request to combine one (1) or both breaks with lunch if approved by and coordinated with the GESPA employee's immediate supervisor. If a 45 minute lunch break request is denied, the GESPA employee can request an alternative 45 minute lunch break during a non-student lunch period. If that request is denied the supervisor must provide a reason for that denial.

### **E. Overtime**

A GESPA employee will be paid time-and-one-half for hours worked over forty (40) in a workweek.

## **ARTICLE XV – EMPLOYEE EVALUATION**

Upon initial employment, GESPA employees shall be advised of the District's evaluation procedures by the Human Resource office. No formal evaluation shall take place until this has been done. Each GESPA

employee shall have a conference with his/her immediate supervisor at least every other year and will be provided a written evaluation of his/her job performance. Every reasonable effort will be made to complete the formal evaluation by April 1, for ten (10) month GESPA employees any year in which the GESPA employee is formally evaluated. Each GESPA employee shall have the opportunity to respond in writing to the evaluation. Each evaluation will become a part of the GESPA employee's personnel file.

## **ARTICLE XVI – PROBATIONARY PERIOD**

- A. A new GESPA employee shall be considered a probationary employee. For a GESPA employee whose first day of work is the first day of the work year for GESPA employees, the probationary period shall end on the last day of the school term. For a GESPA employee whose first day of work is other than the first day of the work year for GESPA employees, the probationary period shall begin on his/her first day of work and shall end one hundred eighty (180) workdays following his/her first workday.
- B. If the GESPA employee does not successfully complete the probationary period, he/she shall be provided with a written notice of his/her dismissal before the expiration of the probationary period. At the discretion of the Administration, a probationary employee may complete the school term beyond the end of his/her probationary period notwithstanding the provision of a written notice of dismissal to the GESPA employee.

## **ARTICLE XVII – SCHOOL CLOSINGS DUE TO WEATHER CONDITIONS OR EMERGENCIES**

- A. In the event of a full-day school closing, GESPA employees will be required to work on the designated "make-up" day at their regular rate of pay.
- B. In the event of an early dismissal/late arrival due to weather conditions or emergency, which still allows for a recognized full attendance day for students, GESPA employees shall be paid their full day rate of pay.

## **ARTICLE XVIII – GRIEVANCE PROCEDURE**

### **A. General Policy**

- 1. The Board recognizes that in the interests of effective personnel management, a procedure is necessary whereby GESPA employees can be assured of a prompt, impartial, and fair hearing on their grievances. Such procedure shall be available to all GESPA employees, and no action of any kind shall be taken against any GESPA employee for initiating or participating in a grievance procedure.
- 2. The parties shall make a sincere and determined effort to settle meritorious grievances in the steps of the grievance procedure and to keep the procedure free of unmeritorious grievances.

3. It is agreed that no grievance shall be presented hereunder which occurred prior to the effective date of this agreement.
4. A grievance is defined to be a complaint by any GESPA employee or a group of GESPA employees within the bargaining unit, based on an event or condition which is claimed or considered to be a violation, misinterpretation, or misapplication of one or more provisions of this agreement.
5. Nothing contained herein shall be construed as limiting the right of any GESPA employee having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association provided the adjustment is not inconsistent with the terms of this agreement. If requested by the GESPA employee, the Association representative may accompany the GESPA employee to assist in the resolution of the grievance.
6. Re-employment of probationary GESPA employees is not a proper subject for grievances under the grievance procedure, but violation of the procedures in the evaluation article of this agreement are subject to the grievance procedures.
7. A grievance may be withdrawn at any level without establishing precedent.
8. Investigation or processing of any grievance shall normally be carried out on the GESPA employee's own time, after school hours. However, when necessary, the investigation or processing of a grievance may be carried out at a time agreed upon by the Administrations and the Association.
9. The parties hereto acknowledge that it is usually most desirable for a GESPA employee and the GESPA employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the GESPA employee, the Association representative may accompany the GESPA employee to assist in the resolution of the grievance.
10. If the grievant and the Assistant Superintendent for Human Resources agree, Step #1 and/or Step #2 of the grievance procedure may be bypassed and the grievance brought directly to the next step.
11. The Board acknowledges the right of a representative of the Association to participate in the processing of a grievance at any level, and no GESPA employee shall be required to discuss any grievance if the Association's representative is not present.
12. The Board and the Administration shall cooperate with the Association in its investigation of any grievance, and further, they shall furnish the Association with such information requested for the processing of any grievance.

## B. Procedure for Grievance

It is agreed that any grievance must be presented under the process of this Article promptly and within the prescribed time limitations. Working days for the purposes of the grievance procedure shall mean the GESPA employee's employment days. Any grievance not presented by the individual, or the Association in the event of an appeal to arbitration, within the time limitations shall be considered settled on the basis of the decision which was not appealed or shall be deemed settled on the basis of the decision in the last step to which the grievance was carried and shall not be further appealed or filed as a new grievance. Time limits in the appeal steps may be extended by mutual agreement in writing.

**Step 1** A GESPA employee with a grievance shall first discuss the alleged complaint with the GESPA employee's immediate supervisor with the objective of resolving the matter informally. Every effort shall be made by both parties to maintain the informality of these discussions. Tape recorders shall not be permitted during these discussions.

**Step 2** If the grievance cannot be resolved informally, the GESPA employee may file the grievance with the associate principal or appropriate building administrator. The grievance must be filed in writing within fifteen (15) working days from the alleged occurrence of the event giving rise to the grievance or when the grievant knew of the event. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract which have been violated, misinterpreted, or misapplied, and shall state the remedy requested. Within seven (7) working days after such a written grievance is filed, the associate principal or appropriate building administrator shall meet with the grievant and both parties shall make a reasonable attempt to settle the grievance. Within seven (7) working days after the second step grievance meeting, the associate principal or appropriate building administrator shall make a decision on the grievance and shall communicate it in writing to the GESPA employee and the Assistant Superintendent for Human Resources.

**Step 3** If the grievance has not been satisfactorily resolved at the second step, the GESPA employee may file the grievance with the Assistant Superintendent for Human Resources. The grievance must be filed with the Assistant Superintendent for Human Resources within five (5) working days from the receipt of the decision rendered in Step #2. Within ten (10) working days after such written grievance is filed, the Assistant Superintendent for Human Resources shall meet with the grievant and both parties shall make a reasonable attempt to settle the grievance. Within ten (10) working days after the third step grievance meeting, the Assistant Superintendent for Human Resources shall make a decision on the grievance and shall communicate it in writing to the GESPA employee, the associate principal or appropriate building administrator, and the Board.

**Step 4** If the grievance has not been satisfactorily resolved at the third step, the Association may submit, on behalf of the Association and the grieving GESPA employee, the



grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. The Association must submit in writing to the Assistant Superintendent for Human Resources within ten (10) working days from the receipt of the decision by the GESPA employee rendered in Step #3, a notice of intent to enter into arbitration. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitration and the American Arbitration Association will be borne equally by the Board and the Association. The arbitrator, in the arbitrator's decision, shall not suggest amending, modifying, nullifying, ignoring, or adding to the provisions of this agreement. The arbitrator's authority will be strictly limited to the issue or issues presented to the arbitrator in writing by the Board and the Association, and the arbitrator's decision must be based solely upon the arbitrator's interpretation of the meaning or application of the express relevant language of the agreement.

## ARTICLE XIX – COMPENSATION AND BENEFITS

### A. General Policy

1. **New Hires.** Newly hired GESPA employees will be placed on the appropriate salary schedule based upon their skills and experience. Assistant Superintendent for Human Resources determines initial placement on the salary schedule. Newly hired GESPA employees are eligible for an annual salary increase on July 1 provided they were hired and began work on or before the first workday in January of the same year.
2. **Payroll Procedures.** GESPA employees must submit to the district office, a timesheet signed by their immediate supervisor. The Associate Principal or his/her designee must approve, in advance, any overtime hours. Timesheets are due in the district office by the published cut-off date.

### B. Salary

1. **Salary.**
  - a. **Salary:** For each year of this Agreement, GESPA bargaining unit members will receive the following annual salary increases:

2015-2016	2.8%
2016-2017	2.5%
2017-2018	2.3%
  - b. **Stipend:** All GESPA bargaining unit members who received a \$2,400 stipend in 2014-2015 shall continue to be paid a non-cumulative annual stipend of \$2,400 until such time as the member takes another position in the District.

The Board and GESPA agree that they will negotiate the following compensation components of this Agreement for the 2018-2019 work year:

1. Salary
2. Insurance and other benefits
3. Retirement

Negotiations for the above items will begin no later than November 1, 2017.

2. **New Hires.** Effective with the start of the 2015-2016 work year, newly employed individuals will be paid on the relevant salary schedule found in Exhibit A of this Agreement. Newly hired employees will not be granted more than 5 years of relevant prior work experience for purposes of placement on the relevant schedule.
3. **Salary Payments.** GESPA employees will be paid via direct deposit. All GESPA employees shall be paid over twenty (20) bi-monthly installments beginning September 15th. Payments shall be on the 15th and last day of the month, or on the last school day prior to the 15th or last day of the month, if it should fall on a weekend or a holiday.

### C. Employee Benefits

GESPA employees who regularly work at least thirty (30) hours per week, ten (10) months per year shall be considered full-time employees and are eligible for benefits. GESPA employees not on district paid leave or FMLA (Family Medical Leave Act) shall not be eligible for board paid benefits.

#### 1. Life Insurance Coverage

The Board shall provide a full-time GESPA employee with a \$50,000 group term life insurance policy. Effective September 1, 2009 Full-time GESPA employees may purchase either an additional \$50,000 or \$100,000 in life insurance coverage, provided they qualify.

#### 2. Individual Disability Insurance Coverage

The Board shall provide each full-time GESPA employee with individual disability insurance coverage under the District's Group Long Term Disability Plan at no cost to the employee. The premium paid by the Board shall cover the period beginning September 1, 2015 and ending August 31, 2018. Overall coverage under the disability insurance program shall be maintained at not less than the coverage in effect as of September 1, 2014, or as mutually agreed to by the Board and the Association.

#### 3. Medical Insurance Coverage

##### a. Individual Medical Insurance Coverage.

- i. The Board shall provide individual medical insurance coverage under

the District's Medical Benefits Plans to full-time employees. For the District's PPO Plan and HMO Illinois Plan, the Board shall pay an amount equal to 95% of the premium. Overall coverage under the health insurance program shall be maintained at not less than the coverage in effect as of September 1, 2014, or as mutually agreed to by the Board and the Association.

- ii. In all cases the GESPA employee shall be responsible for the payment of the remaining cost of the premium.

**b. Family Medical Insurance Coverage.**

- i. The Board shall provide family medical insurance coverage under the District's Medical Benefits Plans to full-time employees. For the District's PPO Plan and HMO Illinois Plan, the Board shall pay an amount equal to 88% of the premium. For the 2015-16 Plan year.
- ii. In all cases the GESPA employee shall be responsible for the payment of the remaining cost of the premium.

**4. Dental Insurance Coverage.**

The Board shall provide GESPA employees with the opportunity to purchase either individual or family dental insurance. The Board shall contribute 90% of the individual dental insurance premiums for each GESPA employee who does not select family medical insurance.

**5. Section 125 Flexible Spending Account Allowance per Plan Year.**

- a. For a full-time GESPA employee who was hired before July 1, 2000, and does not select family medical insurance, the Board shall provide a flexible spending account allowance in the following amounts per plan year (September 1st through August 31st) of this agreement:

Ten (10) month employee	\$500.00
Twelve (12) month employee	\$750.00

- b. The flexible spending account allowance shall first be used to offset the employee's contribution for health and dental insurance coverage under the Board's group plans. A GESPA employee shall be responsible for premium costs that exceed the amount of his/her allowance. A GESPA employee shall not be entitled to receive any unused allowance, or portion thereof, in cash.

**6. Tuition Reimbursement.**

- a. A full-time, non-probationary GESPA employee may be reimbursed for courses successfully completed, subject to the following provisions.

- b. A GESPA employee who was hired before July 1, 2000, may be reimbursed for tuition up to \$450.00 per year of this Agreement.
- c. A GESPA employee who was hired beginning July 1, 2000, may be reimbursed for tuition at the rate of up to \$120.00 per semester hour, up to a maximum of twelve (12) semester hours per year. For such GESPA employee, tuition reimbursement is limited to four (4) semester hours per non-summer term and no more than twelve (12) semester hours per year.
- d. In order to receive reimbursement, the GESPA employee shall obtain, in advance of starting courses, the endorsement of his/her supervisor and the approval of the Assistant Superintendent for Human Resources, as follows:
  - i. Application forms for tuition reimbursement shall be completed by the GESPA employee and provided to his/her supervisor for endorsement. The supervisor may endorse or reject the application. If the application is rejected, the supervisor will provide the employee with an explanation. This provision shall not be subject to the grievance procedure.
  - ii. If the supervisor endorses the application, the application shall be forwarded to the Assistant Superintendent for Human Resources for consideration. The Assistant Superintendent for Human Resources may approve or reject the application. If the application is rejected, the Assistant Superintendent for Human Resources will provide the employee with an explanation. This provision shall not be subject to the grievance procedure.
  - iii. A copy of the application form specifying the action taken by the Assistant Superintendent for Human Resources will be returned to the supervisor and the GESPA employee. The original application form will be placed in the GESPA employee's personnel file.
  - iv. In order to receive the tuition reimbursement, the GESPA employee shall present the Human Resources office with a paid receipt showing the amount of the tuition paid by the employee and a university transcript indicating successful completion of the course. Successful completion shall be defined as receiving a grade of "A" or "B" in the course.

**7. Voluntary Termination.**

Voluntary termination benefits for GESPA employees, retiring under IMRF, are contained in Exhibit C of this agreement.

**8. Other.**

Duration of contract through June 30, 2018

## ARTICLE XX – NEGOTIATION PROCEDURES

- A. The Board and the Association agree it is their mutual responsibility to confer upon their respective representative the necessary power and authority to make proposals and counterproposals in the course of negotiating, and to reach tentative agreements to present respectively to the Board and the Association to ratify. Each party to negotiations shall select its negotiating representatives, provided that the Board shall not select a GESPA employee, as herein defined, as its representative.
- B. Unless both parties agree to an alternate date, the parties shall commence negotiations by meeting no later than February 1 of the last year of the Agreement. Meetings shall be held as necessary at times and places agreed to by both parties.
- C. The parties may mutually agree to enlist the assistance of a third party to assist in the negotiation process.
- D. During negotiations, agreed-upon materials shall be prepared for the Board and the Association and, unless otherwise agreed by the parties at the time, initialed prior to the adjournment of the meeting at which such agreement was reached.
- E. When the Association and Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.
- F. Impasse Procedures
  1. An impasse occurs after both parties have considered the proposals and counterproposals of the other party in good faith and when, despite such diligent efforts, no agreement can be reached on the subject being negotiated. During the course of negotiations, the respective committees shall make every good faith effort to reach agreement on all issues before invoking the following procedure.
  2. If after a reasonable period of negotiation, and within ninety (90) days before the scheduled start of the upcoming school year, the parties engaged in collective bargaining have reached impasse, either party may petition the Illinois Educational Labor Relations Board (“IELRB”) to initiate mediation or request a mediator through the Federal Mediation and Conciliation Service.
  3. When an impasse is declared, or the IELRB invokes mediation, the parties shall seek to agree upon a mediator. If the parties fail to reach such agreement, within seven (7) calendar days, the parties will select a mediator from the staff of the Federal Mediation and Conciliation Service. If the Federal Mediation and Conciliation service is unable, for any reason, to provide a mediator within ten (10) calendar days after being so requested, the parties will select a mediator from a list to be supplied by the American Arbitration Association.
  4. Once a mediator has been appointed or selected, the mediator will meet with the parties or their representatives, or both, forthwith, either jointly or separately, and will

take such steps, as the mediator may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement. The mediator will not, without the consent of both parties, make findings of fact or recommend terms of settlement. Any time after fifteen (15) days of mediation, either party or the mediator may initiate the public posting process. Initiation of the public posting process must be filed with the IELRB and copies must be submitted to the parties the same day. Within seven (7) days after the initiation of the public posting process, each party shall submit to the mediator, the IELRB and the other party in writing, the most recent offer of the party, including a cost summary. Seven (7) days after receipt of the parties' offers, the IELRB will make the offers public.

5. The costs of any third party mutually agreed upon shall be shared equally by the parties.

**ARTICLE XXI – TERM OF AGREEMENT**

This official Agreement shall become effective July 1, 2015 and remain in effect until June 30, 2019. Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed the day and year first above written.

President, Glenbrook Board of Education District 225

By: 

President, Glenbrook Educational Support Paraprofessional Association

By: 

## EXHIBIT A

### GLENBROOK HIGH SCHOOL DISTRICT 225 GESPA SALARY SCHEDULES

#### 2015-16 Paraprofessional New Hire Rates

102.80% *Increase over prior year*

		260	188.5	188.5	186.5	186.5	<i>Days per Year</i>
		8:00	8:00	7:30	8:00	7:30	<i>Hours per Day</i>
		2,080	1508	1413.75	1492	1398.75	<i>Hours per Year</i>
<b>Range</b>	<b>Hourly</b>	<b>1.00000</b>	<b>0.72500</b>	<b>0.67969</b>	<b>0.71731</b>	<b>0.67248</b>	<i>FTE Equivalent</i>
1	14.79	30,768	22,307	20,913	22,070	20,691	
2	15.09	31,384	22,753	21,331	22,512	21,105	
3	15.39	32,011	23,208	21,757	22,962	21,527	
4	15.70	32,651	23,672	22,193	23,421	21,957	
5	16.01	33,304	24,145	22,636	23,889	22,396	

#### 2016-17 Paraprofessional New Hire Rates

102.50% *Increase over prior year*

		260	188.5	188.5	186.5	186.5	<i>Days per Year</i>
		8:00	8:00	7:30	8:00	7:30	<i>Hours per Day</i>
		2,080	1508	1413.75	1492	1398.75	<i>Hours per Year</i>
<b>Range</b>	<b>Hourly</b>	<b>1.00000</b>	<b>0.72500</b>	<b>0.67969</b>	<b>0.71731</b>	<b>0.67248</b>	<i>FTE Equivalent</i>
1	15.16	31,537	22,864	21,435	22,622	21,208	
2	15.47	32,168	23,322	21,864	23,075	21,632	
3	15.77	32,811	23,788	22,301	23,536	22,065	
4	16.09	33,468	24,264	22,748	24,007	22,506	
5	16.41	34,137	24,749	23,202	24,487	22,956	

#### 2017-18 Paraprofessional New Hire Rates

102.30% *Increase over prior year*

		260	188.5	188.5	186.5	186.5	<i>Days per Year</i>
		8:00	8:00	7:30	8:00	7:30	<i>Hours per Day</i>
		2,080	1508	1413.75	1492	1398.75	<i>Hours per Year</i>
<b>Range</b>	<b>Hourly</b>	<b>1.00000</b>	<b>0.72500</b>	<b>0.67969</b>	<b>0.71731</b>	<b>0.67248</b>	<i>FTE Equivalent</i>
1	15.51	32,263	23,390	21,928	23,142	21,696	
2	15.82	32,908	23,859	22,367	23,605	22,130	
3	16.14	33,566	24,335	22,814	24,077	22,572	
4	16.46	34,237	24,822	23,271	24,559	23,024	
5	16.79	34,922	25,318	23,736	25,050	23,484	



## EXHIBIT B

### VOLUNTARY TERMINATION BENEFITS FOR EDUCATIONAL GESPA EMPLOYEES RETIRING UNDER IMRF

#### Section A

It is the desire of the Board of Education of District 225 to recognize services of its full time GESPA employees who have provided long and effective service to the youth of our community through a program of voluntary termination benefits.

#### Section B – Eligibility for Retirement

GESPA employees, who satisfy the following requirement, may apply for voluntary termination benefits as “Retirees”:

1. Have been full time employees of District 225 for a minimum of ten (10) years immediately preceding their voluntary termination or for an aggregate minimum of fifteen (15) years, of which a minimum of five (5) years are immediately preceding their voluntary termination. A “year” is considered to be the employee’s regularly scheduled work year. A newly hired employee must have worked no less than 50% of the scheduled work days from July 1 to the following June 30 in their first year of employment in order for that work year to count toward the requirement in this Section 1.
2. Will be at least 60 years of age by the effective date of their voluntary termination and eligible to retire under IMRF, or will be at least 55 years of age by the effective date of the voluntary termination and have completed 35 years of creditable service with IMRF.
3. Has not retired, nor is receiving retirement benefits, under any other District 225 retirement plan.
4. Have requested to retire on either June 30 or December 31 of any given year.

#### Section C – Benefits Available to Retirees who Satisfy the Eligibility Requirement of Section B

1. The Board of Education shall provide the Retiree with individual medical insurance coverage under the District’s High Deductible Health Care Plan or the District’s Blue Advantage HMO, at the Retiree’s election, for up to five years after retirement or age 65, whichever occurs first. The Board shall pay an amount equal to 95% of the premium; the Retiree shall be responsible for the remaining premium.
2. Retirees, who elect those insurance allowance benefits contained in Paragraph 1 of this Section C, shall be allowed to maintain family medical insurance coverage under the District’s High Deductible Health Care Plan or the District’s Blue Advantage HMO, (Provided they had family coverage on the effective date of their retirement). Retirees shall be responsible for the full premium, therefor, less the Board’s contribution referred to in Paragraph 1 of this Section C.

## VOLUNTARY TERMINATION BENEFITS FOR EDUCATIONAL GESPA EMPLOYEES RETIRING UNDER IMRF

### Section D – Other Benefits Available to Retirees who Satisfy the Eligibility requirements of Section B

1. The Board of Education shall contribute \$2,500, annually, in the Glenbrook VEBA Health Savings Plan, (a health reimbursement account), on behalf of the Retiree for each of five years after retirement.
2. Retirees who elect to continue coverage, past Medicare eligibility must enroll in a health insurance policy coordinated with Medicare, if one exists. Such policy may also provide for a reduction in benefits and premiums. Retirees shall be responsible for the full premium of these plans.
3. The Board of Education shall allow Retirees to maintain the dental coverage they had in effect at the time of retirement, or as such plan may be amended from time to time for current district employees, until age 65 or until the Retiree is eligible for Medicare, whichever occurs first. Retirees shall be responsible for the full premium of these plans.
4. The Board of Education shall provide Retirees with \$10,000 of term life insurance until the Retiree reaches age 65 or the age of Medicare eligibility, which ever shall occur first. The term life insurance shall be provided by the Board at no cost to the Retiree.
5. Retirees shall be allowed to convert any term life insurance, bought or provided for by the Board of Education and in effect on their last date of employment, to any alternative policy approved by the insurance carrier. After such conversion, Retirees shall be responsible for full payment of any premium.
6. Retirees shall be allowed to continue to participate in the Employee Assistance Program provided by the Board for regularly employed GESPA employees.
7. Participants eligible for benefits under this Section D shall have each of their last two year's annual salary increased by an amount equal to 6% of their previous year's annual base salary. The 6% increase shall be in lieu of any salary increase, which the Retiree would otherwise receive. Salary shall be defined as base salary, paid for the performance of regular duties as a GESPA employee. The salary shall not include any stipends or compensation for any extracurricular activities. Salary payments shall be paid as follows: For the first year, payment will be made over the GESPA employee's remaining paychecks. For the second year, payments will be added to the GESPA employee's base salary and paid equally throughout the year.

### Section E – Required Procedures for Participation and Receipt of Benefits

1. All requests for participation in this plan must be submitted in writing to the Assistant Superintendent for Human Resources prior to April 1 of the GESPA employee's next-to-last year of employment. The request shall include a copy of the GESPA employee's latest statement from the IMRF system indicating the GESPA employee's service credit information, if that information

is necessary to qualify the GESPA employee for this plan.

2. Participation in the benefits of this plan are dependent upon unconditional and irrevocable resignation from employment by the Board of Education, effective at the end of the school year identified in the GESPA employee's notice. Any Retiree who does not fulfill his/her contract, for whatever reason, shall be ineligible for any benefits contained in this Policy, and then notice under this Policy will be deemed void.

#### Section F – Special Incentive Programs

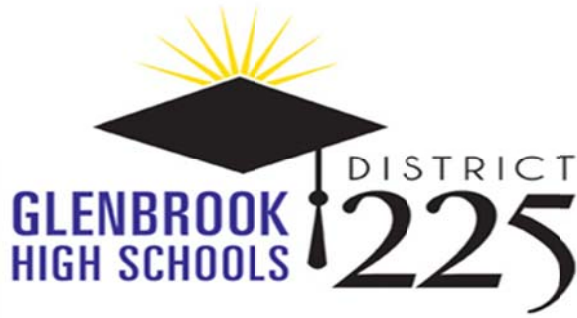
Retirees, who participate in any special incentive program such as IMRF's Early Retirement Incentive program or any other retirement enhancement or incentive program not contained in this plan, shall be ineligible for the benefits contained in Section D of this plan.

#### Section G – Vacation

In addition to those benefits contained in Section D, Retirees who were employed by the district on a full-time, twelve-month basis, may choose to have the Board of Education directly contribute to the Glenbrook VEBA Health Savings Plan, the value of up to ten (10) days of unused vacation days, at their then current annual base salary per diem rate for the first year of retirement. Any other vacation days accrued and earned, must be used or they will convert to sick leave on the Retiree's last day of work.

#### Section H – Miscellaneous Provisions

1. For purposes of this plan, the school year shall begin on July 1 and end on June 30.
2. If IMRF regulatory changes occur, which result in an increase in the cost of this plan, the Board and the Associations representing GESPA employees shall negotiate a revision to this plan, pursuant to Article XXIV of the Agreement.
3. These benefits shall be effective July 1, 2015.



# **NEGOTIATED AGREEMENT**

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**2015-2019**

between

BOARD OF EDUCATION  
GLENBROOK HIGH SCHOOL DISTRICT 225  
and

GLENBROOK EDUCATIONAL SUPPORT STAFF ASSOCIATION  
(GESSA)

*For the period July 1, 2015 to June 30, 2019*

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# NEGOTIATED AGREEMENT 2015-2019

## PREAMBLE

This agreement is, entered into on the dates hereinafter set forth by each party's signature, between the Glenbrook Board of Education, District 225 ("Board") and the Glenbrook Educational Support Staff Association, IEA-NEA, ("Association").

WHEREAS, the Board and the Association both agree that providing a quality education and a positive learning environment for all the youth of Glenbrook Schools is a mutual aim,

WHEREAS, the Board and the Association have reached certain understandings which they desire to confirm in the Agreement,

NOW, THEREFORE, the parties mutually agree to respect and comply with the following:

## ARTICLE I – RECOGNITION

### A. Recognition/Exclusions

The Board recognizes the Association as the exclusive representative of all the employees in the unit set forth below, pursuant to Certification of Representative, issued by the Illinois Educational Labor Relations Board, dated June 6, 2002.

Included: All regularly employed secretarial, clerical, and technology employees of Glenbrook High School 225

Excluded: Executive Assistant to the Superintendent, Assistant Superintendent, Assistant Superintendent-Business/CSBO, Director of Technical Services, Lead Information Systems Technician, Senior Information System Technician, Senior Network Technician, Network Technician, and all supervisory, managerial, and confidential employees as defined in the Illinois Educational Labor Relations Act

### B. GESSA Employee

Unless otherwise expressly provided or clearly indicated by the context, the phrase "GESSA employee" when used in the Agreement shall mean all employees included in the bargaining unit as described in Article I, Section A.

## ARTICLE II – FAIR SHARE AGREEMENT

### A. Condition of Employment

Effective July 1, 2014, each Bargaining Unit member as a condition of his/her employment, shall join GESSA or pay a fair share fee to GESSA equivalent to the amount of dues uniformly required of member of the Association, including local, state, and national dues.

1. In the event that the Bargaining Unit member does not pay his/her fair share fee directly to GESSA by a certain date as established by GESSA, the Board shall deduct the fair share fee from the wages of the non-member.
2. Such fee shall be paid to GESSA by the Board no later than ten (10) days following deduction.
3. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to GESSA. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.
4. In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
  - a. The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
  - b. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witness and making relevant information available at both trial and all appellate levels.
5. GESSA agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgement of a court or administrative agency as a direct consequence of the Employer's non-negligent compliance with this Article.

It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by the Employer or the Employer's imperfect execution of the obligations imposed upon it by this Article.
6. The provisions of this Fair Share Section (Article I, Section D) shall not apply to any Employee who was a member of the Bargaining Unit and who was not a dues-paying member of GESSA as of June 30, 2014.

## **ARTICLE III – ASSOCIATION RIGHTS AND RESPONSIBILITIES**

### **A. Board of Education Provisions**

The Board agrees to furnish the president(s) of the Association with the following:

1. A copy of the tentative school district annual budget at least 30 days prior to adoption.
2. Other data relating to the financial resources of the district which will assist the Association in developing intelligent, accurate, and constructive recommendations. This information will be provided upon request so long as it does not create additional work for the administrative staff.
3. The approved minutes of regular Board meetings will be provided directly to the Association president(s) or designee at the time of normal distribution.
4. One copy of the Board agenda provided to the Association president upon request.

### **B. Dues Deduction**

The Board agrees to deduct Association dues, once per pay period for 18 pay periods beginning on October 15, from the pay of those employees who individually request in writing that such deductions be made. After the dues deductions are made, they shall be remitted to the credit union or other agency designated by the association. An itemized statement will also be furnished to the Association president(s) or his/her designee. Authorization for each deduction shall be in effect for the duration of the Agreement unless written notice of revocation is given by the employee to the Board. Revocation shall become effective within 30 days after such notice is given. The Association shall indemnify and save harmless the Board from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit, resulting from any reasonable action taken or omitted by the Board for the purpose of complying with the provisions of this section. The School District's Administration will annually provide GESSA leadership with an opportunity to meet with all members of the bargaining unit to discuss the work of the GESSA and benefits of GESSA membership. This meeting will be scheduled with the cooperation of the Administration.

### **C. Association Activities during Working Hours**

Whenever a representative of the Association or a GESSA employee is scheduled by the Board, or by the Superintendent, to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, the bargaining unit member shall suffer no loss in pay nor shall such participation be charged to the GESSA employee's leave time.

### **D. Association Use of School Equipment**

The Association shall have the right to make use of school equipment, such as typewriters, duplicating equipment, calculators, computers, telecommunications supplies and equipment and audio-visual equipment outside the GESSA employee's work day and when such equipment is not otherwise in use. The Association agrees to pay for the actual cost of supplies and the actual cost of the use of the equipment.

### **E. Notice of Association Meetings**

The Association will establish the date and time for all Association meetings and submit these dates and times to the Office of the Superintendent. The Association's scheduling of use of

buildings will be subject to usual and customary building procedures for reservation of space. If possible, notice of all Association meetings and other activities of the Association shall be included on the weekly calendar of each school. Responsibility for seeing that information regarding Association meetings and activities is received in ample time for publication rests with the Association.

#### **F. Association Use of School Buildings**

The Association and its representatives may be permitted to use school buildings for meetings outside of GESSA employees' workdays. The Association shall reimburse the Board for any extra labor costs required for such meetings.

#### **G. No Strike Provision**

The Association hereby agrees not to strike or engage in or support or encourage any concerted refusal to render full and complete service to the Board during the term of this Agreement.

#### **H. Professional Conduct**

The Association recognizes that abuses of sick leave, leaves of absence, tardiness, deficiencies in professional performance, or other violations of discipline by a GESSA employee reflect adversely upon the GESSA employee's performance. The Association shall use its best efforts to encourage proper professional conduct on the part of its members.

#### **I. Printing and Distribution of Contract**

Within a reasonable time after the Agreement is signed, copies of this Agreement shall be printed at the expense of the Board and presented to the Association for distribution to each current employee. New GESSA employees will receive a contract from Human Resources at the time of hire.

#### **J. Association Leave**

The Association shall be granted up to four (4) days per school year of this Agreement for purposes of attending the annual state Association convention or further training in collective bargaining. No more than two (2) GESSA employees may utilize Association leave on any workday. The Association shall be responsible for all costs relative to attendance at such meetings. Such leave will not be considered "other paid leave" for purposes of overtime.

### **ARTICLE IV – BOARD RIGHTS**

- A. Except as otherwise specifically provided in this Agreement or otherwise specifically agreed to in writing between the parties to this Agreement, the determination of educational policy, the operation and management of the schools, and the control, supervision, and direction of all certified and non-certified staff are vested exclusively with the Board.
- B. All terms and conditions of employment not covered nor abridged by this Agreement shall not be the subject of negotiations during the life of this Agreement, unless such negotiations are mutually agreed to in writing by the Board and the Association.

## **ARTICLE V – EMPLOYEE RIGHTS**

### **A. Board Regulations**

GESSE employees are expected to comply with the rules and regulations adopted by the Board or its representatives.

### **B. Personnel Files**

1. Each GESSE employee shall have the right, upon advanced request, to review the content of his/her personnel file maintained at the district administrative office. A local representative of the Association may accompany the GESSE employee in the review.
2. Privileged information such as confidential credentials and related personal references sought at the time of employment are specifically exempt from such review as well as any other records to which access is not required by law.
3. Only one official file shall be maintained. A copy of all communications including evaluations by supervisors or administrators, commendations, and validated complaints directed toward the GESSE employee which are included in the GESSE employee's official file shall be given to the GESSE employee at the time of inclusion. No evaluative materials shall be placed in an employee's personnel file unless the employee has had an opportunity to read such material. The GESSE employee shall acknowledge that he/she has read any materials evaluative in nature by affixing his/her signature on the copy to be filed.
4. The GESSE employee will be permitted to file a response to any item placed in the file. The response shall be prepared in triplicate, one for the supervisor, one for the principal, and one forwarded to the Assistant Superintendent for Human Resources to be placed in the GESSE employee's personnel file.
5. In the event any file materials are determined to be inaccurate or unfair by legal or grievance proceedings, such portion of materials will be removed from the GESSE employee's file as so ordered.

## **ARTICLE VI – WORKING CONDITIONS**

### **A. Safe Working Conditions**

The Board shall endeavor to provide a work environment that considers employee health and safety. One way that the Board shall be deemed to have met the aforementioned goal is through compliance with applicable standards required by law.

When one or more construction projects are scheduled in a District 225 building, the administration will notify GESSE leadership and GESSE employees impacted by the project prior to the start of construction. GESSE members will be provided information of any need and amount of time to relocate their work areas. Administration will review and communicate relevant safety and security procedures. A GESSE representative may attend the section of regularly scheduled construction meetings relevant to GESSE issues.

GESSE employees shall promptly report unsafe or hazardous conditions to an appropriate school authority, or in the absence of an appropriate school authority, to appropriate non-school authorities (e.g. fire department, police department). Additionally GESSE employees are encouraged to notify GESSE leadership of the same.

## **B. Equipment/Materials**

A GESSA employee will not be requested to provide equipment or materials necessary to perform his/her responsibilities.

## **C. Scope of Work**

Upon hire (or modification in Job Description) GESSA employees shall be given a Job Description pursuant to Article XVI, Section B of this contract. In the event that a GESSA employee's job responsibilities change significantly or the GESSA member cannot reasonably complete all regularly assigned responsibilities during a 40 hour work week, the GESSA employee shall contact a GESSA representative to schedule a meeting to include their immediate supervisor and GESSA representation. If a satisfactory resolution is not found, the matter can be addressed through any other relevant provision in this contract.

# **ARTICLE VII – EMPLOYEE DISCIPLINE**

## **A. Right to Representation**

A GESSA employee shall be entitled to have a representative of the Association present, upon request, during any investigatory meeting which could lead to disciplinary action, including any meeting with the Assistant Superintendent for Human Resources regarding suspension without pay or recommendation for dismissal.

## **B. Warnings**

1. A GESSA employee may receive either a written or verbal warning for a work infraction that could result in a recommendation for dismissal.
2. A copy of the written warning shall be submitted to the Assistant Superintendent for Human Resources after the GESSA employee has had the opportunity to review and sign the document. The employee's signature indicates that he/she has received the document, not that he/she is in agreement with the substance of the document.
3. A GESSA employee may request a meeting with his/her supervisor to discuss a verbal or written warning. Such a meeting shall be scheduled to occur within ten (10) days of the GESSA employee's request for a meeting.

## **C. Suspension without Pay/Dismissal**

If an infraction is so serious that a recommendation for suspension without pay or dismissal is indicated, the Administration reserves the right to suspend the GESSA employee without pay or recommend the GESSA employee's dismissal to the Board of Education. Prior to a suspension without pay or a recommendation to the Board of Education for dismissal, the GESSA employee will be afforded the opportunity to meet with the Assistant Superintendent for Human Resources regarding the suspension or recommendation for dismissal.

## **D. Just Cause**

GESSA employees who have completed their probationary period shall not be suspended without pay or dismissed without just cause.

## **ARTICLE VIII – VACANCIES**

- A. The board shall have the sole responsibility to promote employees to positions outside the bargaining unit as defined in Article I of this Agreement.
- B. Absent extenuating circumstances, a notice of vacancy in the bargaining unit will be posted on the District website at least ten (10) calendar days prior to filling of the position. Members of the bargaining unit shall be notified, on the date of posting, which the vacancy has been posted on the District website. The notice of vacancy shall include the job title, location, hours of work, work year, salary, level, and start date.

## **ARTICLE IX – ASSIGNMENTS/INVOLUNTARY TRANSFERS**

### **A. Definition of Assignment**

Assignment shall be defined as the position to which a GESSA employee is assigned for employment.

### **B. Involuntary Change of Assignment**

A GESSA employee shall be given written notice of a change in his/her assignment for the forthcoming school year, if known, no later than the end of the school term. Such notice shall include location(s), name(s) of supervisor(s) (if known), and job description. If an assignment needs to be changed following the end of the school term, notification will be given as soon as practicable.

### **C. Involuntary Change of Assignment to another Building**

In the event that an involuntary change in assignment involves a change to a position in another building for the forthcoming school term, the Assistant Superintendent for Human Resources will solicit volunteers for the change. However, after such solicitation, the Assistant Superintendent for Human Resources shall make the final determination as to the employee whose assignment will be changed. This section shall be inapplicable if the need for a change in assignment follows the close of the school term preceding the necessary change.

### **D. Certifications/Temporary Assignments**

- 1. A GESSA employee without certification shall not be required to cover a position that requires certification. If a GESSA employee is certified and requested to work a position that requires certification, that GESSA employee will be paid the certified substitute rate.
- 2. In the event that a GESSA employee is temporarily assigned to another position at a higher level in his/her category for more than fifteen (15) workdays, the GESSA employee will be compensated at his/her step in the higher level for the duration of the temporary assignment.

## **ARTICLE X – LEAVES**

### **A. Sick Leave**

- 1. A twelve (12) month GESSA employee shall be eligible for fifteen (15) days of paid sick leave per school year, two days of which are put into the GESSA employee's sick leave bank each year until a total of twenty (20) are accrued.

2. A nine (9) and a ten (10) month GESSA employee shall be eligible for eleven (11) days of paid sick leave per school year, two days of which are put into the GESSA employee's sick leave bank each year until a total of twenty (20) are accrued.
3. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household.
4. Sick leave days shall be credited to the individual GESSA employee's sick leave account at the beginning of the GESSA employee's work year. Sick leave may be accumulated up to a maximum of 240 days at the end of the fiscal year. The Board will provide each GESSA employee with a written statement of accumulated sick leave days at least twice per year until such time this information is available to the employee through the personnel computer system.
5. The Assistant Superintendent for Human Resources may require the GESSA employee to provide the Assistant Superintendent for Human Resources with a physician's certificate. If the Assistant Superintendent for Human Resources believes there may have been an abuse of the sick leave policy, the Assistant Superintendent for Human Resources may require an examination by a physician selected by the District. An examination by a physician selected by the District shall be at the Board's expense.
6. Sick leave may only be taken in half or full-day increments. A GESSA employee, when ill, must call his/her immediate supervisor prior to his/her start time each day, unless reported by the employee that he/she will be absent for an extended period of time or is on approved leave for other medical circumstances. Failure of a GESSA employee to notify his/her supervisor or designee of his/her illness may result in a pay deduction.
7. A GESSA employee who is absent from school for reasons ordinarily associated with sick leave, who has exhausted his/her sick leave, and who is no longer qualified to borrow from the sick leave bank, shall lose per Diem pay for each day of absence. Per Diem pay for a GESSA employee shall be interpreted as an amount equal to the GESSA employee's ten (10) or twelve (12) month salary divided by the required number of days in the GESSA employee's work calendar.

## **B. Sick Leave Bank**

The Board shall establish a paid sick leave bank. A GESSA employee must exhaust all other leave, including vacation, in order to use days from the sick bank. A GESSA employee who receives compensation under Workers' Compensation may not use the sick leave bank. The Human Resources office shall administer the sick leave bank.

## **C. Emergency/Personal Days**

1. A non-probationary, full-time GESSA employee is eligible for two (2) days of paid emergency/personal leave each fiscal year. A probationary, full-time GESSA employee who successfully completes his/her probationary period by June 30 shall be entitled to two (2) paid emergency/personal days at the completion of his/her probationary period for the school year. A probationary, full-time GESSA employee who successfully completes his/her



probationary period on July 1 or after shall be entitled to two (2) paid emergency/personal days at the completion of his/her probationary period for the current school year. The GESSA employee shall receive his/her daily compensation for emergency/personal leave.

2. Emergency/personal leave days may be accumulated from year to year up to a maximum of four (4) days. Accumulated emergency/personal leave days in excess of four (4) days at the end of a fiscal year shall be added to the GESSA employee's accumulated sick leave.
3. Emergency/personal leave shall be used for urgent personal or family matters that require the GESSA employee's presence during the school day and are of such nature that they are impossible to transact at a later time, such as on weekends, after school hours, or during vacation periods. Emergency/personal leave may not be taken on the day before or following any legal or granted school holiday, nor may it be taken in conjunction with a GESSA employee's vacation or leave without pay. The Assistant Superintendent for Human Resources may make exceptions to this stipulation in unusual circumstances.
4. Application for emergency/personal leave shall be made through established procedures by the GESSA employee through the GESSA employee's immediate supervisor. Requests for emergency/personal leave are subject to approval by the GESSA employee's supervisor, associate principal, and/or appropriate building administrator. The application shall be made at least one week before taking said leave, if possible. In the event of an emergency, the GESSA employee shall provide notice as soon as possible to the GESSA employee's immediate supervisor. GESSA employees are not required to disclose the reason for the emergency/personal leaves unless the leave requested is directly before or after any legal or granted school holiday or the employee's vacation time.

#### **D. Jury Duty**

A GESSA employee who is required to be absent from work for jury duty shall receive his/her normal pay for each day of absence if he/she reimburses the district compensation received for performing jury duty minus monies expended for mileage (not to exceed the IRS rate), train fare, parking and tolls, meals (not to exceed the per Diem rate authorized by the district, and miscellaneous expenses that are itemized.

#### **E. Vacation**

1. A full-time twelve (12) month GESSA employee, with an effective start date prior to July 1, 2007, with a 260 paid day work year, will accrue paid vacation days in accordance with the following schedule: A GESSA employee who has worked 48 months or less is eligible to accrue 0.84 days' vacation per month worked. A GESSA employee who has worked 49 months to 108 months will accrue vacation at the rate of 1.25 days per month worked. A GESSA employee who has worked more than 109 months will accrue vacation on the basis of 1.67 days per month worked.

A full-time twelve (12) month GESSA employee, with an effective start date after June 30, 2007, with a 239 paid day work year, will accrue paid vacation days in accordance with the following schedule: A GESSA employee who has worked 48 months or less is eligible to accrue 0.42 days' vacation per month worked. A GESSA employee, who has worked more than 49 months, but less than 120 months, will accrue vacation on the basis of 0.84 days per month worked. A GESSA employee who has worked 120 months or more will accrue vacation on the basis of 1.25 days per month worked.

2. Vacation time may only be taken in half or full-day increments. Prior to using vacation, the GESSA employee will obtain the pre-approval of his/her immediate supervisor and the Associate Principal, or other appropriate building administrator. A GESSA employee eligible for vacation time must use such time prior to being granted leave without pay or accessing the sick bank.
3. A GESSA employee, with a 260 paid day work year, may carry over from one fiscal year to the next fifteen (15) days of accumulated vacation time. Vacation days in excess of fifteen (15) days at the end of any fiscal year will be added to the GESSA employee's accumulated sick leave, subject to the provisions in Section A of this Article.

A GESSA employee, with a 239 paid day work year, may carry over from one fiscal year to the next fifteen (15) days of accumulated vacation time. Vacation days in excess of fifteen (15) days at the end of any fiscal year will be added to the GESSA employee's accumulated sick leave, subject to the provisions in Section A of this Article.
4. A GESSA employee changing from a ten (10) month to a twelve (12) month position will receive vacation credit equal to the seniority they have accumulated on the seniority list. Credit does not result in extra vacation days, but does expedite the date from which a GESSA employee will earn vacation days at a higher monthly rate.

## **F. Leave Without Pay**

1. GESSA employees may not be granted leave without pay until they have used all of their accrued personal leave and vacation days. If the reason for the request for leave without pay is due to illness of the GESSA employee or the employee's immediate family, the GESSA employee may not be granted leave without pay until he/she used all of his/her sick days.
2. The Assistant Superintendent for Human Resources is authorized to grant leaves without pay to GESSA employees when extenuating circumstances dictate that it is in the best interest of the GESSA employee and the district. The request for a leave without pay must have the prior approval of the GESSA employee's immediate supervisor(s) and building supervisor. The Assistant Superintendent for Human Resources shall make the final determination as to what constitutes extenuating circumstances.
3. Leave without pay shall be limited to five (5) days during a GESSA employee's school year calendar. The Assistant Superintendent for Human Resources may grant additional days, exceeding five (5) days of leave without pay in a school year. However, exceeding five (5) days of leave without pay in one school year may be considered cause for discipline up to and including dismissal.
4. If a GESSA employee has not received prior approval from the Assistant Superintendent for Human Resources for leave without pay, the Assistant Superintendent for Human Resources may request a statement from the GESSA employee's physician verifying the inability of the employee to work. However, the GESSA employee's failure to receive prior approval from the Assistant Superintendent for Human Resources for leave without pay, or failure to provide the requested statement from his/her physician, may be considered cause for discipline up to and including dismissal.

## **G. FMLA**

Family & Medical Leave of Absence (FMLA) shall be in accordance with Board Policy 6370 of the same name.

## **H. Military Leaves**

Military leaves shall be in accordance with Board Policy 6190.

# **ARTICLE XI – HOLIDAYS/CALAMITY DAYS**

- A. The fiscal year for all GESSA employees shall be from July 1 to June 30.
- B. Paid holidays are days designated on the calendar when the GESSA employee is not required to work but for which they receive work credit and are paid their regular rate of pay. In order to be paid for a legal or granted holiday, an employee must be paid for his/her last scheduled workday prior to the holiday and his/her first scheduled workday after the holiday.
- C. GESSA employees, with an effective start date prior to July 1, 2007 shall be paid for holidays as follows:
  - 1. A GESSA employee with a 260 paid day work year, shall be paid for no less than eight (8) granted and those legal holidays indicated on the school district's official school calendar which falls within their work year. Legal holidays that fall on a Saturday or Sunday shall be added to the GESSA employee's accrued vacation time.
  - 2. Nine (9) and ten (10) month GESSA employees shall be paid for all legal holidays that fall within their work year.
- D. GESSA employees with an effective start date after June 30, 2007, shall be paid for holidays as follows:
  - 1. Twelve (12) month employees with a 239 paid day work year shall be paid for legal and granted holidays, which fall on a workday within their work year.
  - 2. Nine (9) month and/or ten (10) month employees shall be paid for legal holidays that fall on a workday within their work year.
  - 3. Any holiday that falls on a weekend or within winter or spring recess is unpaid.
- E. Notification of said holidays shall be distributed to all GESSA employees in writing annually no later than two (2) weeks after Board approval.
- F. In the event of a school emergency or district closure when buildings are declared open for employee attendance, including but not limited to natural disaster, quarantine or governmental order, GESSA employees who work a 239 or 260 day paid work year are expected to report to work unless they elect one of the following options:
  - 1. Utilize personal or vacation days
  - 2. Convert available sick days to personal days
  - 3. Use supervisor-approved "flex time" to make up the hours missed (Also available to 10 month employees)
  - 4. Receive supervisor approval to work from home (Also available to 10 month employees)
  - 5. Receive approval from the Superintendent to work based upon modified starting and ending times

The Superintendent will determine and announce the start and end time of such day. The

Superintendent will also designate a supervisor for such employees.

If make-up days are required, none (9) and ten (10) month employees shall be notified of said make-up day(s). Nine (9) and ten (10) month GESSA employees who have applied for leave on the day when the district is closed, shall not be charged for said leave day.

## **ARTICLE XII – SENIORITY**

### **A. Types of Seniority/Definition**

There shall be three (3) types of seniority: (1) seniority in district employment; (2) seniority in a bargaining unit category; and (3) seniority in a level within a bargaining unit category. The bargaining unit shall be divided into two (2) categories: secretarial/clerical and technology. The technical category shall have those levels as reflected in Exhibit A. Seniority shall be defined as a GESSA employee's length of service in district employment, in a bargaining unit category, and in a level or levels within a bargaining unit category. However, all district employees retain seniority accrued in categories and levels prior to the certification of GESSA as an exclusive representative.

### **B. Seniority Accumulation**

1. Accumulation of seniority shall begin from the GESSA employee's first working day in the district (for district seniority), in a bargaining unit category (for seniority within the bargaining unit category), and in a level (for seniority in a level within a bargaining unit category).
2. A GESSA employee shall accrue seniority based upon days of service (prorated for less than 1.0 F.T.E.) in district employment, within a bargaining unit category, and within the level(s) in a bargaining unit category wherein the GESSA employee currently holds or has previously held a position. Seniority shall not accrue during unpaid leave, except during unpaid FMLA leave.
3. A probationary GESSA employee shall have no seniority until the completion of the probationary period at which time his/her seniority shall revert to his/her first day of work.

### **C. Loss of Seniority**

Loss of seniority occurs with resignation, dismissal (unless the GESSA employee is recalled during the recall period), or retirement.

### **D. Tiebreaker**

In the event of a tie in seniority within a level or category, district seniority shall break the tie. If more than one employee has the same date of district seniority, then seniority shall be determined by lottery.

### **E. Preparation and Maintenance of Seniority List**

The Board of Education shall prepare, maintain, and post the seniority list. An updated seniority list shall be prepared and posted conspicuously in all buildings of the district no later than February 1. A copy of the seniority list shall be furnished to the Association president(s). Any GESSA employee who disagrees with his/her seniority placement shall respond, in writing, to the Assistant Superintendent for Human Resources within thirty (30) workdays after the effective

date of the posting. A copy of a GESSA employee's objection with his/her seniority placement shall be provided to the Association president(s) within ten (10) days of receipt.

## **ARTICLE XIII – RESIGNATIONS**

- A. When a GESSA employee decides to resign his/her position, he/she must notify the district, in writing, at least two (2) weeks prior to the resignation date. A resigning twelve (12) month GESSA employee who has followed this procedure will be paid for up to 10 unused accrued vacation days.
- B. A bargaining unit member who fails to report to work for five (5) workdays without notifying his/her supervisor shall be considered to have abandoned his/her position. His/her employment will be considered terminated. No pay for accrued vacation will be provided to the former bargaining unit member.

## **ARTICLE XIV – REDUCTION IN FORCE**

### **A. Definition**

A reduction in force ("RIF") is defined as a decision of the Board of Education to decrease the number of non-probationary GESSA employees or to discontinue some particular type of educational support service provided by non-probationary GESSA employees. Probationary GESSA employees within a category will be dismissed prior to the RIF of GESSA non-probationary employees within the category.

### **B. RIF Procedure**

In the event of the elimination of a position within a level due to a RIF in a bargaining unit category, the least senior non-probationary GESSA employee within the affected level may be honorably dismissed, subject to the following:

- 1. If such GESSA employee has retained seniority in another level within the category due to previous service within the level, the GESSA employee shall be reassigned to a position held by the least senior GESSA employee within the level.
- 2. If the affected GESSA employee does not have such seniority in another level within the category, he/she may be reassigned to either a vacant position or the position in a lesser level within the category that is held by the GESSA employee with the least district seniority; however, the GESSA employee will be reassigned only if the GESSA employee is qualified and can currently perform all of the duties and responsibilities of the position as determined by the Assistant Superintendent for Human Resources.
- 3. The GESSA employee displaced by a reassignment under subsection B.1. may be reassigned to another position within his/her category pursuant to subsection B.2.

### **C. Reassignment Rate of Pay**

The hourly rate of pay for a GESSA employee who is reassigned to a position in a lesser level as a result of a RIF will not be reduced for a period of twelve (12) months following the effective date of the reassignment. Thereafter, without further action by the Board, the reassigned GESSA employee's rate of pay shall be determined on the salary schedule for the lesser level based on

the GESSA employee's step placement in his/her previous level, plus one (1) step.

#### **D. Notice**

If a GESSA employee is dismissed as the result of a RIF, a notice of honorable dismissal shall be given to such GESSA employee as provided by law. At the same time that the GESSA employee is notified of a RIF, the Board will also notify the Association.

#### **E. Recall**

GESSA employees that have been RIF'd shall be recalled for a period of one (1) calendar year from the beginning of the following school term, in order of seniority, with the most senior GESSA employee being recalled first to any GESSA position in a category and level in which the employee holds seniority. Notices of recall shall be sent by certified mail to the last known address as shown on the Board's records. A recalled employee must accept or decline the position within five (5) days of receipt of the recall notice. Recalled GESSA employees that accept the position shall report to work no later than ten (10) working days from the receipt of notice. A GESSA employee that declines recall to full-time work, fails to report, or does not reply in writing to decline recall will forfeit his/her seniority rights and has no further right of recall.

### **ARTICLE XV –COMMITTEES**

#### **A. Requirements for Establishing a Committee**

Any committee created by the Board and GESSA will include the following components agreed upon by the parties:

1. A charge stating the task assigned to the committee;
2. The membership of the committee (e.g., equal membership designated by each party, representation from each building or employee group);
3. The deadline for the committee to start its work;
4. The frequency of committee meetings;
5. The deadline for the committee to complete its charge;
6. The decisional model to be implemented by the committee in reaching agreement (e.g., consensus or majority)
7. The authority of the committee [e.g., investigatory, advisory, or independent (has the authority to implement its decisions without additional approval)]; and,
8. The method for approving the committee's recommendation(s) prior to implementation

#### **B. Joint Steering Committee**

A Joint Steering Committee will be convened to make recommendations to the Superintendent or designee regarding the implementation of professional development opportunities for the members of GESSA bargaining unit. The Committee will be comprised of five (5) members appointed by the Superintendent and five (5) members appointed by GESSA. The Committee will meet at least quarterly, unless otherwise agreed, and will be co-chaired by a representative from each group. The Committee will operate under a consensus decision model and will

receive training in the consensus process.

The Committee will be charged with the following responsibilities:

1. Assist in the identification of core competencies
2. Identify training needs of GESSA members
3. Review curriculum reflecting identified training needs
4. Recommend the delivery model(s) necessary to implement the training
5. Annually assess the implementation of the training
6. Develop mentorship program

### **C. Reclassification Committee**

The Reclassification Committee will meet annually, in February, to consider whether any adjustment should be made to the placement (level) of a GESSA position on the salary schedule. The Committee will be comprised of four (4) GESSA members and four (4) district members. The Committee may utilize additional district employees as a resource to provide the Committee with information it needs to accomplish its mission. Each team will be allowed to bring no more than five (5) positions to the table, unless otherwise agreed, to either increase or lower their respective positions on the salary schedule. A simple majority of all Reclassification Committee members will be required for any salary adjustment to take place.

### **D. Performance Evaluation Committee**

1. A committee of three (3) GESSA members and three (3) administrative members will convene at least twice a year, unless otherwise agreed, to review the current evaluation system. The Committee may utilize additional district employees as a resource to provide the Committee with information it needs to accomplish its mission.

The Committee's work shall include (but not be limited to):

- a. Evaluation Process
  - b. Goal Setting
  - c. Performance Indicators
  - d. Performance Rating Scale
  - e. Procedure
  - f. Documentation
2. This committee, by consensus, will make recommendations to the Superintendent for any changes in the instrument, procedure, and/or practice. The Office of the Superintendent will communicate to the Committee whether or not the recommendations are approved or rejected. GESSA employees will receive training on changes in the evaluation process.
  3. The Administration will be responsible for training all supervisory employees on appropriate implementation of the approved evaluation system.

### **E. Communications Committee**

The Communication Committee will meet no less than four times per school year in order to discuss issues involving both the Association and Administration/Board of Education. The Committee will be comprised of up to four (4) GESSA members and up to four (4) members of

the Administration. By July 1 of each year the Association and the Administration will agree to a minimum of four (4) meeting dates to be scheduled during the upcoming school year. Both the Association and the Administration agree that the spirit of the committee is to foster ongoing communications. The Assistant Superintendent for Human Resources and a President of GESSA will be responsible for the meeting agenda.

## **ARTICLE XVI – EXTERNAL PROFESSIONAL DEVELOPMENT WORKSHOPS**

- A. GESSA may provide suggestions for the professional development of GESSA employees to the appropriate site administrator. An Association representative may request to meet with the appropriate site administrator for such purpose.
- B. Professional development outside of the district must be pre-approved by the appropriate supervisor and will be reimbursed in accordance with Board policy.
- C. GESSA employees will be reimbursed by the Board for expenses incurred at conferences/workshops as per current Board policy.
- D. GESSA employees will not be paid for attendance at professional development activities unless they are mandated by the Superintendent or designee. GESSA employees will not receive additional pay for professional development occurring during their regular work hours or for travel time.
- E. With the approval of his/her supervisor and for good cause, a GESSA employee may be excused from a mandated professional development activity that is scheduled for a non-workday, provided the activity may be rescheduled within sixty (60) calendar days of the activity that the GESSA employee cannot attend.

## **ARTICLE XVII – JOB DESCRIPTIONS**

### **A. Maintenance**

A job description for each position shall be maintained by the Assistant Superintendent for Human Resources and shall be available for inspection and copying by the Association upon request. A copy of any job description that is revised shall be given to the employee and the Association.

### **B. Content and Distribution of Job Descriptions**

Descriptions shall be distributed to all current employees when they become available and to all new employees when hired by the District. The descriptions will include:

1. Job title and description
2. Minimum requirements
3. A statement of required tasks and responsibilities

### **C. Job Descriptions for New Positions/Job Description Modification**

In the event that a new position is posted as a vacancy or an existing vacated position is modified, a job description shall be developed and filed in the Human Resources office.



## ARTICLE XVIII – WORKDAY/WORK WEEK/WORK YEAR

### A. Workday

The standard workday for full-time GESSA employees is determined as follows:

Start Date	Standard Workday
Prior to July 1, 2012	8 hours per day
After July 1, 2012	7.5 or 8 hours per day as specified by the job description

In the event that a GESSA employee hired prior to July 1, 2012 moves to a position in the bargaining unit where they will earn a higher wage, the standard work day for the employee may be either 7.5 or 8 hours per day as determined by job description.

The GESSA employee's supervisor will set the GESSA employee's starting and ending times upon hire or based upon the previous year's work schedule. In the event that a change in a GESSA employee's starting or ending times does not exceed one (1) hour (e.g., the GESSA employee will start and/or end his/her day one (1) hour earlier or later), the GESSA employee will be given at least two (2) weeks written notice of the change. In the event that the GESSA employee's supervisor changes the GESSA employee's starting or ending time(s) by more than one (1) hour, the GESSA employee will be given three (3) weeks' notice and given the opportunity to meet with his/her supervisor and the building administrator (or department supervisor, if the GESSA employee works in the central office), to discuss the change.

If a change in the building's schedule affects a GESSA employee's work day schedule (but not the schedule of certified staff), the GESSA employee will be given three (3) weeks notice of the change. When certified staff are also subject to a building schedule change, affected GESSA employees will be notified of the change at the same time that notice is provided to certified staff.

### B. Workweek

The standard workweek for full-time GESSA employees is determined as follows:

Start Date	Standard Workweek
Prior to July 1, 2012	40 hours per week
After July 1, 2012	37.5 or 40 hours per week

### C. Work Year

The Standard work year for full-time 12 month GESSA employees is determined as follows:

Start Date	Standard Work Year
Prior to July 1, 2007	260 Days
After July 1, 2007	239 Days

The standard work year for full-time 10 month GESSA employees is determined as follows:

Start Date	Standard Work Year
Prior to July 1, 2007	209 Days
After July 1, 2007 but prior to July 1, 2012	203 Days
After July 1, 2012	209, 203, 197, 193, or 187 days as specified by the job description

#### **D. Published Calendar**

Human Resources annually publishes work calendars listing the days for which GESSA employees are paid and/or granted time off (i.e., granted/legal holidays, non-work days, etc.).

In the event that the supervisor and GESSA employee determine that work is best completed on a work day that is otherwise unassigned, the supervisor may alter the work calendar in order to complete the work and maintain the employee's total contractual paid days.

#### **E. Break Periods**

Each GESSA employee is entitled to an unpaid one-half (1/2) hour duty-free lunch break. GESSA employees working more than four (4) hours but less than eight (8) hours per day are entitled to a fifteen (15) minute break in addition to their lunch period. GESSA employees working eight (8) hours per day are entitled to two (2) fifteen (15) minute breaks in addition to their lunch period. Breaks may not be taken at the beginning or end of the day. GESSA employees may request to combine one (1) or both breaks with lunch if approved by and coordinated with the GESSA employee's immediate supervisor.

#### **F. Emergency Situations**

GESSA employees who are asked to return to work for emergency situations after the GESSA employee's normal workday shall be guaranteed a minimum payment for two (2) hours worked at the appropriate rate.

### **ARTICLE XIX – OVERTIME**

All overtime work by a GESSA employee must be approved by the Associate Principal for Administrative Services, or designee, or the Assistant Superintendent for Human Resources, whichever is appropriate. When overtime is granted, a GESSA employee will be paid at time and one-half (1.5) their normal rate of pay for hours worked over forty (40) hours in a given work week (Sunday through Saturday). Where an employee does not work and receives paid sick leave, vacation, jury duty, or emergency/personal leave, or other paid leave, except for approved professional development, this time shall not count in calculating the GESSA employee's work hours for purposes of paying overtime. Paid legal holidays shall count in said calculation.

### **ARTICLE XX – EMPLOYEE EVALUATION**

#### **A. Initial Employment**

Upon initial employment, GESSA employees shall be advised of the district's evaluation procedures by the Human Resources office. No formal evaluation shall take place until this has been done.

#### **B. Non-Probationary**

Each GESSA non-probationary employee shall have an evaluation conference with his/her immediate supervisor at least every other year and will be provided a written evaluation of his/her job performance. A GESSA employee may request a conference with his/her supervisor to discuss the employee's performance during any year; such conference will be held at the discretion of the supervisor. Absent extenuating circumstances, the formal evaluation

conference for a GESSA non-probationary employee will be held by May 1 in any given year in which such GESSA employee is formally evaluated. The GESSA employee and his/her supervisor may also agree that the evaluation conference shall be held after May 1.

### **C. Probationary**

Each GESSA probationary employee shall be evaluated at least three (3) times prior to the end of the probationary period. The first evaluation shall occur prior to the 60<sup>th</sup> day of the probationary period. The final summative evaluation shall occur prior to the end of the probationary period.

In the event the probationary period is extended, as permitted by subparagraph B of Article XXII, an additional summative evaluation will occur prior to the end of any such extension.

Any employee who is a "Semi-probationary employee" pursuant to subparagraph E of Article XXII will be evaluated at least fifteen (15) days prior to the expiration of the semi-probationary period.

### **D. Remediation**

If a non-probationary GESSA employee is found to be deficient in the skills required to complete assigned job duties, or if the employee receives an unsatisfactory evaluation, a remediation plan will be put in place.

1. A GESSA employee shall be entitled to have a representative of the Association present, upon request, during any remediation plan meeting.
2. A remediation plan shall consist of:
  - a. Statement of Problem
  - b. Objectives of Remediation\Evidence of Improvement
  - c. Schedule\Timetable\Evaluation
  - d. Further Action\Failure to remedy
3. Upon completion of the remediation process, the evaluation procedures will be followed to determine if the employee has successfully remedied the deficient areas.
4. Unsuccessful completion of remediation may lead to involuntary transfer or disciplinary action up to and including dismissal.

### **E. Documentation**

A GESSA employee shall be given a copy of any evaluation prepared by his/her evaluator. Each evaluation will become part of the GESSA employee's personnel file.

### **F. Rebuttal**

A GESSA employee shall have the opportunity to respond in writing to the evaluation. In the event that an employee disagrees with the evaluation, he/she may, within ten (10) working days of receiving the evaluation, file a written rebuttal statement. A copy of the rebuttal shall be provided to the evaluator, attached to the evaluation, and placed in the GESSA employee's personnel file.

## **ARTICLE XXI – PROBATIONARY PERIOD**

- A. A new GESSA employee shall be considered a probationary employee. A GESSA employee's probationary period shall begin on his/her first day of work and shall end one hundred eighty (180) workdays following his/her first workday. A GESSA employee's probationary period may be extended for up to an additional sixty (60) workdays at the discretion of the Administration.
- B. If the GESSA employee does not successfully complete the probationary period, he/she shall be provided with a written notice of his/her dismissal, or the extension thereof. At the discretion of the Administration, a probationary employee may complete the school term beyond the end of his/her probationary period, notwithstanding the provision of a written notice of dismissal to the GESSA employee.
- C. If a probationary GESSA employee voluntarily assumes another GESSA position during his/her probationary period, the probationary period will begin anew.
- D. If a non-probationary GESSA employee voluntarily assumes another GESSA position at the same or a higher level, he/she will be designated a semi-probationary employee. However, this semi-probationary period may be waived by the supervisor after consultation with the Assistant Superintendent for Human Resources if the position is at the same level. A GESSA employee's semi-probationary period shall begin on his/her first day of work in the new position and shall end sixty (60) workdays following his/her first workday in the new position. During such period, the GESSA employee shall not lose any current benefits or accumulated leave days.
- E. A GESSA employee's semi-probationary period may be extended for an additional sixty (60) workdays at the discretion of the Administration.
- F. If the GESSA employee does not successfully complete the semi-probationary period, or the extension of the semi-probationary period, the GESSA employee will be placed in his/her previous position, if available, or another available position either in his/her previous level or any level in which he/she holds seniority. In the event that such positions are unavailable, he/she shall be provided with a written notice of his/her dismissal before the expiration of such period or extension thereof. At the discretion of the Administration, a semi-probationary employee may complete the school term beyond the end of his/her new probationary period, notwithstanding the provision of a written notice of dismissal to the GESSA employee.

## **ARTICLE XXII – GRIEVANCE PROCEDURE**

### **A. General Policy**

1. The Board recognizes that in the interests of effective personnel management, a procedure is necessary whereby GESSA employees can be assured of a prompt, impartial, and fair hearing on their grievances. Such procedure shall be available to all GESSA employees, and no action of any kind shall be taken against any GESSA employee for initiating or participating in a grievance procedure.
2. The parties shall make a sincere and determined effort to settle meritorious grievances in the steps of the grievance procedure and to keep the procedure free of unmeritorious grievances.
3. It is agreed that no grievance shall be presented hereunder which occurred prior to the

effective date of this agreement.

4. A grievance is defined to be a complaint by any GESSA employee or a group of GESSA employees within the bargaining unit, based on an event or condition which is claimed or considered to be a violation, misinterpretation, or misapplication of one or more provisions of this agreement.
5. Nothing contained herein shall be construed as limiting the right of any GESSA employee having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement. If requested by the GESSA employee, the Association representative may accompany the GESSA employee to assist in the resolution of the grievance.
6. Re-employment of probationary GESSA employees is not a proper subject for grievances under the grievance procedure, but violation of the procedures in the evaluation article of this agreement are subject to the grievance procedures.
7. A grievance may be withdrawn at any level without establishing precedent.
8. Investigation or processing of any grievance shall normally be carried out on the GESSA employee's own time, after school hours. However, when necessary, the investigation or processing of a grievance may be carried out at a time agreed upon by the Association president(s) or grievance chair and the appropriate building administrator (i.e. Associate Principal, Assistant Superintendent for Human Resources).
9. The parties hereto acknowledge that it is usually most desirable for a GESSA employee and the GESSA employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the GESSA employee, the Association representative may accompany the GESSA employee to assist in the resolution of the grievance.
10. If the grievant and the Assistant Superintendent for Human Resources agree, Step #1 and/or Step #2 of the grievance procedure may be bypassed and the grievance brought directly to the next step. If the grievant and the Assistant Superintendent for Human Resources agree, in writing, the timelines may be extended for either party at any step.
11. The Board acknowledges the right of a representative of the Association to participate in the processing of a grievance at any level, and no GESSA employee shall be required to discuss any grievance if the Association's representative is not present.
12. The Board and the Administration shall cooperate with the Association in its investigation of any grievance, and further, they shall furnish the Association with such information requested for the processing of any grievance.

## **B. Procedure for Grievance**

It is agreed that any grievance must be presented under the process of this Article promptly and within the prescribed time limitations. Working days, for the purposes of the grievance procedure, shall mean the GESSA employee's employment days. Any grievance not presented by the individual, or the Association in the event of an appeal to arbitration, within the time limitations, shall be considered settled on the basis of the decision which was not appealed or shall be deemed settled on the basis of the decision in the last step to which the grievance was carried and shall not be further appealed or filed as a new grievance. Time limits in the appeal

steps may be extended by mutual agreement in writing.

- Step 1** A GESSA employee with a grievance shall first discuss the alleged complaint with the GESSA employee's immediate supervisor, with the objective of resolving the matter informally. Every effort shall be made by both parties to maintain the informality of these discussions. Tape recorders shall not be permitted during these discussions.
- Step 2** If the grievance cannot be resolved informally, the GESSA employee may file the grievance with the Associate Principal or appropriate building administrator. The grievance must be filed in writing within fifteen (15) working days from the alleged occurrence of the event giving rise to the grievance or when the grievant knew of the event. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract which have been violated, misinterpreted, or misapplied, and shall state the remedy requested. Within seven (7) working days after such a written grievance is filed, the Associate Principal or appropriate building administrator shall meet with the grievant and both parties shall make a reasonable attempt to settle the grievance. Within seven (7) working days after the second step grievance meeting, the Associate Principal or appropriate building administrator shall make a decision on the grievance and shall communicate in writing to the GESSA employee and the Assistant Superintendent for Human Resources.
- Step 3** If the grievance has not been satisfactorily resolved at the second step, the GESSA employee may file the grievance with the Assistant Superintendent for Human Resources. The grievance must be filled with the Assistant Superintendent for Human Resources within five (5) working days from the receipt of the decision rendered in Step #2. Within ten (10) working days after such written grievance is filed, the Assistant Superintendent for Human Resources shall meet with the grievant and both parties shall make a reasonable attempt to settle the grievance. Within ten (10) working days after the third step grievance meeting, the Assistant Superintendent for Human Resources shall make a decision on the grievance and shall communicate it in writing to the GESSA employee, the Associate Principal or appropriate building administrator, and the Board.
- Step 4** If the grievance has not been satisfactorily resolved at the third step, the Association may submit, on behalf of the Association and the grieving GESSA employee, the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. The Association must submit in writing to the Assistant Superintendent for Human Resources, within ten (10) working days from the receipt of the decision by the GESSA employee rendered in Step #3, a notice of intent to enter into arbitration. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitration and the American Arbitration Association will be borne equally by the Board and the Association. The arbitrator, in the arbitrator's decision, shall not suggest amending, modifying, nullifying, ignoring, or adding to the provisions of this

agreement. The arbitrator's authority will be strictly limited to the issue or issues presented to the arbitrator in writing by the Board and the Association, and the arbitrator's decision must be based solely upon the arbitrator's interpretation of the meaning or application of the express relevant language of the agreement.

## **ARTICLE XXIII – COMPENSATION/BENEFITS**

### **A. General Policy**

1. Newly hired and/or newly promoted GESSA employees will be placed on the appropriate salary schedule based upon their skills and experience. The Assistant Superintendent for Human Resources will determine initial placement on the salary schedule. As related to initial salary placement upon initial employment, promotion, or internal transfer, the following process shall apply:

**Step 1 Pre-Hire** Whenever possible, the Assistant Superintendent for Human Resources will inform the GESSA president(s) or designee(s) of the recommended salary placement decision. At that time, an explanation will be provided as to the administrative assessment of employee skills and experience which influenced the decision on initial salary placement.

**Step 2 Post-Hire** In the event the GESSA leadership and/or effected employee disagree with the initial decision on salary placement, a meeting of the parties, including the effected employee, will occur to further discuss the salary placement. The final decision on initial salary placement shall rest with the Assistant Superintendent for Human Resources.

2. Newly hired and/or newly promoted GESSA employees are eligible for an annual salary increase on July 1, provided they were hired and began work on or before the first workday in January of the same year.
3. All ten (10) month GESSA employees are required to submit to the district office a time sheet signed by their immediate supervisor. Time sheets are due to the payroll office by the published cut-off date.
4. All twelve (12) month GESSA employees are required to submit an exception time sheet report to the district office if their work hours vary, in any way, from the work hours outlined in their respective salary letters.

### **B. Salary**

1. Salary Schedule
  - a. The 2015-16 salary schedules for clerical and technology staff are attached, (Exhibit A).
  - b. Annual adjustments to base salaries over the prior year for the 2015-16, 2016-17, and 2017-18 schedules are determined by a formula based calculation.

This calculation consists of the applicable rolling 10 year average of the United States City Average Consumer Price Index for All Urban Consumers (CPI) plus an “x” factor divided by 2.

For 2015-16 the x-factor is **0.9%** and the 10-year rolling CPI average is **2.1%**; therefore,  $(0.021 + 0.009)/2 = 0.015$  (or 1.5%) increase over prior year base.

For 2016-17 the x-factor is **0.9%** and the 10-year rolling CPI average is TBD; therefore,  $(10\text{-year CPI average} + 0.009)/2 = \text{TBD}$  increase on prior year base.

For 2017-18 the x-factor is **0.9%** and the 10-year rolling CPI average is TBD; therefore,  $(10\text{-year CPI average} + 0.009)/2 = \text{TBD}$  increase on prior year base.

## 2. Salary Payments

- a. GESSA employees shall be paid via direct deposit
- b. Twelve (12) month GESSA employees shall be paid over twenty-four (24) semi-monthly installments beginning July 15<sup>th</sup>. All other GESSA employees shall be paid over twenty (20) semi-monthly installments beginning September 15<sup>th</sup>, except for ten (10) month employees who begin work prior to August 15<sup>th</sup> of each year, who shall be paid over twenty-one (21) semi-monthly installments beginning August 31<sup>st</sup>. Payments shall be on the 15<sup>th</sup> and last day of the month, or on the last school day prior to the 15<sup>th</sup> or the last day of the month, if it should fall on a weekend or holiday.

## C. Employee Benefits

GESSA employees who regularly work at least thirty (30) hours per week, ten (10) month per year shall be considered full-time GESSA employees and are eligible for benefits. GESSA employees not on district paid leave or FMLA (Family Medical Leave Act) shall not be eligible for board paid benefits.

### 1. Life Insurance Coverage

The Board shall provide a full-time GESSA employee with a \$50,000 group term life insurance policy. Full-time GESSA employees may purchase either an additional \$50,000 or \$100,000 in life insurance coverage, provided they qualify.

### 2. Individual Disability Insurance Coverage

The Board shall provide each full-time GESSA employee with individual disability insurance coverage under the District’s Group Long Term Disability Plan at no cost to the employee. The premium paid by the Board shall cover the period beginning September 1, 2015 and ending August 31, 2018. Overall coverage under the disability insurance program shall be maintained at no less than the coverage in effect as of September 1, 2014, or as mutually agreed by the Board and the Association.

### 3. Individual Medical Insurance Coverage

- a. The Board shall provide individual medical insurance coverage under the District’s Medical Benefits Plans to full-time employees. For the District’s PPO Plan(s) and HMO Plan(s), the Board shall pay an amount equal to 95% of the premium. The premium paid by the Board shall cover the period beginning September 1, 2015 and ending August 31, 2018. Overall coverage under the health insurance program shall be maintained at no less than the coverage in effect as of September 1, 2014,



except as mutually agreed by the Board and the Association.

- b. In all cases the GESSA employee shall be responsible for the payment of the remaining cost of the premium.

4. Family Medical Insurance Coverage

- a. The Board shall provide family medical insurance coverage under the District's Medical Benefits Plan to full-time employees. For the District's PPO Plan(s) and HMO Plan(s), the Board shall pay an amount equal to 88% of the premium. The premium paid by the Board shall cover the period beginning September 1, 2015 and ending August 31, 2018. Overall coverage under the health insurance program shall be maintained at not less than the coverage in effect as of September 1, 2014, except as mutually agreed to by the Board and the Association.
- b. In all cases the GESSA employee shall be responsible for the payment of the remaining cost of the premium.

5. Dental Insurance Coverage

- a. The board shall provide GESSA employees with the opportunity to purchase either individual or family dental insurance.
- b. The Board shall contribute 90% of the individual dental insurance premiums for each GESSA employee who does not select family medical insurance.

6. Flexible Spending Account Allowance per Plan Year

- a. The Board shall provide a flexible spending account allowance equal to \$500 for each 10-month GESSA employee, hired before July 1, 2000, who does not select family medical insurance.
- b. The Board shall provide a flexible spending account allowance of \$750 for each 12-month GESSA employee, hired before July 1, 2000, who does not select family medical insurance.
- c. The flexible spending account allowance shall first be used to offset the employee's contribution for health and dental insurance coverage under the Board's group plans. A GESSA employee shall be responsible for premium costs that exceed the amount of his/her allowance. A GESSA employee shall not be entitled to receive any unused allowance, or portion thereof, in cash.

7. Tuition Reimbursement

- a. A full-time, non-probationary GESSA employee may be reimbursed for courses successfully completed, subject to the following provisions.
- b. A GESSA employee who was hired before July 1, 2000, may be reimbursed for tuition up to \$450.00 per year of this Agreement.
- c. A GESSA employee who was hired beginning July 1, 2000, may be reimbursed for tuition at the rate of up to \$120.00 per semester hours, up to a maximum of twelve (12) semester hours per year. For such GESSA employee, tuition reimbursement is limited to four (4) semester hours per non-summer term and no more than twelve (12) semester hours per year.
- d. In order to receive reimbursement, the GESSA employee shall obtain, in advance of

starting courses, the endorsement of his/her supervisor and the approval of the Assistant Superintendent for Human Resources, as follows:

- i. Application forms for tuition reimbursement shall be completed by the GESSA employee and provided to his/her supervisor for endorsement. The supervisor may endorse or reject the application. If the application is rejected, the supervisor will provide the employee with an explanation. This provision shall not be subject to the grievance procedure.
- ii. If the supervisor endorses the application, the application shall be forwarded to the Assistant Superintendent for Human Resources for consideration. The Assistant Superintendent for Human Resources may approve or reject the application. If the application is rejected, the Assistant Superintendent for Human Resources will provide the employee with an explanation. This provision shall not be subject to the grievance procedure.
- iii. A copy of the application form specifying the action taken by the Assistant Superintendent for Human Resources will be returned to the supervisor and the GESSA employee. The original application form will be placed in the GESSA employee's personnel file.
- iv. In order to receive the tuition reimbursement, the GESSA employee shall present the human resources office with a paid receipt showing the amount of tuition paid by the employee and a university transcript indicating successful completion of the course. Successful completion shall be defined as receiving a grade of "A" or "B" in the course.

8. Voluntary Termination

Voluntary termination benefits for GESSA employees, retiring under IMRF, are contained in Exhibit B of this agreement.

9. Longevity

Beginning with the 20<sup>th</sup> year of employment in the district, full-time GESSA employees will receive an annual, non-cumulative longevity stipend of \$500.00. Any such employee who has submitted their irrevocable intent to retire and receiving 6% increases is not eligible for this longevity stipend.

## **ARTICLE XXIV – NEGOTIATION PROCEDURES**

- A. The Board and the Association agree it is their mutual responsibility to confer upon their respective representative the necessary power and authority to make proposals and counterproposals in the course of negotiating, and to reach tentative agreements to present respectively to the Board and the Association to ratify. Each party to negotiations shall select its negotiating representatives, provided that the Board shall not select a GESSA employee, as herein defined, as its representative.
- B. Unless both parties agree to an alternate date, the parties shall commence negotiations by meeting no later than February 1 of the last year of the Agreement. Meetings shall be held as necessary at times and places agreed to by both parties.
- C. The parties may mutually agree to enlist the assistance of a third party to assist in the

negotiation process.

- D. During negotiations, agreed-upon materials shall be prepared for the Board and the Association and, unless otherwise agreed by the parties at the time, initialed prior to the adjournment of the meeting at which such agreement was reached.
- E. When the Association and Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.
- F. Impasse Procedures
  - 1. An impasse occurs after both parties have considered the proposals and counterproposals of the other party in good faith and when, despite such diligent efforts, no agreement can be reached on the subject being negotiated. During the course of negotiations, the respective committees shall make every good faith effort to reach agreement on all issues before invoking the following procedure.
  - 2. If after a reasonable period of negotiation, and within ninety (90) days before the scheduled start of the upcoming school year, the parties engaged in collective bargaining have reached impasse, either party may petition the Illinois Educational Labor Relations Board ("IELRB") to initiate mediation or request a mediator through the Federal Mediation and Conciliation Service.
  - 3. When an impasse is declared, or the IELRB invokes mediation, the parties shall seek to agree upon a mediator. If the parties fail to reach such agreement, within seven (7) calendar days, the parties will select a mediator from the staff of the Federal Mediation and Conciliation Service. If the Federal Mediation and Conciliation service is unable, for any reason, to provide a mediator within ten (10) calendar days after being so requested, the parties will select a mediator from a list to be supplied by the American Arbitration Association.
  - 4. Once a mediator has been appointed or selected, the mediator will meet with the parties or their representatives, or both, forthwith, either jointly or separately, and will take such steps, as the mediator may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement. The mediator will not, without the consent of both parties, make findings of fact or recommend terms of settlement. Any time after fifteen (15) days of mediation, either party or the mediator may initiate the public posting process. Initiation of the public posting process must be filed with the IELRB and copies must be submitted to the parties the same day. Within seven (7) days after the initiation of the public posting process, each party shall submit to the mediator, the IELRB and the other party in writing, the most recent offer of the party, including a cost summary. Seven (7) days after receipt of the parties' offers, the IELRB will make the offers public.
  - 5. The costs of any third party mutually agreed upon shall be shared equally by the parties.

**ARTICLE XXV – TERM OF AGREEMENT**

This official Agreement shall become effective July 1, 2015 and remain in effect until June 30, 2019.

The parties agree that they will negotiate the following compensation components of this Agreement for the 2018-19 work year:

- 1. Salary
- 2. Insurance and other benefits
- 3. Retirement

The Board and GESSA agree to begin negotiations for the above items no later than November 1, 2017.

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed the day and year first above written.

President, Glenbrook Board of Education District 225

By: Skij Skus

President, Glenbrook Educational Support Staff Association

By: [Signature]

# EXHIBIT A.1

## GLENBROOK HIGH SCHOOL DISTRICT 225 GESSA SALARY SCHEDULES 2015-2016

2015-16 Info/Data Salary Schedule								
		260	239	209	203	197	187	<i>Days per Year</i>
		8:00	8:00	8:00	8:00	7:30	8:00	<i>Hours per Day</i>
		2080	1912	1672	1624	1478	1496	<i>Hours per Year</i>
Step	Hourly	1.00000	0.91923	0.80384	0.78076	0.71033	0.71923	<i>FTE Equivalent</i>
1	16.31	33,929	31,189	27,273	26,490	24,101	24,403	
2	16.64	34,608	31,813	27,819	27,021	24,583	24,891	
3	16.97	35,300	32,449	28,376	27,561	25,075	25,389	
4	17.29	35,971	33,066	28,915	28,085	25,551	25,871	
5	17.62	36,654	33,693	29,464	28,618	26,036	26,363	
6	17.87	37,167	34,165	29,876	29,019	26,401	26,732	
7	18.12	37,688	34,644	30,295	29,425	26,771	27,106	
8	18.37	38,215	35,128	30,719	29,837	27,145	27,485	
9	18.63	38,750	35,620	31,149	30,254	27,525	27,870	
10	18.89	39,293	36,119	31,585	30,678	27,911	28,261	
11	19.16	39,843	36,625	32,027	31,108	28,302	28,656	
12	19.42	40,401	37,138	32,476	31,543	28,698	29,058	
13	19.70	40,966	37,657	32,930	31,985	29,099	29,464	
14	19.97	41,540	38,185	33,392	32,433	29,507	29,877	
15	20.25	42,122	38,720	33,859	32,887	29,921	30,295	
16	20.53	42,711	39,261	34,333	33,347	30,339	30,719	
17	20.82	43,309	39,811	34,814	33,814	30,764	31,149	
18	21.11	43,916	40,369	35,301	34,288	31,195	31,586	
19	21.43	44,574	40,974	35,830	34,802	31,662	32,059	
20	21.75	45,243	41,589	36,368	35,324	32,137	32,540	
21	22.16	46,103	42,379	37,059	35,995	32,748	33,159	
22	22.59	46,978	43,184	37,763	36,679	33,370	33,788	
23	23.01	47,871	44,004	38,481	37,376	34,004	34,430	
24	23.45	48,781	44,841	39,212	38,086	34,651	35,085	
25	23.90	49,707	45,692	39,956	38,809	35,308	35,751	
26	24.35	50,652	46,561	40,716	39,547	35,980	36,430	
27	24.81	51,614	47,445	41,489	40,298	36,663	37,122	
28	25.29	52,595	48,347	42,278	41,064	37,360	37,828	
29	25.77	53,594	49,265	43,081	41,844	38,069	38,546	
30	26.26	54,613	50,202	43,900	42,640	38,793	39,279	

Info/Data 1-2 (Steps 1 - 20)

Receptionist; Attendance; Library Assistant

Info/Data 2-3 (Steps 11 - 30)

Department Assistant; Testing Coordinator

## EXHIBIT A.2

### GLENBROOK HIGH SCHOOL DISTRICT 225 GESSA SALARY SCHEDULES 2015-2016

#### 2015-16 Executive Assistant Salary Schedule

		260	239	209	203	<i>Days per Year</i>
		8:00	8:00	8:00	8:00	<i>Hours per Day</i>
		2080	1912	1672	1624	<i>Hours per Year</i>
<b>Step</b>	<b>Hourly</b>	<b>1.00000</b>	<b>0.91923</b>	<b>0.80384</b>	<b>0.78076</b>	<i>FTE Equivalent</i>
1	19.50	40,557	37,281	32,601	31,665	Executive Assistant 1-2 (Steps 1-20) Executive Asst; Asst Scheduler
2	19.88	41,360	38,019	33,247	32,292	
3	20.28	42,186	38,779	33,911	32,937	
4	20.69	43,030	39,554	34,589	33,596	
5	21.10	43,892	40,347	35,282	34,269	
6	21.52	44,769	41,153	35,987	34,954	
7	21.92	45,597	41,914	36,653	35,600	
8	22.33	46,441	42,690	37,331	36,259	
9	22.74	47,300	43,480	38,022	36,930	
10	23.16	48,174	44,283	38,724	37,612	
11	23.59	49,067	45,104	39,442	38,310	Executive Assistant 2-3 (Steps 11 - 30) Executive Assistant; Registrar
12	23.99	49,900	45,870	40,112	38,960	
13	24.40	50,748	46,649	40,793	39,622	
14	24.81	51,611	47,442	41,487	40,296	
15	25.24	52,489	48,249	42,193	40,981	
16	25.66	53,380	49,068	42,909	41,677	
17	26.05	54,182	49,806	43,554	42,303	
18	26.44	54,994	50,552	44,206	42,937	
19	26.84	55,819	51,310	44,870	43,581	
20	27.24	56,656	52,080	45,542	44,235	
21	27.65	57,506	52,861	46,226	44,898	
22	28.02	58,283	53,575	46,850	45,505	
23	28.40	59,070	54,299	47,483	46,119	
24	28.78	59,868	55,032	48,124	46,743	
25	29.17	60,676	55,775	48,774	47,373	
26	29.56	61,494	56,527	49,431	48,012	
27	29.96	62,324	57,290	50,099	48,660	
28	30.37	63,166	58,064	50,775	49,317	
29	30.78	64,018	58,847	51,460	49,983	
30	31.19	64,881	59,641	52,154	50,656	

*Executive Asst 1-2: Student Activities, Dean's Office, Guidance, Athletics*  
*Executive Asst 2-3: Principal, Associate Principal, Special Ed, Technology*

## EXHIBIT A.3

GLENBROOK HIGH SCHOOL DISTRICT 225  
 GESSA SALARY SCHEDULES  
 2015-2016

**2015-16 Business/Human Resources Salary Schedule**

STEP	Hourly	2080		FTE Equivalent
		1.00000	0.91923	
		260	239	Days per Year
		8:00	8:00	Hours per Day
		2080	1912	Hours per Year
1	16.00	33,279	30,591	Business/Human Resources 1-2 (Steps 1-25) HR Dept Asst; Accounting Asst/AP Vendor; Accounting Asst/Cash Mgt
2	16.31	33,925	31,185	
3	16.64	34,604	31,809	
4	16.97	35,298	32,447	
5	17.31	36,002	33,094	
6	17.65	36,722	33,756	
7	18.01	37,457	34,432	
8	18.37	38,207	35,121	
9	18.74	38,971	35,823	
10	19.11	39,749	36,538	
11	19.49	40,544	37,269	
12	19.88	41,355	38,015	
13	20.28	42,183	38,776	
14	20.69	43,026	39,551	
15	21.10	43,888	40,343	
16	21.52	44,765	41,149	Business/Human Resources 2-3 (Steps 16-40) Accounting Asst/Imprest & Activities; Accountant/office Mgr
17	21.92	45,593	41,910	
18	22.33	46,436	42,685	
19	22.74	47,296	43,476	
20	23.16	48,170	44,279	
21	23.59	49,060	45,097	
22	23.99	49,895	45,865	
23	24.40	50,744	46,645	
24	24.81	51,607	47,439	
25	25.23	52,484	48,245	
26	25.66	53,375	49,064	
27	26.05	54,178	49,802	
28	26.44	54,989	50,548	
29	26.83	55,814	51,306	
30	27.24	56,651	52,075	
31	27.64	57,501	52,857	
32	28.02	58,278	53,571	
33	28.40	59,063	54,292	
34	28.78	59,863	55,028	
35	29.17	60,670	55,770	
36	29.56	61,488	56,522	
37	29.96	62,319	57,285	
38	30.36	63,158	58,057	
39	30.78	64,013	58,843	
40	31.19	64,876	59,636	

**EXHIBIT A.4**

GLENBROOK HIGH SCHOOL DISTRICT 225  
 GESSA SALARY SCHEDULES  
 2015-2016

**2015-16 Clerical/Tech Salary Schedule**

		260	239			260	239	<i>Days per Year</i>
		8:00	8:00			8:00	8:00	<i>Hours per Day</i>
		2080	1912			2080	1912	<i>Hours per Year</i>
<b>Step</b>	<b>Hourly</b>	<b>1.00000</b>	<b>0.91923</b>		<b>Hourly</b>	<b>1.00000</b>	<b>0.91923</b>	<i>FTE Equivalent</i>
1	21.81	45,373	41,708	Clerical/Tech 1-2	26.87	55,883	51,369	Clerical/Tech 2-3 Payroll; Scheduler; Technology Trainer
2	22.25	46,280	42,542		27.40	56,999	52,395	
3	22.70	47,206	43,393		27.95	58,140	53,444	
4	23.15	48,150	44,261		28.51	59,303	54,513	
5	23.61	49,113	45,146		29.08	60,490	55,604	
6	24.08	50,095	46,049		29.66	61,698	56,715	
7	24.82	51,627	47,457		30.26	62,931	57,848	
8	25.32	52,658	48,405		30.86	64,192	59,007	
9	25.82	53,713	49,375		31.48	65,476	60,188	
10	26.34	54,788	50,363		32.11	66,785	61,391	
11	26.87	55,883	51,369		32.75	68,120	62,618	
12	27.40	56,999	52,395		33.40	69,482	63,870	
13	27.95	58,140	53,444		34.07	70,871	65,147	
14	28.51	59,303	54,513		34.75	72,290	66,451	
15	29.08	60,490	55,604		35.45	73,735	67,779	
16	29.66	61,698	56,715		36.16	75,210	69,135	
17	30.26	62,931	57,848		36.88	76,713	70,517	
18	30.86	64,192	59,007		37.62	78,248	71,928	
19	31.48	65,476	60,188		38.37	79,814	73,367	
20	32.11	66,785	61,391		39.14	81,410	74,835	



# EXHIBIT A.5

## GLENBROOK HIGH SCHOOL DISTRICT 225 GESSA SALARY SCHEDULES 2015-2016

2015-16 Technology Support Salary Schedule					
STEP	Hourly	260	239	207	<i>Days per Year</i>
		8:00	8:00	8:00	<i>Hours per Day</i>
		2080	1912	1656	<i>Hours per Year</i>
		1.00000	0.91923	0.79615	<i>FTE Equivalent</i>
1	19.76	41,101	37,781	32,723	Level 1 Technician Tech Support
2	20.15	41,916	38,530	33,371	
3	20.56	42,755	39,302	34,039	
4	20.97	43,610	40,088	34,720	
5	21.39	44,483	40,890	35,415	
6	21.81	45,373	41,708	36,124	
7	22.25	46,280	42,542	36,846	
8	22.70	47,206	43,393	37,583	
9	23.15	48,150	44,261	38,335	
10	23.61	49,113	45,146	39,101	
11	24.33	50,616	46,528	40,298	Level 2 Technician Tech Support
12	24.82	51,627	47,457	41,103	
13	25.32	52,658	48,405	41,924	
14	25.82	53,714	49,376	42,764	
15	26.34	54,788	50,363	43,619	
16	26.87	55,883	51,369	44,491	
17	27.40	57,000	52,396	45,381	
18	27.95	58,140	53,444	46,288	
19	28.51	59,303	54,513	47,214	
20	29.08	60,489	55,603	48,158	
21	29.66	61,698	56,715	49,121	
22	30.26	62,931	57,848	50,103	
23	30.86	64,192	59,007	51,106	
24	31.48	65,476	60,188	52,129	
25	32.11	66,785	61,391	53,171	
26	32.75	68,120	62,618	54,234	Level 3 Technician Service Desk; Imaging/Software Deployment; Sr. Info Tech; Network/Server support
27	33.40	69,482	63,870	55,318	
28	34.07	70,871	65,147	56,424	
29	34.75	72,290	66,451	57,554	
30	35.45	73,735	67,779	58,704	
31	36.16	75,209	69,134	59,878	
32	36.88	76,714	70,518	61,076	
33	37.62	78,248	71,928	62,297	
34	38.37	79,814	73,367	63,544	
35	39.14	81,410	74,835	64,815	
36	39.92	83,038	76,331	66,111	Level 4 Technician Sr. Info Systems; Sr. Network/Server; Web Applications; Sr. Apple Desktops; Window's
37	40.52	84,284	77,476	67,103	
38	41.13	85,548	78,638	68,109	
39	41.75	86,831	79,818	69,131	
40	42.37	88,133	81,014	70,167	
41	43.01	89,457	82,232	71,221	
42	43.65	90,797	83,463	72,288	
43	44.31	92,160	84,716	73,373	
44	44.97	93,541	85,986	74,473	
45	45.65	94,945	87,276	75,590	

**Technology Staff Career Paths**

**Clarifications:**

1. Individuals in Level 1 may progress to Level II provided they meet the qualifications for that level
2. Level III & IV positions will be allocated by the district and filled based on qualifications
3. Employees are responsible for submitting proof of qualifications to HR for advancement
4. Advancement to Level II will take place, on the first day of the employee's work year, provided that qualifications are met and documentation is submitted to HR, by that date
5. Unless required and approved by the supervisor and Asst. Supt. For HR, classes needed for advancement must be taken outside of the workday at the expense of the employee and reimbursed through tuition reimbursement
6. Academic Attainment or movement to a higher salary band, will occur with the accumulation of skills and knowledge, as well as technical certification. Each certification takes different amounts of time and study. Accomplishing additional coursework equivalent to 15 semester credit hours would qualify for a higher salary band. Employees need approval from the Asst. Supt. For HR before beginning a certification path in order to qualify for movement to a higher salary band.

## **EXHIBIT B**

### VOLUNTARY TERMINATION BENEFITS FOR EDUCATIONAL GESSA EMPLOYEES RETIRING UNDER IMRF

#### Section A

It is the desire of the Board of Education of District 225 to recognize services of its full time GESSA employees who have provided long and effective service to the youth of our community through a program of voluntary termination benefits.

#### Section B – Eligibility for Retirement

GESSA employees, who satisfy the following requirement, may apply for voluntary termination benefits as “Retirees”:

1. Have been full time employees of District 225 for a minimum of ten (10) years immediately preceding their voluntary termination or for an aggregate minimum of fifteen (15) years, of which a minimum of five (5) years are immediately preceding their voluntary termination. A “year” is considered to be the employee’s regularly scheduled work year. A newly hired employee must have worked no less than 50% of the scheduled work days from July 1 to the following June 30 in their first year of employment in order for that work year to count toward the requirement in this Section 1.
2. Will be at least 60 years of age by the effective date of their voluntary termination and eligible to retire under IMRF, or will be at least 55 years of age by the effective date of the voluntary termination and have completed 35 years of creditable service with IMRF.
3. Has not retired, nor is receiving retirement benefits, under any other District 225 retirement plan.
4. Have requested to retire on either June 30 or December 31 of any given year.

#### Section C – Benefits Available to Retirees who Satisfy the Eligibility Requirement of Section B

1. The Board of Education shall provide the Retiree with individual medical insurance coverage under the District’s High Deductible Health Care Plan or the District’s Blue Advantage HMO, at the Retiree’s election, for up to five years after retirement or age 65, whichever occurs first. The Board shall pay an amount equal to 95% of the premium; the Retiree shall be responsible for the remaining premium.
2. Retirees, who elect those insurance allowance benefits contained in Paragraph 1 of this Section C, shall be allowed to maintain family medical insurance coverage under the District’s High Deductible Health Care Plan or the District’s Blue Advantage HMO, (Provided they had family coverage on the effective date of their retirement). Retirees shall be responsible for the full premium, therefor, less the Board’s contribution referred to in Paragraph 1 of this Section C.

### VOLUNTARY TERMINATION BENEFITS FOR EDUCATIONAL GESSA EMPLOYEES RETIRING UNDER IMRF

#### Section D – Other Benefits Available to Retirees who Satisfy the Eligibility requirements of Section B

1. The Board of Education shall contribute \$2,500, annually, in the Glenbrook VEBA Health Savings

Plan, (a health reimbursement account), on behalf of the Retiree for each of five years after retirement.

2. Retirees who elect to continue coverage, past Medicare eligibility must enroll in a health insurance policy coordinated with Medicare, if one exists. Such policy may also provide for a reduction in benefits and premiums. Retirees shall be responsible for the full premium of these plans.
3. The Board of Education shall allow Retirees to maintain the dental coverage they had in effect at the time of retirement, or as such plan may be amended from time to time for current district employees, until age 65 or until the Retiree is eligible for Medicare, whichever occurs first. Retirees shall be responsible for the full premium of these plans.
4. The Board of Education shall provide Retirees with \$10,000 of term life insurance until the Retiree reaches age 65 or the age of Medicare eligibility, which ever shall occur first. The term life insurance shall be provided by the Board at no cost to the Retiree.
5. Retirees shall be allowed to convert any term life insurance, bought or provided for by the Board of Education and in effect on their last date of employment, to any alternative policy approved by the insurance carrier. After such conversion, Retirees shall be responsible for full payment of any premium.
6. Retirees shall be allowed to continue to participate in the Employee Assistance Program provided by the Board for regularly employed GESSA employees.
7. Participants eligible for benefits under this Section D shall have each of their last two year's annual salary increased by an amount equal to 6% of their previous year's annual base salary. The 6% increase shall be in lieu of any salary increase, which the Retiree would otherwise receive. Salary shall be defined as base salary, paid for the performance of regular duties as a GESSA employee. The salary shall not include any stipends or compensation for any extracurricular activities. Salary payments shall be paid as follows: For the first year, payment will be made over the GESSA employee's remaining paychecks. For the second year, payments will be added to the GESSA employee's base salary and paid equally throughout the year.

#### Section E – Required Procedures for Participation and Receipt of Benefits

1. All requests for participation in this plan must be submitted in writing to the Assistant Superintendent for Human Resources prior to April 1 of the GESSA employee's next-to-last year of employment. The request shall include a copy of the GESSA employee's latest statement from the IMRF system indicating the GESSA employee's service credit information, if that information is necessary to qualify the GESSA employee for this plan.
2. Participation in the benefits of this plan are dependent upon unconditional and irrevocable resignation from employment by the Board of Education, effective at the end of the school year identified in the GESSA employee's notice. Any Retiree who does not fulfill his/her contract, for whatever reason, shall be ineligible for any benefits contained in this Policy, and then notice under this Policy will be deemed void.

#### Section F – Special Incentive Programs

Retirees, who participate in any special incentive program such as IMRF's Early Retirement Incentive

program or any other retirement enhancement or incentive program not contained in this plan, shall be ineligible for the benefits contained in Section D of this plan.

#### Section G – Vacation

In addition to those benefits contained in Section D, Retirees who were employed by the district on a full-time, twelve-month basis, may choose to have the Board of Education directly contribute to the Glenbrook VEBA Health Savings Plan, the value of up to ten (10) days of unused vacation days, at their then current annual base salary per diem rate for the first year of retirement. Any other vacation days accrued and earned, must be used or they will convert to sick leave on the Retiree's last day of work.

#### Section H – Miscellaneous Provisions

1. For purposes of this plan, the school year shall begin on July 1 and end on June 30.
2. If IMRF regulatory changes occur, which result in an increase in the cost of this plan, the Board and the Associations representing GESSA employees shall negotiate a revision to this plan, pursuant to Article XXIV of the Agreement.
3. These benefits shall be effective July 1, 2015.

**GLENBROOK HIGH SCHOOLS  
ADMINISTRATOR CONTRACT**

THIS AGREEMENT, made and entered into by and between the Board of Education of the Glenbrook High Schools, District #225, 3801 West Lake Avenue, Suite 200, Glenview, Illinois, hereinafter called the "Board" and Scott Williams a legally qualified administrator hereinafter called the "Administrator." The definition of a legally qualified administrator includes, but is not limited to, the Administrator's eligibility for a standard Type 75 Illinois Administrative Certificate. Failure of the Administrator, at the time of employment, to obtain said certificate will render this contract null and void.

The administrator shall conform to and comply with all lawful rules, regulations and orders heretofore or hereafter adopted or amended by the Board relating to professional growth, physical fitness, temporary illness and temporary incapacity, and to all other lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board. The Board agrees to furnish the Administrator copies of all rules, regulations, and orders, and amendments thereto, relating to Administrators, hereafter adopted by the Board promptly upon the adoption thereof.

This contract may be terminated by either party at the time and in the manner provided by law, for any reason. During this contractual continued service of the Administrator, this contract may be terminated by either party at the time and in the manner provided by law, for any lawful reason or cause, the Board also reserves the right to make all lawful salary adjustments. In exercising its rights under this contract, the Board may base its action upon, but is not restricted to, the failure of the Administrator to comply with any lawful requirements of this contract, including failure to comply or conform to any lawful rules, regulations or orders of the Board in effect at the time, the failure of the Administrator to hold a regular certificate of qualification to perform the services designated in Paragraph 1 of this contract, in the public schools of the State of Illinois, or in the opinion of the Board either that the Administrator is not qualified to be employed or that the interests of the school district require such action. In the absence of controlling provisions of Illinois law, termination may be affected at any time by written notice to the other party.

**Position:** Instructional Supervisor; <sup>Social Studies</sup> ~~Mathematics~~  
MA+30 Step 21 plus 2% administrative increment


Base salary (203 days commencing on Aug 6, 2015)	\$130,991.00
TRS	<u>\$ 11,391.00</u>
Total TRS creditable earnings	\$142,381.00
Monthly base salary	\$ 11,865.08

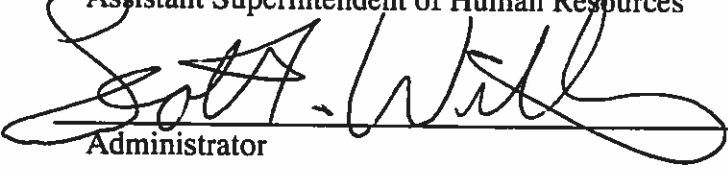
(11 monthly payments commencing on (08/15/15)  
Standard administrator fringe benefit package as listed in Board Policy 3020

This contract is subject to and governed by all applicable laws of the State of Illinois now or hereafter in force.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its behalf by its duly authorized Assistant Superintendent of Human Resources, and the Administrator has executed this contract, all as of this 26 day of January, 2015.

BOARD OF EDUCATION TOWNSHIP HIGH SCHOOL DISTRICT NO. 225 / Cook County, Illinois

By   
Assistant Superintendent of Human Resources

  
Administrator



## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and ROSANNE WILLIAMSON ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Assistant Superintendent, Educational Services from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Assistant Superintendent, Educational Services and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$155,346 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$157,520 for the period July 1, 2014 - June 30, 2015; and,

\$159,883 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Assistant Superintendent, Educational Services. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Assistant Superintendent, Educational Services, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a



physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

  
\_\_\_\_\_  
Rosanne Williamson

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR ROSANNE WILLIAMSON

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the schools by directing appropriate staff and executing activities that support the implementation of school and district goals to improve instruction and student engagement.

Indicator:

Documentation of efforts to support the implementation of school and district goals to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

3. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and STACEY WOLFE ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Special Education from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Special Education and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$109,216 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$113,732 for the period July 1, 2014 – June 30, 2015; and,

\$118,558 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Special Education. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Special Education, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

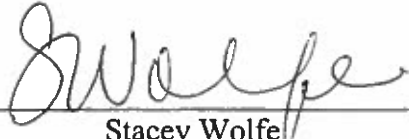
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Stacey Wolfe

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR STACEY WOLFE

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Special Education Department staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of special education.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.



**AMENDMENT TO  
SUPERINTENDENT'S CONTRACT**

**THIS AMENDMENT** is made and entered into this 19th day of May, 2014, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, COOK COUNTY, ILLINOIS (the "BOARD") and DR. MICHAEL D. RIGGLE, (the "SUPERINTENDENT"):

**R E C I T A L S:**

**WHEREAS**, Dr. Michael D. Riggle is currently employed by the BOARD as the SUPERINTENDENT of Northfield Township High School District No. 225, Cook County, Illinois, pursuant to a Superintendent's Contract dated June 10, 2013, covering the time period of July 1, 2013, through and including June 30, 2018 (the "Contract"); and

**WHEREAS**, the BOARD and SUPERINTENDENT desire to amend their Contract; and

**NOW, THEREFORE**, in consideration of the promises hereinafter set forth and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, it is agreed between the parties as follows:

1. **Recitals.** The foregoing recitals are incorporated into, and made a part of, this Amendment.
2. **Amendment of Contract.** The Contract between the BOARD and the SUPERINTENDENT is hereby amended as follows:

A. Section 4 of the Contract is deleted and replaced with the following:

"4. **SALARY** - In consideration of the annual base salary of Two Hundred Thirty-Six Thousand Six Hundred Twenty-Seven Dollars (\$236,627) effective July 1, 2013, through June 30, 2014; Two Hundred Forty-Five Thousand Forty-Four Dollars (\$245,044) effective July 1, 2014 through June 30, 2015; Two Hundred Fifty-One Thousand Four Hundred Twenty-Two Dollars (\$251,422) effective July 1, 2015 through June 30, 2016; Two Hundred Fifty-Seven Thousand Nine Hundred Fifty-One Dollars (\$257,951) effective July 1, 2016 through June 30, 2017; and Two Hundred Sixty-Four Thousand Six Hundred Thirty-Three Dollars (\$264,633) effective July 1, 2017 through June 30, 2018, the SUPERINTENDENT hereby agrees

to devote his entire time, skill, labor and attention to his employment, during the term of this Contract, in order to faithfully perform the duties of Superintendent of Schools, subject to the provisions of Section 9 and 13 of this Contract. Salary will be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional administrative staff, less such amounts as provided for in this Contract, and other amounts required by law. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the SUPERINTENDENT during the life of this Contract, provided that any such salary and/or fringe benefits adjustments shall not be lower than the annual salary and fringe benefits paid by the BOARD as stated in this Contract. Any adjustment in salary and/or fringe benefits made during the life of this Contract shall be or presently is in the form of an amendment and shall become a part of this Contract; provided, however, that it shall not be considered that the BOARD has entered into a new contract with the SUPERINTENDENT nor that the termination date of this Contract has been in any way extended. The BOARD and the SUPERINTENDENT, however, may enter into subsequent agreements or extensions of this Contract for additional periods of time if the performance goals have been met, both parties agree, and the agreement is reduced to writing.”

3. **Miscellaneous.** The parties, by execution of this Amendment, do hereby expressly agree that this Amendment shall become part of the Contract and is hereby incorporated into and made a part of the Contract by reference.

IN WITNESS WHEREOF, the parties have hereunto set their signatures the date first above written.

DR. MICHAEL D. RIGGLE

BOARD OF EDUCATION, NORTHFIELD  
TOWNSHIP HIGH SCHOOL DISTRICT NO. 225,  
COOK COUNTY, ILLINOIS

Michael D. Riggle

By: Steve Skert  
President, Board of Education

Attest: Annmarie Wille  
Secretary, Board of Education

**SUPERINTENDENT'S EMPLOYMENT CONTRACT (2013-2018)**

**THIS EMPLOYMENT AGREEMENT** is made and entered into on the date hereinafter set forth by and between the BOARD OF EDUCATION, NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, COOK COUNTY, ILLINOIS (the "BOARD"), and MICHAEL D. RIGGLE (the "SUPERINTENDENT").

**IT IS AGREED:**

1. **EMPLOYMENT** - The SUPERINTENDENT is hereby hired and retained from July 1, 2013 through and including June 30, 2018, as Superintendent of Schools and Chief Executive Officer of the School District.

2. **DUTIES** - The duties and responsibilities of the SUPERINTENDENT shall be those incidental to the office of the Superintendent of Schools, those set forth in the job description (contained in Board Policy, as adopted, and which may be amended from time to time), those obligations imposed by the laws of the State of Illinois upon the SUPERINTENDENT, and to perform other professional duties customarily performed by a Superintendent of Schools as from time to time may be assigned to the SUPERINTENDENT by the BOARD. The SUPERINTENDENT shall have charge of the administration of the School District under the policies of the BOARD. He shall direct and assign, place and transfer all employees, and shall organize and administer the affairs of the School District as best serves the School District consistent with Board Policy and BOARD directives. He shall from time to time

suggest regulations, rules and procedures deemed necessary for the well-ordering of the School District. The BOARD reserves the right to reassign the SUPERINTENDENT to different duties customarily performed by other executive officers of high school district from time to time, during the life of this Agreement, without a loss of pay.

**3. STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS**

- In accordance with the requirements of the *Illinois School Code*, the parties have jointly developed performance goals for the SUPERINTENDENT with respect to student performance and academic improvement, and have appended the goals to become a part of this Agreement as Exhibit A.

The BOARD shall determine whether the SUPERINTENDENT has met the performance goals after an evaluation of the SUPERINTENDENT. The BOARD shall issue its determination in writing and present it to the SUPERINTENDENT during the annual evaluation required under this Agreement.

The BOARD and the SUPERINTENDENT were parties to a certain Employment Agreement for the 2008-2013 school years, which contained certain performance goals and objectives for the SUPERINTENDENT to attain. By execution of this new Agreement, the BOARD and the SUPERINTENDENT acknowledge and agree his goals have been met, which allow this BOARD to extend or renew the SUPERINTENDENT's Agreement.

**4. COMPENSATION** - For the term of this Contract, the Superintendent's annual compensation will be increased in each year by the GREATER of the following;

- a. The prior 10-year rolling average of the Consumer Price Index (CPI) for All Urban Consumers-Chicago used for purposes of computing new revenue under the Illinois Property Tax Extension Limitation Law:

Or

- b. The same percentage as the average, aggregate percentage salary increase negotiated and approved by the BOARD with employee union groups for each of the years of this contract. That is to say that the BOARD will use the average, aggregate salary increase negotiated for all three bargaining units (GEA, GESSA, AND GESPA) for each of the years in question.

In consideration of such compensation for each school year of this Agreement, the SUPERINTENDENT hereby agrees to devote his entire time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of Superintendent of Schools, subject to the provisions of Sections 9 and 13 of this contract. Compensation shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional administrative staff, less such amounts as provided for in this Agreement, and other amounts required by law. The BOARD retains the right to adjust the annual compensation, salary, and/or fringe benefits of the SUPERINTENDENT during the life of this Agreement, provided that any such compensation, salary, and/or fringe benefits adjustment(s) shall not be lower than the annual compensation, salary, and fringe benefits paid by the BOARD as stated in this Agreement. Any adjustment in compensation, salary and/or fringe benefits made during the life of this Agreement

shall be or presently is in the form of an amendment and shall become a part of this Agreement; provided, however, that it shall not be considered that the BOARD has entered into a new agreement with the SUPERINTENDENT nor that the termination date of this Agreement has been in any way extended. The BOARD and the SUPERINTENDENT, however, may enter into subsequent agreements or extensions of this Agreement for additional periods of time, if both parties should agree, and said agreement is reduced to writing.

5. **DEFERRED COMPENSATION** - The SUPERINTENDENT may elect that a portion of his annual compensation be used to purchase a tax-sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Section 457. The SUPERINTENDENT may also, at his option, elect to forego a portion of any increase to the annual compensation paid to him under this Agreement and have that amount contributed to such a tax-sheltered annuity and/or deferred compensation plan. It is understood and agreed that the cost of the purchase of said annuity, and contributions to said annuity and/or deferred compensation plan, shall be deducted from the SUPERINTENDENT'S annual compensation and shall not require an expenditure of funds by the BOARD above the amount paid to the SUPERINTENDENT in the form of annual compensation. The amounts so contributed shall not exceed an amount equal to the maximum allowable contributions under the *Internal Revenue Code*. This provision is intended to be a salary reduction agreement.

6. **EXCLUSIVE BENEFIT GOVERNMENTAL SECTION 401(a) NONTRUSTEED RETIREMENT PLAN** - In addition to the annual compensation set forth in Section 4 of this Agreement, or any deferred compensation provided to the SUPERINTENDENT under Section 5 of this Agreement, the BOARD shall establish an Exclusive Benefit Governmental Section 401(A) Non-trusted Retirement Plan (hereinafter "Plan") for the position of Superintendent of Schools. During the term of this Agreement, the BOARD shall make contributions to said Plan for each school year of this Agreement in the amount of Eleven Thousand Two Hundred Fifty Dollars (\$11,250.00 for purpose of allowing the SUPERINTENDENT to purchase the SUPERINTENDENT'S prior employment credit from the State of Indiana for transfer thereof to the Illinois Downstate Teacher Retirement Fund. In the event said purchase of the State of Indiana employment credit is completed, prior to the end of this Agreement, the BOARD will then continue to make the annual payments of Eleven Thousand Two Hundred Fifty Dollars (\$11,250.00) to the SUPERINTENDENT as part of his total annual compensation.

7. **EVALUATION** - The BOARD and SUPERINTENDENT agree that during the life of this Agreement there shall be an evaluation of the SUPERINTENDENT'S job performance. The BOARD shall endeavor to complete an evaluation of the SUPERINTENDENT'S performance by July 1, of each year of this Agreement. The evaluation shall consider, but not be limited to, an examination of the establishment and maintenance of educational goals, administration of personnel, rapport with the BOARD and such other factors of appraisal that may be established by the parties. The BOARD will consult and collaborate

with Dr. Ron Barnes, or another mutually-agreeable education consultant, in completing the annual evaluation. A written summary of the performance evaluation shall be prepared by the BOARD, or its designee, and given to the SUPERINTENDENT. The parties may elect to meet and confer on the evaluation prior to the preparation of the written summary. Failure by the BOARD to complete an evaluation does not preclude the SUPERINTENDENT'S dismissal or the nonrenewal of this Agreement.

8. **CERTIFICATE** - The SUPERINTENDENT shall furnish to the BOARD, a valid, appropriate and properly registered certificate to act as Superintendent of Schools, in accordance with the laws of the State of Illinois and as directed by the BOARD. At all times during the term of this Agreement, the SUPERINTENDENT shall maintain and register his certificate to act as Superintendent of Schools in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **OTHER WORK** - With the prior agreement of the BOARD, the SUPERINTENDENT may undertake speaking engagements, writing, or other professional duties and obligations. Such other work shall not interfere with the SUPERINTENDENT'S obligations set forth in this Agreement.

10. **TERMINATION OF AGREEMENT** - This Employment Agreement may be terminated by:

A. Mutual agreement of the parties.



B. Retirement.

C. Resignation, provided, however, the SUPERINTENDENT gives the BOARD at least one hundred eighty (180) days written notice of the proposed resignation.

D. Discharge for cause. "For cause" shall mean any conduct, act, or failure to act by the SUPERINTENDENT, which is detrimental to the best interests of the School District, as determined by the BOARD. Reasons for discharge for cause shall be given in writing to the SUPERINTENDENT, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the SUPERINTENDENT chooses to be accompanied by legal counsel, the SUPERINTENDENT shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the SUPERINTENDENT.

E. Failure to comply with the terms and conditions of this Agreement. Nothing shall prohibit the BOARD from suspending the SUPERINTENDENT without pay pending final adjudication by the BOARD. After the effective date of termination of this Agreement, including dismissal, the SUPERINTENDENT shall not be entitled to any further payments of compensation of any kind under this Agreement, except that the SUPERINTENDENT shall be entitled to any vested benefits then due and payable under the terms and provisions of the Illinois Teachers' Retirement System. The SUPERINTENDENT's dismissal pursuant to this Agreement shall render all other agreements between the BOARD and the SUPERINTENDENT which would otherwise accrue after the date of termination (including, but not limited to, all other SUPERINTENDENT's Agreements occurring from and after the date of termination) null and void.

11. **PROFESSIONAL ACTIVITIES** - The SUPERINTENDENT shall be allowed to attend appropriate professional meetings, community service organizations, and continuing education at the local, state and national levels, as determined by the BOARD. Within budget constraints, and with the prior approval of the BOARD, the BOARD shall pay the costs of attendance.

12. **CONSULTATION ACTIVITIES** - The SUPERINTENDENT shall receive five (5) work days annually to perform consultation services, exclusive of vacation days, legal holidays, and personal leave days.

13. **COMPENSATORY TIME** - The SUPERINTENDENT shall receive compensatory time for work performed on legal holidays and granted holidays. Compensatory time earned and used shall be scheduled in increments of no less than one-half (½) day. No accrual of compensatory time shall occur for work performed in less than one-half (½) day increments.

14. **VACATION** - The SUPERINTENDENT shall receive twenty-five (25) work days of vacation annually (which amount shall be earned monthly on a pro-rata basis at a rate of 2.08 days per month worked), exclusive of legal holidays, and two (2) work days of personal leave annually. The scheduling of more than ten (10) consecutive work days for vacation shall be with prior BOARD approval. Vacation days shall be cumulative to the extent that unused vacation days earned during a given year may be carried over for use during the next year to a

maximum of twenty-five (25) days. Any accumulated vacation days, up to twenty-five (25) days, remaining upon termination of the SUPERINTENDENT's employment shall be paid on a per diem basis, said per diem rate determined by the fraction 1/260 multiplied by the annual compensation then paid to the SUPERINTENDENT.

15. **SICK LEAVE AND DISABILITY** - The SUPERINTENDENT shall be entitled to fifteen (15) work days of sick leave annually. However, if the SUPERINTENDENT becomes disabled (as defined by the group disability insurance policy then maintained by the BOARD), he shall be allowed to use all of his then accumulated and unused sick and personal leave prior to receiving the benefits of said disability policy as amended from time to time. Unused sick leave shall accumulate in accordance with BOARD Policy 3020 for Administrative Personnel on the accumulation of sick leave. As of the date of execution of this Agreement, the SUPERINTENDENT had accumulated and may continue to accumulate a maximum of 360 days of sick leave.

The SUPERINTENDENT shall have the right, upon his resignation or retirement, to receive credit for accumulated sick leave with the Illinois Teachers' Retirement System as permitted by Illinois Teachers' Retirement System rules and regulations.

Should the SUPERINTENDENT be incapable of performing the duties and obligations covenanted herein by reason of illness, accident, or other disability, and such disability continues for more than four (4) consecutive months, next following the exhaustion of all paid benefits (sick and personal leave) due the SUPERINTENDENT, or if said disability is permanent, irreparable, or of such nature as to render the SUPERINTENDENT unable to perform the

essential functions of the positions of Superintendent of Schools, the BOARD may, at its option, terminate this Agreement, whereupon all respective duties, rights, and obligations as set forth herein or related hereto shall terminate, provided, however, the SUPERINTENDENT may, at such time, elect to retire and in such case shall be entitled to any retirement benefits afforded members of the administrative staff.

16. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** - The BOARD shall provide and pay the premiums for hospitalization, major medical and dental insurance for the SUPERINTENDENT, his spouse and the dependent members (as defined by the contract of insurance then in effect) of his immediate family during the life of this Agreement, in accordance with the basic insurance coverage provided to certificated members of the professional administrative staff. In this regard, the SUPERINTENDENT may elect, in his discretion, whichever plan is then being offered to all employees of the District, and shall not be required to make any contributory payment for premiums in excess of the least expensive plan then being offered to employees of the District.

17. **TERM LIFE INSURANCE** - The BOARD shall provide and pay the premiums for a term life insurance policy for the SUPERINTENDENT during the life of this Agreement in the amount of two times (2x) the SUPERINTENDENT's annual salary as defined in Section 4 of this contract, but excluding deferred compensation, and other fringe benefits being paid under this contract, which is in accordance with BOARD policy for Administrative personnel on the provision of such insurance. The BOARD shall assign the ownership of the term life insurance

to a person or trust designated by the SUPERINTENDENT, and upon termination of this Agreement shall allow that owner to continue that life insurance policy at its (or his) own expense.

**18. TRANSPORTATION ALLOWANCE** - As a condition of employment, the SUPERINTENDENT is required to have a personally owned automobile or other vehicle for use in his duties. The SUPERINTENDENT shall bear all costs associated with the upkeep and maintenance of said vehicle including, but not limited to, license, sticker fees, fuel, repairs and insurance. The BOARD shall provide the SUPERINTENDENT with a transportation allowance of Five Hundred and no/100 Dollars (\$500.00) per month, for necessary business use of said vehicle. The SUPERINTENDENT shall submit appropriate substantiation of all such expenses incurred. To the extent, if any, that this allowance is unsubstantiated, the unsubstantiated remainder shall be included in the SUPERINTENDENT's taxable income.

In addition, the BOARD shall reimburse the SUPERINTENDENT for necessary business use of such automobile to travel outside the six county Chicago Metropolitan area at the standard mileage rate established by BOARD policy.

**19. MEDICAL EXAMINATION** - At least-annually, the SUPERINTENDENT shall obtain a comprehensive medical examination, the actual cost of which shall be paid by the BOARD. A copy of the examination or certificate of the physician certifying the physical ability of the SUPERINTENDENT to perform the essential functions of the position of Superintendent of Schools shall be given to the President of the BOARD. The physician performing the medical

examination shall be one licensed to practice medicine in all of its branches and shall be chosen by the BOARD, or by mutual agreement of the BOARD and SUPERINTENDENT.

20. **MEMBERSHIP DUES** - The SUPERINTENDENT, upon proper substantiation, shall be reimbursed for all dues and membership fees for those professional and community organizations to which he belongs, within budget constraints and with prior BOARD approval.

21. **NOTICE** - Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of personal delivery, on the next business day after sending by commercial overnight courier, or on the second business day after the mailing thereof by first class mail, registered, or certified mail, postage prepaid, addressed:

If to the BOARD, to:

BOARD OF EDUCATION  
Northfield Township School  
District No. 225  
3801 W. Lake Avenue  
Glenview, Illinois 60025

If to the SUPERINTENDENT, to:

Dr. Michael D. Riggle  
1838 Kiest Avenue  
Northbrook, Illinois 60062

(or at the last address of the SUPERINTENDENT contained in official Business Office records of the BOARD).

22. **BUSINESS EXPENSES** - It is anticipated and agreed that the SUPERINTENDENT shall be required to incur certain expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the SUPERINTENDENT for such reasonable and necessary expenses incurred by him on behalf of the BOARD, subject, however, to substantiation, budget constraints and the BOARD'S approval of such expenses.

23. **OTHER BENEFITS AND LEAVE** - The SUPERINTENDENT shall be allowed such other privileges, leaves and/or fringe benefits, including tuition reimbursement, not specifically enumerated as were extended to all other certificated administrative personnel as contained in Board policy 3020 (Administrative Personnel) and adopted on April 27, 2009, as amended from time to time, except as set forth herein. The amounts or levels of such privileges, leaves and/or fringe benefits, including tuition reimbursement, shall not be reduced as to the SUPERINTENDENT for the duration of this Agreement. However, in consideration of the compensation and other benefits provided by the BOARD in this Agreement, the SUPERINTENDENT agrees to waive his rights under Board Policy: Voluntary Termination Benefits For Administrators and Supervisors (6100), revised August 31, 2009, and as amended from time to time.

24. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the compensation to be paid to the SUPERINTENDENT by the BOARD pursuant to this Agreement, the BOARD will pick-up and pay on the SUPERINTENDENT'S behalf, the entire required retirement contribution to TRS pursuant to the *Illinois Pension Code*. The

SUPERINTENDENT shall have no right or claim to the funds so remitted except as they may subsequently become available from the Illinois Teachers' Retirement System upon retirement or resignation.

25. **PROFESSIONAL LIABILITY** - The BOARD agrees that it shall defend, hold harmless, and indemnify the SUPERINTENDENT from any and all demands, claims, suits, actions and legal proceedings brought against the SUPERINTENDENT in his individual capacity, or in his official capacity as agent and employee of the BOARD or the School District, provided the incident arose while the SUPERINTENDENT was acting within the scope of his employment and excluding criminal litigation, and except to the extent such liability coverage as is beyond the authority of the BOARD to provide under state law. In no case will individual Board members be considered personally liable for indemnifying the SUPERINTENDENT against such demands, claims, suits, actions and legal proceedings.

26. **WAIVER OF TENURE** - By accepting the terms of this Agreement, the SUPERINTENDENT waives all rights of tenure granted under Section 24-11 through 24-16 of the *Illinois School Code* during the term of this Agreement.

27. **LIQUIDATED DAMAGES** - The SUPERINTENDENT in further consideration of the compensation, salary and fringe benefits paid by the BOARD as stated in this Agreement, agrees to devote his entire time, attention and energies to the performance of his duties under this Agreement; not to seek and/or obtain employment with any other person or entity for the entire



term of this Agreement without the prior written consent of the BOARD. The SUPERINTENDENT shall not resign or otherwise voluntarily terminate his employment with the BOARD prior to the expiration of this Agreement, except in accordance with the notice provisions set forth in Section 11.C and which notice shall be accompanied by a payment to the BOARD of the sum of Twenty-Five Thousand and no/100 Dollars (\$25,000.00), said sum not constituting a penalty, but solely paid as liquidated damages for the SUPERINTENDENT's breach of this Section in order to compensate the BOARD for the costs of seeking a replacement.

28. **PREVAILING PARTIES** – In the event of a dispute pertaining to this contract which results in litigation, the losing party to that litigation shall pay the costs, expenses and reasonable attorneys' fees incurred by the prevailing party in said litigation.

29. **MISCELLANEOUS** -

A. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect. Venue for any dispute pertaining to this Agreement shall be in Cook County, Illinois.

B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Agreement, the text shall control.

C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.

E. This Agreement shall be binding upon and inure to the benefit of the SUPERINTENDENT, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the BOARD, its successors and assigns.

F. Both parties have had the opportunity to seek the advice of counsel. The BOARD and the SUPERINTENDENT have each relied upon the advice and representation of their respective counsel respecting the legal liabilities of the parties, if any.

IN WITNESS WHEREOF, the parties have executed this Agreement on the \_\_\_\_ day of \_\_\_\_\_, 2013.

\_\_\_\_\_  
DR. MICHAEL D. RIGGLE

BOARD OF EDUCATION OF NORTHFIELD  
TOWNSHIP HIGH SCHOOL DISTRICT NO. 225,  
COOK COUNTY, ILLINOIS

By: \_\_\_\_\_  
President

ATTEST:

\_\_\_\_\_  
Secretary

## EXHIBIT A

### SUPERINTENDENT PERFORMANCE PLAN

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES<sup>23</sup>

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals for the Superintendent have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure the Superintendent's performance:

1. The Superintendent shall seek to promote academic improvement in the District by the following methods, but not limited to:
  - a. directing the Assistant Superintendents and Principals to involve the staff in developing district and school improvement plans;
  - b. implementing Board of Education goals;
  - c. implementing school goals;
  - d. directing the administrators and staff toward the improvement of instruction and student engagement in all academic areas.
  
2. The Superintendent shall seek to promote improvement in student performance in the District by the following methods, including but not limited to:
  - a. implementing improved methods to assess and evaluate student performance in accordance with district and school improvement plans;
  - b. directing the Assistant Superintendent and Principals to analyze student performance on standardized assessments; and
  - c. providing leadership to ensure that the schools have effective procedures regarding student conduct.

The Board and Superintendent will review and assess the Superintendent's overall performance based upon the above-listed student performance and academic improvement goals. The Board shall make a determination whether the Superintendent has met the above performance goals after an evaluation of the Superintendent and shall continue its determination in writing.

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<sup>23</sup> These objectives are to be applied to the Superintendent's performance since the commencement of the Agreement and through its conclusion. The results of the continuing evaluation of the Superintendent indicate that he has met (2012) these goals and activities, and more specifically will hone these goals and activities as set forth herein as follows.

## **GOALS**

### **1. Accomplish 2013-2014 Board of Education Goals.**

#### **Action Plan:**

- Assign administrators to specific goals to serve as facilitators
- Meet regularly to monitor status
- Meet formally quarterly with administrators to monitor progress
- Prepare three written reports on goals status for Board of Education
- Seek input from Board of Education

### **2. Assist administrators in accomplishing their individual 2013-2014 goals.**

#### **Action Plan:**

- Meet regularly to monitor status
- Meet formally quarterly to monitor progress
- Prepare three written reports on goals status for Board of Education

3. Attempt to increase the number of registrations in advance placement courses and honors courses offered by the Board of Education.
4. Investigate and provide reasons for the Board, with educational consequences for the same, to explain the phenomenon why students and parents seek a greater admission to advance placement courses but sometimes object to taking the test for the advance placement itself. What role will this play in District curricular development as well as the ranking of the School District?
5. Evaluate the equity of educational opportunities with grade distributions, participation and high status intellectual school curricular activities and the like with socio-economic status, including drop-out rates, suspension rates, expulsion rates, discipline rates and grade distributions.
6. Using a cohort analysis, compare the student's tests and ACT scores, student achievement tests and other tests of achievement bases, and the progress students at District 225 make on these tests, with established college entrance standards, including drop-out rates, suspension rates, expulsion rates, discipline rates and grade distributions.
7. Analyze the attendance and participation in high status cognitive ability extra-curricular activities of the School District with the achievement of the students so participating. Identify how participation can be increased in these activities that will eventually affect student's achievement.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and RONALD BEAN , ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Assistant Principal, Dean of Students from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Assistant Principal, Dean of Students and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$129,120 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$134,329 for the period July 1, 2014 – June 30, 2015; and,

\$136,344 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Assistant Principal, Dean of Students. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Assistant Principal, Dean of Students, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

Ronald E Bean  
Ronald Bean

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By: Skip Schatz  
President

Ann Williamson  
Secretary



## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR RONALD BEAN

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Dean's Office staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and JOHN CATALANO ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Athletic Director, Athletics, from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Athletic Director, Athletics, and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** – The ADMINISTRATOR will receive an annual base salary of  
\$132,475 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);  
\$134,329 for the period July 1, 2014 – June 30, 2015; and,  
\$136,344 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Athletic Director, Athletics. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois*

*Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Athletic Events: \$2,000 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$2,200 for the period July 1, 2014 – June 30, 2015; and \$2,500 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Athletic Director, Athletics. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Athletic Director, Athletics, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before

the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

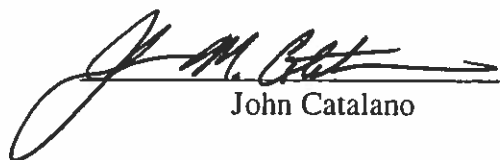
11. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
John Catalano

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR JOHN CATALANO

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the athletic staff in the implementation of school goals and efforts to improve instruction and student engagement in the athletic program.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the athletic program.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and LARA CUMMINGS ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Assistant Principal, Pupil Personnel Services from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Assistant Principal, Pupil Personnel Services and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$137,032 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$142,286 for the period July 1, 2014 – June 30, 2015; and,

\$148,040 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Assistant Principal, Pupil Personnel Services. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Assistant Principal, Pupil Personnel Services, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a



physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

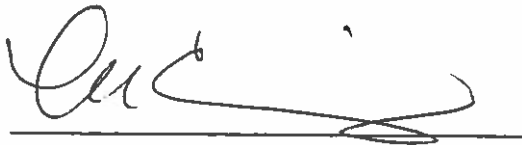
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the


remainder of this Contract shall continue to have its intended full force and effect.


**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Lara Cummings

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR LARA CUMMINGS

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Student Services staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and CHAD DAVIDSON ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Fine Arts from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Fine Arts and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** – The ADMINISTRATOR will receive an annual base salary of  
\$121,259 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);  
\$126,032 for the period July 1, 2014 – June 30, 2015; and,  
\$130,991 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Fine Arts. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S

entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Class/Club Sponsor: \$14,500 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$15,500 for the period July 1, 2014 – June 30, 2015; and \$16,500 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Instructional Supervisor, Fine Arts. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Fine Arts, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the

ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.


11. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Chad Davidson

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR CHAD DAVIDSON

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the Fine Arts Department by directing the Fine Arts staff in implementing school goals and efforts to improve instruction and student engagement in the area of fine arts.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of fine arts.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.





## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and WILLIAM EIKE ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Assistant Principal, Dean of Students from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Assistant Principal, Dean of Students and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$143,839 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$145,852 for the period July 1, 2014 - June 30, 2015; and,

\$148,040 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Assistant Principal, Dean of Students. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Assistant Principal, Dean of Students, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

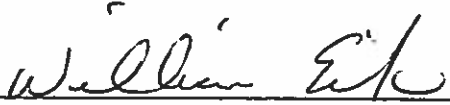
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
William Eike

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR BILL EIKE

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by the Dean's Office staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and ERIC ETHELTON ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Assistant Principal, Pupil Personnel Services from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Assistant Principal, Pupil Personnel Services and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$143,839 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$145,852 for the period July 1, 2014 – June 30, 2015; and,

\$148,040 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Assistant Principal, Pupil Personnel Services. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Assistant Principal, Pupil Personnel Services, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a



physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Eric Etherton

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR ERIC ETHERTON

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Student Services staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and LAUREN FAGEL ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on February 18, 2015.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Principal from July 1, 2015, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Principal and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **SALARY** – The ADMINISTRATOR will receive an annual base salary of \$171,726.00 for the period July 1, 2015 – June 30, 2016.

The ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Principal. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

4. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the base salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 3, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

5. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

6. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Principal, in accordance with the laws of the State of Illinois and as directed by the BOARD.

7. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- D. Discharge for just cause. “Just cause” shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- E. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- F. The ADMINISTRATOR’S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician’s statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

8. MISCELLANEOUS -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the test of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agree upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
LAUREN FAGEL

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary



## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and JOHN FINAN ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on February 18, 2015.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Principal from July 1, 2015, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Principal and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **SALARY** - The ADMINISTRATOR will receive an annual base salary of \$171,726.00 for the period July 1, 2015 - June 30, 2016.

The ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Principal. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

4. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the base salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 3, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.



5. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

6. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Principal, in accordance with the laws of the State of Illinois and as directed by the BOARD.

7. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- D. Discharge for just cause. “Just cause” shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- E. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- F. The ADMINISTRATOR’S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician’s statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

8. MISCELLANEOUS -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the test of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agree upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
JOHN FINAN

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and DANITA FITCH ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, World Languages from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, World Languages and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$129,730 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$131,545 for the period July 1, 2014 - June 30, 2015; and,

\$133,519 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, World Languages. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, World Languages, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Danita Fitch

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR DANITA FITCH

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the World Languages Department staff in implementing school goals and efforts to improve instruction and student engagement in the area of world languages.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of world languages.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and KRIS FRANDSON ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Associate Principal, Curriculum & Instruction from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Associate Principal, Curriculum & Instruction and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$149,593 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$151,686 for the period July 1, 2014 - June 30, 2015; and,

\$153,962 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Associate Principal, Curriculum & Instruction. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the



BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Associate Principal, Curriculum & Instruction, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

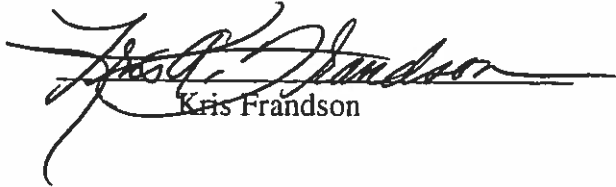
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the


remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Kris Frandson

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR KRIS FRANDSON

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing instructional supervisors to involve staff in implementing school goals and efforts to improve instruction and student engagement in their assigned academic areas.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and KATHRYN FRENCH ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Special Education from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Special Education and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$116,988 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$121,710 for the period July 1, 2014 - June 30, 2015; and,

\$126,625 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Special Education. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Special Education, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Kathryn French

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary



## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR KATHY FRENCH

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Special Education Department staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and GARY FREUND ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Associate Principal, Administrative Services from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Associate Principal, Administrative Services and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$146,608 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$148,660 for the period July 1, 2014 - June 30, 2015; and,

\$150,890 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Associate Principal, Administrative Services. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Associate Principal, Administrative Services, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

  
\_\_\_\_\_  
Gary Freund

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR GARY FREUND

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by involving staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and SEAN GARRISON ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Associate Dean, Dean's Office from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** -- For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Associate Dean, Dean's Office and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$132,370 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$134,222 for the period July 1, 2014 – June 30, 2015; and,

\$136,236 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Associate Dean, Dean's Office. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois*

*Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Associate Dean, Dean's Office, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written



notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.


9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Sean Garrison 5/22/14

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR SEAN GARRISON

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by working with the Dean's Office staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and PHILLIP GARTNER ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Mathematics from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Mathematics and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$132,370 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$134,222 for the period July 1, 2014 - June 30, 2015; and,

\$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Mathematics. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Mathematics, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Phillip Gartner

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR PHIL GARTNER

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Mathematics Department staff in implementing school goals and efforts to improve instruction and student engagement in the area of mathematics.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of mathematics.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.



**GLENBROOK HIGH SCHOOLS  
ADMINISTRATOR CONTRACT**

THIS AGREEMENT, made and entered into by and between the Board of Education of the Glenbrook High Schools, District #225, 3801 West Lake Avenue, Suite 200, Glenview, Illinois, hereinafter called the "Board" and Raoul Gravel a legally qualified administrator hereinafter called the "Administrator." The definition of a legally qualified administrator includes, but is not limited to, the Administrator's eligibility for a standard Type 75 Illinois Administrative Certificate. Failure of the Administrator, at the time of employment, to obtain said certificate will render this contract null and void.

The administrator shall conform to and comply with all lawful rules, regulations and orders heretofore or hereafter adopted or amended by the Board relating to professional growth, physical fitness, temporary illness and temporary incapacity, and to all other lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board. The Board agrees to furnish the Administrator copies of all rules, regulations, and orders, and amendments thereto, relating to Administrators, hereafter adopted by the Board promptly upon the adoption thereof.

This contract may be terminated by either party at the time and in the manner provided by law, for any reason. During this contractual continued service of the Administrator, this contract may be terminated by either party at the time and in the manner provided by law, for any lawful reason or cause, the Board also reserves the right to make all lawful salary adjustments. In exercising its rights under this contract, the Board may base its action upon, but is not restricted to, the failure of the Administrator to comply with any lawful requirements of this contract, including failure to comply or conform to any lawful rules, regulations or orders of the Board in effect at the time, the failure of the Administrator to hold a regular certificate of qualification to perform the services designated in Paragraph 1 of this contract, in the public schools of the State of Illinois, or in the opinion of the Board either that the Administrator is not qualified to be employed or that the interests of the school district require such action. In the absence of controlling provisions of Illinois law, termination may be affected at any time by written notice to the other party.

**Position:**            Director of Technology Services  
                         MA+60 Step 10 plus 25% administrative increment

Base salary (260 days commencing on July 1, 2015)	\$111,601.00
TRS	\$ 9,704.00
Total TRS creditable earnings	\$121,305.00
Monthly base salary	\$ 10,108.75


(12 monthly payments commencing on (07/15/15)  
Standard administrator fringe benefit package as listed in Board Policy 3020

This contract is subject to and governed by all applicable laws of the State of Illinois now or hereafter in force.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its behalf by its duly authorized Assistant Superintendent of Human Resources, and the Administrator has executed this contract, all as of this 1 day of July, 2015.

BOARD OF EDUCATION TOWNSHIP HIGH SCHOOL DISTRICT NO. 225 / Cook County, Illinois

By   
Assistant Superintendent of Human Resources

  
Administrator

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and KELLYE GUZIK ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, World Languages from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, World Languages and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$89,616 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$93,700 for the period July 1, 2014 - June 30, 2015; and,

\$98,054 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, World Languages. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, World Languages, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

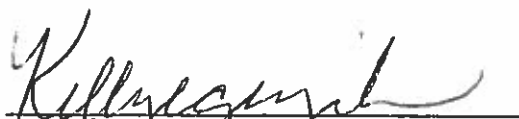
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Kellye Guzik

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR KELLYE GUZIK

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the World Languages Department staff in implementing school goals and efforts to improve instruction and student engagement in the area of world languages.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of world languages.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and DAWN HALL ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Applied Technology from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Applied Technology and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$109,216 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$113,732 for the period July 1, 2014 – June 30, 2015; and,

\$118,558 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Applied Technology. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Applied Technology, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a



physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

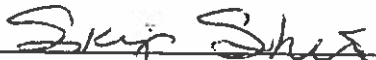
remainder of this Contract shall continue to have its intended full force and effect.


**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

  
\_\_\_\_\_  
Dawn Hall

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR DAWN HALL

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Applied Technology/Business Education/Family and Consumer Sciences staff in implementing school goals and efforts to improve instruction and student engagement in the areas of applied technology, business education and family and consumer sciences.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the areas of applied technology, business education and family and consumer sciences.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and JEANETTE JORDAN ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Associate Dean, Dean's Office from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Associate Dean, Dean's Office and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$127,662 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$134,222 for the period July 1, 2014 - June 30, 2015; and,

\$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Associate Dean, Dean's Office. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois*

*Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Associate Dean, Dean's Office, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written

notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

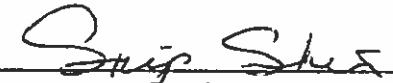
- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Jeanette Jordan

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR JEANETTE JORDAN

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by working with the Dean's Office staff in implementing school goals and efforts to improve instruction and student engagement.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.



## **ADMINISTRATOR'S RETIREMENT CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and TERRENCE JOZWIK ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as INSTRUCTIONAL SUPERVISOR – SOCIAL STUDIES from May 19, 2014 through and including June 30, 2016. The ADMINISTRATOR previously submitted to the Board of Education a written notice of intent to retire at the end of the 2015-2016 school year.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of as INSTRUCTIONAL SUPERVISOR – SOCIAL STUDIES and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$135,004.00 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014 through June 30, 2014); and,  
\$143,104.00 for the period July 1, 2014 – June 30, 2015; and,  
\$151,690.00 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of as INSTRUCTIONAL SUPERVISOR – SOCIAL STUDIES. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as INSTRUCTIONAL SUPERVISOR – SOCIAL STUDIES, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his accumulated sick and vacation leave and either has been absent from his employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that she is permanently disabled or

incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

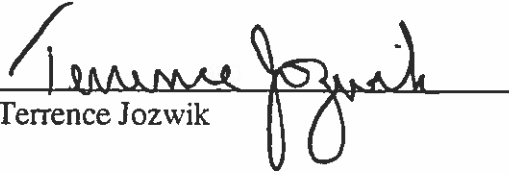
9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -


- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal or modify any policies or regulations which it has adopted or may adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Terrence Jozwik

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR TERRY JOZWIK

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Social Studies Department staff in implementing school goals and efforts to improve instruction and student engagement in the area of social studies.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of social studies.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and MARY KOSIROG ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Career & Life Skills from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Career & Life Skills and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of \$132,370 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$134,222 for the period July 1, 2014 - June 30, 2015; and, \$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Career & Life Skills. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Class/Club Sponsor: \$1,800 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$2,000 for the period July 1, 2014 – June 30, 2015; and \$2,500 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Instructional Supervisor, Career & Life Skills. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Career & Life Skills, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for

discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

11. **MISCELLANEOUS** -


- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.



- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Mary Kosirog

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR MARY KOSIROG

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Career and Life Skills staff in implementing school goals and efforts to improve instruction and student engagement in the area of career and life skills.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of career and life skills.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

**GLENBROOK HIGH SCHOOLS  
ADMINISTRATOR CONTRACT**

THIS AGREEMENT, made and entered into by and between the Board of Education of the Glenbrook High Schools, District #225, 3801 West Lake Avenue, Suite 200, Glenview, Illinois, hereinafter called the "Board" and Thomas Kucharski a legally qualified administrator hereinafter called the "Administrator." The definition of a legally qualified administrator includes, but is not limited to, the Administrator's eligibility for a standard Type 75 Illinois Administrative Certificate. Failure of the Administrator, at the time of employment, to obtain said certificate will render this contract null and void.

The administrator shall conform to and comply with all lawful rules, regulations and orders heretofore or hereafter adopted or amended by the Board relating to professional growth, physical fitness, temporary illness and temporary incapacity, and to all other lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board. The Board agrees to furnish the Administrator copies of all rules, regulations, and orders, and amendments thereto, relating to Administrators, hereafter adopted by the Board promptly upon the adoption thereof.

This contract may be terminated by either party at the time and in the manner provided by law, for any reason. During this contractual continued service of the Administrator, this contract may be terminated by either party at the time and in the manner provided by law, for any lawful reason or cause, the Board also reserves the right to make all lawful salary adjustments. In exercising its rights under this contract, the Board may base its action upon, but is not restricted to, the failure of the Administrator to comply with any lawful requirements of this contract, including failure to comply or conform to any lawful rules, regulations or orders of the Board in effect at the time, the failure of the Administrator to hold a regular certificate of qualification to perform the services designated in Paragraph 1 of this contract, in the public schools of the State of Illinois, or in the opinion of the Board either that the Administrator is not qualified to be employed or that the interests of the school district require such action. In the absence of controlling provisions of Illinois law, termination may be affected at any time by written notice to the other party.

**Position:** Instructional Supervisor; English  
MA+60 Step 21 plus 2% administrative increment

Base salary (203 days commencing on Aug 6, 2015)	\$136,236.00
TRS	\$ 11,847.00
Total TRS creditable earnings	\$148,083.00
Monthly base salary	\$ 13,462.00

(11 monthly payments commencing on (08/15/15)  
Standard administrator fringe benefit package as listed in Board Policy 3020

This contract is subject to and governed by all applicable laws of the State of Illinois now or hereafter in force.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its behalf by its duly authorized Assistant Superintendent of Human Resources, and the Administrator has executed this contract, all as of this 13<sup>th</sup> day of April, 2015.

BOARD OF EDUCATION TOWNSHIP HIGH SCHOOL DISTRICT NO. 225 / Cook County, Illinois

By   
Assistant Superintendent of Human Resources

  
Administrator

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and CAMERON MUIR ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Associate Principal, Curriculum & Instruction from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Associate Principal, Curriculum & Instruction and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$146,608 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$151,686 for the period July 1, 2014 – June 30, 2015; and,

\$153,962 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Associate Principal, Curriculum & Instruction. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Associate Principal, Curriculum & Instruction, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

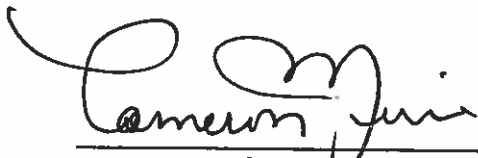
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Cameron Muir

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR CAMERON MUIR

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing instructional supervisors to involve staff in implementing school goals and efforts to improve instruction and student engagement in their assigned academic areas.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.



## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and JENNIFER PEARSON ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Director of Special Education, Special Education from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Director of Special Education, Special Education and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$149,592 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$151,686 for the period July 1, 2014 - June 30, 2015; and,

\$153,962 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Director of Special Education, Special Education. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Director of Special Education, Special Education, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

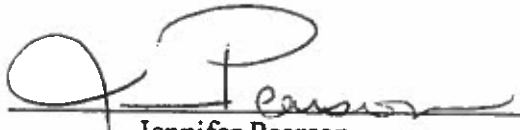
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Jennifer Pearson

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR JENNIFER PEARSON

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the schools by directing appropriate staff and working with the district and building administrators to support the implementation of school and district goals to improve instruction and student engagement.

Indicator:

Documentation of efforts to support the implementation of school and district goals to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

3. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and ROBERT PIEPER ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, PE/HE/DE from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, PE/HE/DE and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of  
\$132,370 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);  
\$134,222 for the period July 1, 2014 - June 30, 2015; and,  
\$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, PE/HE/DE. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Athletic Coach: \$23,000 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$24,250 for the period July 1, 2014 – June 30, 2015; and \$25,500 for the period July 1, 2015 – June 30, 2016.
- b. Intramurals: \$1,200 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$1,300 for the period July 1, 2014 – June 30, 2015; and \$1,400 for the period July 1, 2015 – June 30, 2016.
- c. Summer School: \$8,400 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$8,800 for the period July 1, 2014 – June 30, 2015; and \$9,300 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties assigned to the Instructional Supervisor, PE/HE/DE. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, PE/HE/DE, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

11. **MISCELLANEOUS** -

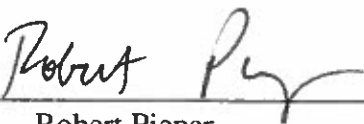
- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.



- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Robert Pieper

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR ROBERT PIEPER

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Health, PE and Driver Education Department staff in implementing school goals and efforts to improve instruction and student engagement in the areas of Health, PE and Driver Education.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the areas of Health, PE and Driver Education.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and KIMBERLY PTAK ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Director of Operations/CSBO, Business Office from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Director of Operations/CSBO, Business Office and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$143,839 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$145,852 for the period July 1, 2014 - June 30, 2015; and,

\$148,040 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Director of Operations/CSBO, Business Office. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Director of Operations/CSBO, Business Office, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.


10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Kimberly Ptak

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR KIM PTAK

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the schools by directing the Business Department - Operations staff in executing services to support the implementation of school and district goals to improve instruction and student engagement in all academic areas.

Indicator:

Documentation of efforts to support the implementation of school and district goals to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

3. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and MARY ROCKROHR ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Science from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Science and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of

\$132,370 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$134,222 for the period July 1, 2014 - June 30, 2015; and,

\$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Science. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S



entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Technology Mentor: \$1,000 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$1,000 for the period July 1, 2014 – June 30, 2015; and \$1,000 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Instructional Supervisor, Science. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Science, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the

ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.


11. **MISCELLANEOUS -**

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

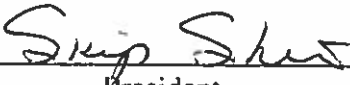
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Mary Rockrohr

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR MARY ROCKROHR

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Science Department staff in implementing school goals and efforts to improve instruction and student engagement in the area of science.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of science.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and STEVEN ROCKROHR ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Athletic Director, Athletics from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Athletic Director, Athletics and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of  
\$143,839 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);  
\$145,852 for the period July 1, 2014 - June 30, 2015; and,  
\$148,040 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Athletic Director, Athletics. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois*

*Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Athletic Events: \$2,000 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$2,200 for the period July 1, 2014 – June 30, 2015; and \$2,500 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Athletic Director, Athletics. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Athletic Director, Athletics, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before

the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

11. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

St Rockroh  
Steven Rockrohr

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By: Skip Shea  
President

Deborah Williams  
Secretary



## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR STEVE ROCKROHR

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the athletic staff in the implementation of school goals and efforts to improve instruction and student engagement in the athletic program.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the athletic program.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and JEFFREY RYLANDER ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, Science from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, Science and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of  
\$132,370 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);  
\$134,222 for the period July 1, 2014 - June 30, 2015; and,  
\$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, Science. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S

entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Technology Mentor: \$1,000 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$1,000 for the period July 1, 2014 – June 30, 2015; and \$1,000 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Instructional Supervisor, Science. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, Science, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the

ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

11. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Jeffrey Rylander

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR JEFFREY RYLANDER

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Science Department staff in implementing school goals and efforts to improve instruction and student engagement in the area of science.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of science.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and FRANCISCO SANTA ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Principal, Glenbrook Evening School from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Principal, Glenbrook Evening School and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$129,092 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$134,171 for the period July 1, 2014 - June 30, 2015; and,

\$139,452 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Principal, Glenbrook Evening School. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Principal, Glenbrook Evening School, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a



physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

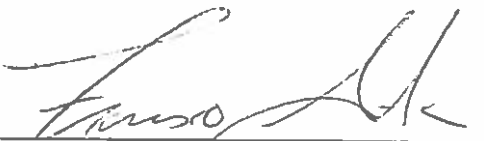
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the

remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Francisco Santa

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR FRANK SANTA

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the Glenbrook Evening High School by directing appropriate staff and working with the district and building administrators to support the implementation of school and district goals to improve instruction and student engagement.

Indicator:

Documentation of efforts to support the implementation of school and district goals to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

3. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S RETIREMENT CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and JAMES SHELLARD ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as ASSISTANT PRINCIPAL – STUDENT ACTIVITIES from May 19, 2014 through and including June 30, 2017. The ADMINISTRATOR previously submitted to the Board of Education a written notice of intent to retire at the end of the 2016-2017 school year.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of as ASSISTANT PRINCIPAL – STUDENT ACTIVITIES and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$150,520 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014 through June 30, 2014);

\$159,551.00 for the period July 1, 2014 – June 30, 2015;

\$169,124.00 for the period July 1, 2015 – June 30, 2016; and,

\$179,271.00 for the period July 1, 2016 – June 30, 2017.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of ASSISTANT PRINCIPAL – STUDENT ACTIVITIES. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as ASSISTANT PRINCIPAL – STUDENT ACTIVITIES, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his accumulated sick and

vacation leave and either has been absent from her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.


10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction,


it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

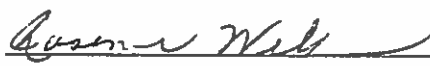
**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
James Shellard

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR JAMES SHELLARD

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by involving staff in implementing school goals and efforts to improve instruction and student engagement in the area of student activities.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of student activities.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.



## **ADMINISTRATOR'S RETIREMENT CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and HILLARIE SIENA ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as ASSISTANT SUPERINTENDENT – BUSINESS/CSBO from May 19, 2014, through and including June 30, 2016. The ADMINISTRATOR previously submitted to the Board of Education a written notice of intent to retire at the end of the 2015-2016 school year.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of ASSISTANT SUPERINTENDENT - BUSINESS/CSBO and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$168,515.00 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014 through June 30, 2014);

\$178,626.00 for the period July 1, 2014 – June 30, 2015; and,

\$189,344.00 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of ASSISTANT SUPERINTENDENT – BUSINESS/CSBO. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as ASSISTANT SUPERINTENDENT – BUSINESS/CSBO, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted her accumulated sick and vacation leave and either has been absent from her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that she is permanently disabled or

incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal or modify any policies or regulations which it has adopted or may adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Hillarie Siena

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

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## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR HILLARIE SIENA

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the schools by directing the Business Department staff in executing services to support the implementation of school and district goals to improve instruction and student engagement in all academic areas.

Indicator:

Documentation of efforts to support the implementation of school and district goals to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

3. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## **ADMINISTRATOR'S RETIREMENT CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and MARTIN SIRVATKA ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as INSTRUCTIONAL SUPERVISOR – FINE ARTS from May 19, 2014 through and including June 30, 2016. The ADMINISTRATOR previously submitted to the Board of Education a written notice of intent to retire at the end of the 2015-2016 school year.

2. **DUTIES** – For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of as INSTRUCTIONAL SUPERVISOR – FINE ARTS and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** – The ADMINISTRATOR will receive an annual salary of

\$138,063.00 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014 through June 30, 2014);

\$146,347.00 for the period July 1, 2014 – June 30, 2015; and,

\$155,128.00 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of INSTRUCTIONAL SUPERVISOR – FINE ARTS. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as INSTRUCTIONAL SUPERVISOR – FINE ARTS, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his accumulated sick and vacation leave and either has been absent from her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

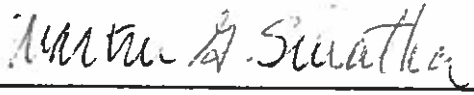
10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

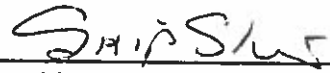


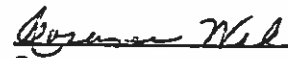
IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Martin Sirvatka

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR MARTY SIRVATKA

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Music and Art Department staff in implementing school goals and efforts to improve instruction and student engagement in the areas of music and art.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the areas of music and art.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and EDWARD SOLIS ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, English from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, English and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of  
\$132,370 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);  
\$134,222 for the period July 1, 2014 - June 30, 2015; and,  
\$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, English. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S

entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Class/Club Sponsor: \$1,800 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$2,000 for the period July 1, 2014 – June 30, 2015; and \$2,500 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Instructional Supervisor, English. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, English, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the

ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

**10. WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.


**11. MISCELLANEOUS -**

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
\_\_\_\_\_  
Edward Solis

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR ED SOLIS

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the English Department staff in implementing school goals and efforts to improve instruction and student engagement in the area of English.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of English.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and STEPHEN STANICEK ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor, PE/DE/HE from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor, PE/DE/HE and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of

\$124,291 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$129,055 for the period July 1, 2014 - June 30, 2015; and,

\$130,991 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor, PE/DE/HE. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the



BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Athletic Coach: \$23,000 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$24,250 for the period July 1, 2014 – June 30, 2015; and \$25,500 for the period July 1, 2015 – June 30, 2016.
- b. Summer School: \$8,400 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$8,800 for the period July 1, 2014 – June 30, 2015; and \$9,300 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties assigned to the Instructional Supervisor, PE/HE/DE. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor, PE/DE/HE, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.

- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

**10. WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

**11. MISCELLANEOUS -**

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.


**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Stephen Stanicek

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR STEPHEN STANICEK

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by directing the Physical Education, Health and Driver Education staff in implementing school goals and effort to improve instruction and student engagement in the areas of physical education, health and driver education.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the areas of physical education, health and driver education.

2. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

## ADMINISTRATOR'S CONTRACT

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and DOUGLAS STRONG ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### IT IS AGREED:

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Instructional Supervisor/Dean, Special Education from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Instructional Supervisor/Dean, Special Education and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **BASE SALARY** - The ADMINISTRATOR will receive an annual base salary of  
\$132,370 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);  
\$134,222 for the period July 1, 2014 - June 30, 2015; and,  
\$136,236 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Instructional Supervisor/Dean, Special Education. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **ADDITIONAL STIPENDS** – The ADMINISTRATOR will receive additional stipends for the following extra assignments, not to exceed

- a. Technology Mentor: \$1,000 for the period July 1, 2013 – June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014); \$1,000 for the period July 1, 2014 – June 30, 2015; and \$1,000 for the period July 1, 2015 – June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the extra duties assigned to the Instructional Supervisor/Dean, Special Education. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

7. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

8. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Instructional Supervisor/Dean, Special Education, in accordance with the laws of the State of Illinois and as directed by the BOARD.

9. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for

discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.

- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

10. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

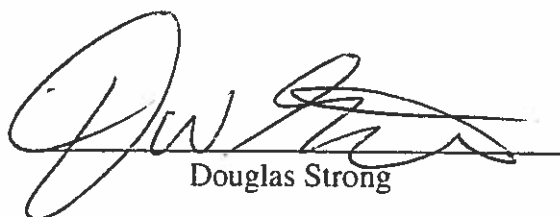
11. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.


- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Douglas Strong

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary



## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR DOUG STRONG

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the Glenbrook Off Campus by directing appropriate staff and working with the district and building administrators to support the implementation of school and district goals to improve instruction and student engagement.

Indicator:

Documentation of efforts to support the implementation of school and district goals to improve instruction and student engagement.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

3. GBS Student Growth Area:

The Context-Adjusted Value Added Model from ACT predicts Glenbrook South's expected ACT score by incorporating demographic information and incoming achievement levels. Glenbrook South High School targets that comprehensive score to be 0.45 above the predicted Context-Adjusted Value Added composite score.

Indicator:

Comparison of the calculated Context-Adjusted Value Added Model comprehensive score to the predicted composite score.

**GLENBROOK HIGH SCHOOLS  
ADMINISTRATOR CONTRACT**

THIS AGREEMENT, made and entered into by and between the Board of Education of the Glenbrook High Schools, District #225, 3801 West Lake Avenue, Suite 200, Glenview, Illinois, hereinafter called the "Board" and Bradley Swanson a legally qualified administrator hereinafter called the "Administrator." The definition of a legally qualified administrator includes, but is not limited to, the Administrator's eligibility for a standard Type 75 Illinois Administrative Certificate. Failure of the Administrator, at the time of employment, to obtain said certificate will render this contract null and void.

The administrator shall conform to and comply with all lawful rules, regulations and orders heretofore or hereafter adopted or amended by the Board relating to professional growth, physical fitness, temporary illness and temporary incapacity, and to all other lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board. The Board agrees to furnish the Administrator copies of all rules, regulations, and orders, and amendments thereto, relating to Administrators, hereafter adopted by the Board promptly upon the adoption thereof.

This contract may be terminated by either party at the time and in the manner provided by law, for any reason. During this contractual continued service of the Administrator, this contract may be terminated by either party at the time and in the manner provided by law, for any lawful reason or cause, the Board also reserves the right to make all lawful salary adjustments. In exercising its rights under this contract, the Board may base its action upon, but is not restricted to, the failure of the Administrator to comply with any lawful requirements of this contract, including failure to comply or conform to any lawful rules, regulations or orders of the Board in effect at the time, the failure of the Administrator to hold a regular certificate of qualification to perform the services designated in Paragraph 1 of this contract, in the public schools of the State of Illinois, or in the opinion of the Board either that the Administrator is not qualified to be employed or that the interests of the school district require such action. In the absence of controlling provisions of Illinois law, termination may be affected at any time by written notice to the other party.

**Position:** Assistant Superintendent of Human Resources  
MA+60 Step 21 plus 35% administrative increment

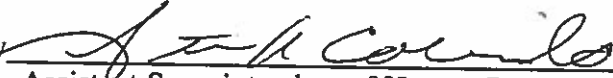
Base salary (260 days commencing on July 1, 2014)	\$157,520.00
TRS	<u>\$ 13,697.00</u>
Total TRS creditable earnings	\$171,218.00
Monthly base salary	\$ 13,126.70

(12 monthly payments commencing on (07/15/14)  
Standard administrator fringe benefit package as listed in Board Policy 3020

This contract is subject to and governed by all applicable laws of the State of Illinois now or hereafter in force.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its behalf by its duly authorized Assistant Superintendent of Human Resources, and the Administrator has executed this contract, all as of this 8 day of APRIL, 2014.

BOARD OF EDUCATION TOWNSHIP HIGH SCHOOL DISTRICT NO. 225 / Cook County, Illinois

By   
Assistant Superintendent of Human Resources

  
Administrator

## **ADMINISTRATOR'S CONTRACT**

**THIS CONTRACT**, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS (the "BOARD"), and MICHAEL TARJAN ("ADMINISTRATOR"), has been approved at the meeting of the BOARD held on May 19, 2014.

### **IT IS AGREED:**

1. **EMPLOYMENT** - The ADMINISTRATOR is employed as Assistant Principal, Student Activities from May 19, 2014, through and including June 30, 2016.

2. **DUTIES** - For the term of this contract, the duties and responsibilities of the ADMINISTRATOR shall be those incidental to the office of Assistant Principal, Student Activities and set forth in the pertinent job description, as amended from time to time, the attainment of the student performance and academic improvement goals set forth in this Contract, those obligations imposed by the laws of the State of Illinois upon the ADMINISTRATOR, and to perform other professional duties customarily performed by an ADMINISTRATOR as from time to time may be assigned to the ADMINISTRATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ADMINISTRATOR to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. For the applicable contract year, the ADMINISTRATOR shall address and fulfill student performance and academic improvement goals which are appended to this Contract and made a part hereof, and which may be multi-year goals. Once the student performance and academic improvement goals have been attained, this Contract may be extended. For each succeeding school year, new student performance and academic improvement goals shall be developed as necessary, appended to this Contract by the beginning of the next school year and made a part hereof.

4. **SALARY** - The ADMINISTRATOR will receive an annual salary of

\$143,839 for the period July 1, 2013 - June 30, 2014 (prorated for the time period of May 19, 2014, through June 30, 2014);

\$145,852 for the period July 1, 2014 - June 30, 2015; and,

\$148,040 for the period July 1, 2015 - June 30, 2016.

For the applicable contract years, the ADMINISTRATOR agrees to devote such time, skill, labor and attention to ADMINISTRATOR'S employment in order to faithfully perform the duties of Assistant Principal, Student Activities. Salary shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the salary paid to the ADMINISTRATOR by the BOARD as expressed in Section 4, the

BOARD shall pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code*, to a maximum of eight percent (8%). Any required employee contribution beyond 8% shall be the responsibility of the ADMINISTRATOR.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for the ADMINISTRATOR'S future service, knowledge and experience.

6. **BENEFITS** – The ADMINISTRATOR will receive those benefits set forth in the Board of Education Policies 3020, 6100, 6200, 6210 and 6280, as amended from time to time, and which are incorporated herein and appended hereto.

7. **LICENSE** – For each applicable contract year, the ADMINISTRATOR shall furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Assistant Principal, Student Activities, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. **TERMINATION OF CONTRACT** - This Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation, provided the ADMINISTRATOR gives the BOARD at least 90 days written notice.
- C. Discharge for just cause. "Just cause" shall be defined as conduct detrimental to the best interests of the School District. Reasons for discharge for just cause shall be given in writing to the ADMINISTRATOR, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the ADMINISTRATOR chooses to be accompanied by legal counsel, he/she shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the ADMINISTRATOR.
- D. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- E. The ADMINISTRATOR'S permanent disability or incapacity, at any time after the ADMINISTRATOR has exhausted his/her accumulated sick and vacation leave and either has been absent from his/her employment for a continuous period of three (3) months or presents to the BOARD a

physician's statement certifying that he/she is permanently disabled or incapacitated. All obligations of the BOARD shall cease upon written notice of termination for permanent disability or incapacity, provided that the ADMINISTRATOR shall be entitled to a hearing before the BOARD if he/she so requests. The BOARD reserves the right to require the ADMINISTRATOR to submit to a medical examination, either physical or mental, whenever the BOARD deems the ADMINISTRATOR disabled. Such examination shall be performed by a licensed physician, who is selected and paid for by the BOARD.

Nothing shall prohibit the BOARD from suspending the ADMINISTRATOR with or without pay pending completion of the requirements of this section. After the effective date of dismissal the ADMINISTRATOR shall not be entitled to further payments of compensation of any kind under this Contract, except that the ADMINISTRATOR shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System or for payment of unused vacation days pursuant to the law.

9. **WAIVER OF TENURE** - By accepting the terms of this Contract, the ADMINISTRATOR waives all rights of tenure granted under the *Illinois School Code* during the term of this Contract.

10. **MISCELLANEOUS** -

- A. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and as of May 19, 2014 voids and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- F. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the


remainder of this Contract shall continue to have its intended full force and effect.

**IN WITNESS WHEREOF**, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ADMINISTRATOR

  
Michael Tarjan

BOARD OF EDUCATION OF  
NORTHFIELD TOWNSHIP HIGH  
SCHOOL DISTRICT 225, COOK  
COUNTY, ILLINOIS

By:   
President

  
Secretary

## APPENDIX A

### ADMINISTRATOR PERFORMANCE PLAN FOR MIKE TARJAN

#### ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure performance:

1. Promote academic improvement in the school by involving staff in implementing school goals and efforts to improve instruction and student engagement in the area of student activities.

Indicator:

Documentation of school goals and efforts made to improve instruction and student engagement in the area of student activities.

2. GBN Student Growth Area:

Glenbrook North targets an expected growth of 3.0 points between the composite PLAN and ACT scores using the PLAN/ACT Linkage Report. Student growth in this area will demonstrate that curriculum and instruction across the school is supporting student success with college readiness standards.

Indicator:

Calculated growth results from composite PLAN and ACT scores using the PLAN/ACT Linkage Report.

**GLENBROOK HIGH SCHOOLS**  
**Office of the Assistant Superintendent for Business/CSBO**  
**Regular Meeting – Monday, July 27, 2015**

**TO: Dr. Michael Riggle**

**FROM: Hillarie Siena**

**DATE: July 27, 2015**

**RE: Adoption of a Tentative 2015-2016 Budget**

That the Board of Education

Adopt the 2015-2016 tentative budget as presented; direct that copies be made available for public inspection for a period of not less than 30 days beginning on or before July 28<sup>th</sup>, 2015; hold a public hearing on said budget on September 15, 2015, at 7:00 p.m., and direct the secretary to have inserted in the local newspaper the attached notice of said availability for inspection.

**Background Data**

The Illinois School Code requires that the Board of Education adopt a Tentative Budget, publish notice of same, make it available for public inspection for a period of not less than 30 days, and hold a public hearing prior to adoption. The budget must be adopted in final form by the Board of Education no later than September 30, 2015. The tentative budget may be amended and changed up until the time it is adopted in its final form.

As noted in the recommendation, a public hearing will be held on September 15, 2015, followed by adoption of the final budget on September 28, 2015. (Please see notice of public hearing, attached).

Copies of the 2015-2016 Tentative District Budget, as well as the Glenbrook North and Glenbrook South operating budgets can be found, in PDF format, at the district's website, [www.glenbrook225.org](http://www.glenbrook225.org), for viewing and/or printing. Please note that a summary of the budget can be found in the first section of the budget document.

HS/hjs

Attachment



**PUBLIC NOTICE**

Notice is hereby given by the Board of Education, Northfield Township High School District No. 225, Cook County, Illinois, that a tentative budget for said school district for the fiscal year beginning July 1, 2015, will be on file and conveniently available for public inspection on the District's website at [www.glenbrook225.org](http://www.glenbrook225.org), or at the District Office Reception desk of said school district, Glenbrook High Schools, 3801 W. Lake Ave., Suite 101A, Northfield Township, Glenview, Illinois 60026, from and after 8:30 a.m. on the 28<sup>th</sup> of July, 2015.

Notice is further hereby given that a public hearing on said budget will be held at 7:00 p.m. on the 15<sup>th</sup> day of September, 2015, at Glenbrook High Schools, 3801 W. Lake Ave., Suite 100, Northfield Township, Glenview, Illinois 60026.

**SKIP SHEIN**  
**President - Board of Education**

**ROSANNE WILLIAMSON**  
**Secretary - Board of Education**

Dated this 27<sup>th</sup> day of July, 2015.

**GLENBROOK HIGH SCHOOLS**  
**Office of the Assistant Superintendent for Business/CSBO**  
**Regular Meeting Monday, July 27, 2015**

**TO: Dr. Michael Riggle**  
**FROM: Hillarie Siena**  
**DATE: July 27, 2015**  
**RE: Discussion – Financial Update**

Following is a summary of the FY2015/16 tentative budget. The FY2015/16 tentative budget contains a preliminary estimate of revenues and expenditures and reflects an estimated deficit of  $\approx$  (\$3.6M) at the year ending June 30, 2016. This budgeted deficit represents the FY2015/16 operating transfers for capital improvements and debt certificate payments. This anticipated deficit reflects the district's current financial plan to fund all capital expenditures and non-referendum debt through annual operating transfers, thereby reducing operating reserves.

The FY2015 actual numbers reflect unaudited figures as of June 30, 2015. The FY2015/16 tentative budget is based upon several assumptions and factors impacting revenues and expenditures, among which, the most significant are the consumer price index and student enrollment.

**Revenue Assumptions**

- Applicable year consumer price index (CPI) is 1.5%.
- Future year projections are based upon a 0.8% CPI for FY2017 and 2.1% thereafter.
- Debt service includes all projected debt, including all referendum authorized debt.
- Future increases in equalized assessed valuation are estimated at 2.0% for non-triennial years and 3.0% for the 2016 and 2019 triennial reassessment years.
- Property tax rates are calculated under the tax cap.
- Collection rates are estimated at 52% for the spring and 48% for the fall installments.
- Total collection rate is estimated at 97.5% (includes 1.5% for refunds).
- Enrollment projections are per the November 2014 report.
- Make-whole payments from The Glen are calculated using current enrollment projections.
- Student fees for FY2016 will remain flat.
- Interest income is projected to remain flat.
- Corporate Personal Property Replacement Tax is projected to remain prorated, with \$2.6M budgeted to the operating funds.
- General State Aid is included for FY2016 prorated at 87% of full allocation (budget signed by Gov. Rauner 6/24/15).
- State and Federal categorical grants are budgeted for payments in arrears and for partial payments of current year reimbursement claims.

**Expenditure Assumptions**

- Estimated salary increases for certificated staff are per the GEA negotiated agreement at a 1.5% base raise. Total raise with step = 3.5%.
- Estimated salary increases for support staff are estimated at a 1.5% base raise. Total raise with step = 2.9% (pending settlements).
- Employee benefits are estimated to increase by 20% for FY16 and projected forward at 9%.
- IMRF is estimated to increase by 5% per year (based on actuarial rate).
- FICA/Medicare estimates are in line with salary increases.
- Other variables are estimated at approximately 2% each year to capture unexpected fluctuations.
- Retirement salary adjustments are estimated at 1% each year.
- TRS Early Retirement Option (ERO) penalties are estimated using the reauthorized TRS employer formula. FY2016 is the final year of ERO authorization.
- Tuition expense is estimated to increase on the average of 2% per year; all "other" expenses at CPI.
- Annual operating transfers represent transfers for capital projects and the debt certificate payments per schedule (3801 W. Lake building).
- Staffing projections maintain current ratios and are projected by formula.
- The tentative budget contains \$750K in contingencies.

**GLENBROOK HIGH SCHOOLS**  
**Office of the Assistant Superintendent for Business/CSBO**  
**Regular Meeting Monday, July 28, 2014**

**TO:** Dr. Michael Riggle  
**FROM:** Hillarie Siena  
**DATE:** July 28, 2014  
**RE:** Discussion – Financial Update – **PRIOR YEAR**

Following is a summary of the FY2014/15 tentative budget. The FY2014/15 tentative budget contains a preliminary estimate of revenues and expenditures and reflects an estimated surplus of  $\approx$  \$700K at the year ending June 30, 2015. The FY2014 Est/Actual numbers reflect unaudited actual figures as of June 30, 2014. The FY2014/15 tentative budget is based upon several assumptions and factors impacting revenues and expenditures, among which, the most significant are the consumer price index and student enrollment.

**Revenue Assumptions**

- Applicable year consumer price index (CPI) is 1.7%.
- Future year projections are based upon a 1.5% CPI for FY2016 and 2.4% thereafter.
- Debt service includes all projected debt, including all referendum authorized debt.
- Future increases in equalized assessed valuation are estimated at 2.0% for non-triennial years and 3.0% for the 2016 triennial reassessment year.
- Property tax rates are calculated under the tax cap.
- Collection rates are estimated at 52% for the spring and 48% for the fall installments.
- Total collection rate is estimated at 97.5% (includes 1.5% for refunds).
- Enrollment projections are per the November 2013 report.
- Make-whole payments from The Glen are calculated using current enrollment projections.
- Student fees for FY2015 will remain flat, with the exception of the student technology fee for 1:1 devices.
- Interest income is projected to remain flat.
- Corporate Personal Property Replacement Tax is projected to remain prorated, with \$2.2M budgeted to the operating funds.
- General State Aid is included for FY2015 prorated at 89% of full allocation (budget signed by Gov. Quinn 6/30/14).
- State and Federal categorical grants are budgeted for payments in arrears and for partial payments of current year reimbursement claims.

**Expenditure Assumptions**

- Estimated salary increases for certificated staff are calculated using the average of 0.4 and 10-year average CPI of 2.4  $(0.4 + 2.4)/2 = 1.4\%$  base raise. Total raise with step = 3.5%.
- Estimated salary increases for support staff are calculated using the average of 0.8 and 10-year average CPI of 2.4  $(0.8 + 2.4)/2 = 1.6\%$  base raise. Total raise with step = 2.9%.
- Employee benefits are estimated to increase by 6% for FY15 and projected forward at 9%.
- IMRF is estimated to increase by 10% per year (based on actuarial rate).
- FICA/Medicare estimates are in line with salary increases.
- Other variables are estimated at approximately 2% each year to capture unexpected fluctuations.
- Retirement salary adjustments are estimated at 1% each year.
- TRS Early Retirement Option (ERO) penalties are estimated using the reauthorized TRS employer formula.
- Tuition expense is estimated to increase on the average of 2% per year; all “other” expenses at CPI.
- Annual operating transfers represent the debt certificate payments per schedule (3801 W. Lake building), building operating budget transfers, building transfers for artificial turf, and transfers for capital projects.
- Staffing projections maintain current ratios and are projected by formula.
- The tentative budget contains \$700K in contingencies reflected in the budgeted surplus.

Glenbrook Aquatics  
 Historical Program Cost Analysis FY04 - FY16

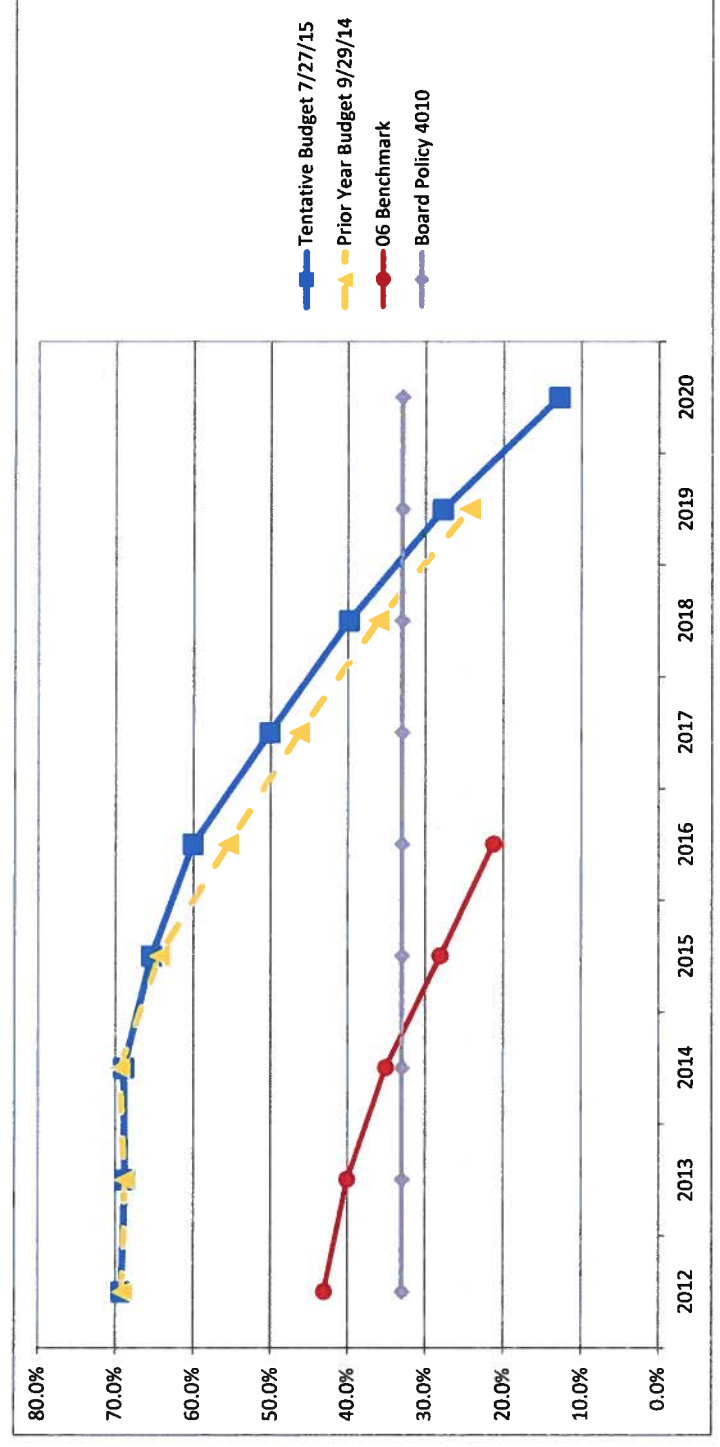
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	TOTAL 13 YEARS
Revenues	257,164	292,670	306,635	328,882	357,169	392,784	429,795	454,251	488,460	554,121	600,055	657,394	685,000	5,804,381
Expenditures	173,793	243,571	292,374	342,104	352,984	381,333	461,078	451,020	486,008	544,276	580,834	634,763	685,000	5,629,139
Surplus/Deficit*	83,370	49,099	14,261	(13,222)	4,185	11,451	(31,283)	3,231	2,452	9,845	19,221	22,631	-	175,243
														14,604
														Avg. Surplus per Year

\*Cash basis as of June 30th of each year results in timing differences.

**PROJECTED OPERATING FUND BALANCES - 7/27/15**      **CPI = 0.8% TAX YEAR 2015; 2.1% TAX YEAR 2016 AND FORWARD**

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Tentative Budget 7/27/15	69.2%	68.8%	69.0%	65.4%	60.1%	50.2%	39.9%	27.8%	12.9%
Prior Year Budget 9/29/14	69.2%	68.8%	69.4%	64.4%	55.5%	46.3%	36.1%	24.4%	
06 Benchmark	43.1%	40.1%	35.1%	28.1%	21.3%				
Board Policy 4010	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%

Tentative Budget 7/27/15  
 Prior Year Budget 9/29/14  
 06 Benchmark  
 Board Policy 4010





# 2015-16 Tentative Budget

Hillarie Siena, Assistant Superintendent for Business/CSBO

Vicki Tarver, Director of Business/CSBO

Kimberly Ptak, Director of Operations/CSBO

July 27, 2015

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**Fiscal Year Ended June 30, 2015**



## Reconciliation of 2014-15 Original to Final Budgets

Original Budget adopted September 29, 2014.  
Budget Revisions/Transfers for approved grant budgets.

### Revenues

	2014-15 Original Budget	2014-15 Revisions/ Transfers	2014-15 Final Budget	% Change
Local				
Property Taxes	\$96,135,801	-	\$96,135,801	0.0%
The Glen Make-whole Payments	3,800,000	-	3,800,000	0.0%
CPPRT	2,350,000	-	2,350,000	0.0%
Interest	169,200	-	169,200	0.0%
Student Fees	1,576,200	-	1,576,200	0.0%
Other	1,292,000	-	1,292,000	0.0%
State				
General State Aid	1,150,000	-	1,150,000	0.0%
Categorical Aid	2,830,000	127,361	2,957,361	4.3%
Federal				
Categorical Aid	1,360,000	583,155	1,943,155	30.0%
Other Sources				
Transfers	60,000	-	60,000	0.0%
<b>Total Revenue</b>	<b>\$110,723,201</b>	<b>\$710,516</b>	<b>\$111,433,717</b>	<b>0.6%</b>

### Expenditures

	2014-15 Original Budget	2014-15 Revisions/ Transfers	2014-15 Final Budget	% Change
Salaries	\$70,783,048	\$388,913	\$71,171,961	0.5%
Employee Benefits	16,142,433	51,544	16,138,943	0.3%
Purchased Services	11,265,809	419,254	11,685,063	3.6%
Supplies and Materials	4,033,808	(67,225)	3,966,583	(1.7%)
Capital Outlay	1,077,025	(67,391)	1,009,634	(6.7%)
Dues/Fees/Other	1,002,075	(54,416)	965,729	(5.7%)
Tuition	5,665,000	-	5,665,000	0.0%
Non-consumable Supplies	577,849	39,840	617,689	6.4%
Transfers	858,427	-	858,427	0.0%
Sub-total Expenditures	111,405,484	710,519	112,116,003	
Minus Contingencies	(700,000)	-	(700,000)	
<b>Total Expenditures</b>	<b>\$110,705,484</b>	<b>\$710,519</b>	<b>\$111,416,003</b>	<b>0.6%</b>

## Fiscal Year Ended June 30, 2015

Combined Schedule of Revenues, Expenditures and Changes in Operating Fund Balance  
Budget and Unaudited Actual For the Year Ended June 30, 2015

### Revenues

	2014-15 Budget	2014-15 Actual	Increase (Decrease)	%
Local				
Property Taxes	\$96,135,801	\$95,941,928	(\$193,873) R <sup>1</sup>	(0.2%)
The Glen Make-whole Payments	3,800,000	3,800,000	-	-
CPPRT	2,350,000	2,472,201	122,201	4.9%
Interest	169,200	173,742	4,542	2.6%
Student Fees	1,576,200	1,672,528	96,328	5.7%
Other	1,292,000	1,414,627	122,627	8.6%
State				
General State Aid	1,150,000	1,153,612	3,612	0.3%
Categorical Aid	2,957,361	2,179,992	(777,369) R <sup>2</sup>	(35.6%)
Federal				
Categorical Aid	2,003,155	2,326,169	323,014 R <sup>3</sup>	13.8%
Other Sources				
Transfers	60,000	60,000	-	-
<b>Total Revenue</b>	<b>\$111,433,717</b>	<b>\$111,194,799</b>	<b>(\$238,918)</b>	<b>(0.2%)</b>

### Expenditures

	2014-15 Budget	2014-15 Actual	Increase (Decrease)	%
Salaries	\$71,171,961	\$70,136,212	(\$1,035,749) E <sup>1</sup>	(1.5%)
Employee Benefits	16,193,987	16,806,179	612,192 E <sup>2</sup>	3.6%
Purchased Services	11,685,063	11,884,036	198,973 E <sup>3</sup>	1.7%
Supplies and Materials	3,966,583	3,865,119	(101,464)	(2.6%)
Capital Outlay	1,009,634	1,081,665	72,031	6.7%
Dues/Fees/Other	247,659	286,547	38,888	13.6%
Tuition	5,665,000	5,898,168	233,168 E <sup>4</sup>	4.0%
Non-consumable Supplies	617,689	616,555	(1,134)	(0.2%)
Transfers	858,427	858,427	-	-
<b>Total Expenditures</b>	<b>\$111,416,003</b>	<b>\$111,432,908</b>	<b>\$16,905</b>	<b>0.02%</b>

### Fund Balance, End of Year

	2014-15 Estimate	2014-15 Actual	Increase (Decrease)	%
Excess of revenues over expenditures	\$17,714	(\$238,109)	(\$255,823)	(107.4%)
Fund balance, beginning of the year	76,834,066	76,834,066		
Prior period audit adjustment		1,161,378		
<b>Fund balance, end of the year</b>	<b>\$76,851,780</b>	<b>\$77,757,335</b>	<b>\$905,555</b>	<b>1.2%</b>

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## Comments Regarding the 2014-15 Budget

Overall, the District received 99.8% of its budgeted revenues and spent 100.02% of its budgeted expenditures within the operating funds. The net effect was that the District ended the year with an actual deficit of (\$238K) as compared to a budgeted surplus of \$18K.

This variance is largely due to deferred and/or pro-rated State Categorical funding, property tax refunds, student transportation and special placement (tuition) costs, and medical claims.

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### Explanation of Revenue Variances between Budget and Actual

- R<sup>1</sup> Fiscal Year tax receipts were \$70K more than budgeted. Prior Years property tax refunds were -\$264K higher than budgeted; for a net effect of -\$194K total property taxes below the aggregate budget.
- R<sup>2</sup> The 4<sup>th</sup> of 4 payments for most Special Education Categorical State Aid grants have been deferred. The largest of these are Special Education Personnel with \$210K in deferred payments and Special Education Transportation with \$230K in deferred payments.
- R<sup>3</sup> Receipts of prior years' deferred payments of \$525K for the Special Education Tuition Federal Categorical Aid grant helped to offset other under-collected revenue sources.

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### Explanation of Expenditure Variances between Budget and Actual

- E<sup>1</sup> The 2014-15 salaries budget included additional monies for the need of additional personnel related to increases in enrollment. Strict adherence to planned expenditure reductions helped minimize the use of these additional budgeted dollars resulting in actual expenditures \$1.0M under budget.
- E<sup>2</sup> The District's medical and dental insurance plans are self-funded; meaning the district's costs are directly related to claims experience and not based on a pre-determined premium rate. During the 2014-15 fiscal year, the district incurred a higher-than average medical and prescription claims experience which exceeded the budgeted expenditures by \$880K.
- E<sup>3</sup> Increased ridership and an increase in bus routes during the 2014-15 school year resulted in actual expenditures exceeding the budget by \$250K.
- E<sup>4</sup> Actual Special Education Tuition for Private Placements expenditures exceeded the budget by \$350K.

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## Budget Calendar

### July

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- The beginning of the fiscal year
- Finance Committee meeting - Tentative budget is finalized, and vetted
- Tentative budget is approved by the BOE

### August

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- The Tentative Budget is placed on display for public review for a minimum of 30-days prior to adoption
- The annual audit is performed

### September

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- A public hearing on the annual budget is held prior to the regular board meeting
- BOE formally adopts the budget at its regular meeting [By law, the budget must be adopted by September 30<sup>th</sup> each year]

### October

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- Preparation is started for the annual tax levy

### November

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- Finance Committee meeting – updated projections; fall enrollment
- The Annual Statement of Affairs is published in a local newspaper [by law, this document must be published in a local newspaper by the 1<sup>st</sup> of December]
- The BOE adopts a resolution of Estimated Tax Levy

### December

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- The annual audit for the prior fiscal year is presented to the BOE
- Financial projections and dashboards are updated with audited actual dollars
- A notice of pending levy and a public hearing is advertised in a local newspaper
- The levy is adopted by the BOE at its regular meeting
- The levy is filed with the County Clerk's office no later than the last Tuesday of December

### January

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- Preparations begin for establishing the next year's budget

### February

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- Finance Committee meeting – updated projections; CPI
- Preliminary budgets are established for the next fiscal year

### March

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- The BOE approves certified staffing FTE for the next fiscal year

### April

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- The BOE approves non-certified staffing FTE for the next fiscal year

### May

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- Financial Projections are updated
- Program Budget Development begins

### June

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- Accounting for the current fiscal year is reviewed and “closed out” as of June 30<sup>th</sup>
- Tentative budget is developed; a review of every line item is completed for accuracy

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## Explanation of Funds

### Operating Fund

The Operating Fund is composed of the Education, State/Federal Grants, Food Service, Operations & Maintenance, Transportation, Illinois Municipal Retirement Fund, Social Security, and Working Cash funds.

The Operating Fund provides for the day-to-day services necessary to operate the school district. By board policy, in this fund, the district is expected to maintain reserves equal to 33% of the following year's expenditures.

### Debt Services Fund

The Debt Services Fund is composed solely of Debt Service. This fund is required when taxes are levied to retire bond principal or to pay bond interest, or if other revenue is pledged to pay principal, interest, or service charges on other long-term debt instruments.

### Capital Projects Fund

The Capital Projects Fund is composed of the Capital Projects and Life Safety funds. This fund is utilized to record capital improvements to facilities, as well as life safety expenditures.

### Glenbrook Aquatics Fund

The Glenbrook Aquatics Fund is utilized to record revenue and expenditures related to the district's aquatics programs.

Glenbrook Aquatics revenue budget reflects anticipated income from program fees. No other sources of revenue are used to support this program.

## Listing of Programs

### Instructional Programs

1000	Regular Instruction	1050	Physical Education	1312	Social/Emotional Prog	1405	Applied Technology
1005	Art	1055	Science	1320	Cross Categorical	1410	Broadcasting
1015	Drivers Education	1060	Social Studies	1322	Learning Disb	1415	Business Education
1020	English	1065	Team	1325	Study Strategies	1425	Family/Consumer
1025	Evening High School	1150	Reading Improvement	1350	Transition Program	1430	Industrial Arts
1030	World Language	1160	Summer School	1360	Off Campus	1435	Nursery School
1035	Health Education	1180	English/Second Lang	1370	Home/Hospital Instruct	1650	Academy
1040	Mathematics	1300	Special Education	1380	Glenbrook United	1900	Alternative Programs
1045	Fine Arts	1310	Physical Disb	1400	Vocational Education		

### Support Services

2110	Dean's Office	2190	Other Support Svcs	2324	Asst. Superintendent	2645	Employee Assistance
2114	Residency	2210	Improve/Instruction	2410	Principal's Office	2649	Health Promotion
2116	GEA	2213	Glenbrook Days	2510	Business Office	2660	Technical Services
2120	Guidance Services	2220	IMC Services	2520	Fiscal Services	2661	Tech Svcs-Application
2123	Guided Studies	2230	Audio/Visual Services	2550	Transportation	2662	Tech Svcs-Network
2126	Peer Counseling	2310	Board of Education	2560	Food Services	2663	Tech Svcs-Initiative
2130	Health Services	2311	Tort	2573	Bookstore	2664	Student Technology
2140	Social Work Services	2312	Dist Retirement Prog	2610	General Administration	2665	Educational Tech
2150	Psychological Services	2320	Superintendent	2630	Public Information		

### Community Services

3200	Community Swim Prog	3203	Summer Science Camp	3206	Swim America	3208	Aquatics Water Polo
3202	Summer Athletic Camp	3205	Swim Club	3207	Aquatics Diving		

### Athletic Programs

5100	Athletics	5260	Swimming	5315	Basketball	5340	Lacrosse
5110	Training Room	5270	Tennis	5305	Badminton	5345	Soccer
5210	Baseball	5280	Track	5316	Bowling	5350	Softball
5215	Basketball	5285	Volleyball	5318	Cheerleading	5355	Poms/Competitive
5216	Bowling	5240	Lacrosse	5320	Cross Country	5360	Swimming
5220	Cross Country	5245	Soccer	5323	Field Hockey	5370	Tennis
5225	Football	5290	Water Polo	5330	Golf	5380	Track
5230	Golf	5295	Wrestling	5335	Gymnastics	5390	Volleyball
5235	Gymnastics	5305	Badminton				

### Student Activities

5800	Extra/CoCurrActivities	5815	Pom Pons	5825	Drama	5850	Mathletes
5805	Auditorium	5820	Debate	5835	Forensics	5890	Discretionary

### State/Federal Grants

6105	Bilingual Edu TBE/TPI	6157	Title III-LIPLEPS	6380	Medicaid	6465	Agricultural Edu
6150	Title I-Disadvantaged	6354	DORS - Step Programs	6420	Carl Perkins	6510	Project Lead the Way
6155	Title II-Tea Quality	6366	IDEA - PL 94-142	6460	Career/Tech Edu Improve	6590	Library Per Capita

### Plant Operations

9010	Plant Operations	9080	Grounds Maintenance	9820	Performance Contract	9827	Life/Safety
9015	Safety Committee	9810	Asphalt/Concrete	9823	Remodeling Facilities	9830	Special Projects
9050	Building Maintenance	9812	Floor Coverings	9825	Roofing Projects		

# **2015-16**

## **Tentative Budget Summary**

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## Overview of the 2015-16 Tentative Budget

The 2015-16 Fiscal Year Budget, which is being presented, reflects input from staff, administration, and the Board of Education. The 2015-16 budget process began November of 2014, with an update of budget projections, enrollment, educational planning materials, staffing, facilities, and technology.

The 2014-15 actual ending fund balance in the operating funds is 65.4%, as compared to a 2014 projection of 64.4%, an increase of 1.0%. The FY2015-16 estimated ending fund balance in the operating funds is projected to be 60.1%. The 2015 and 2016 fund balances are affected by a number of factors, the most significant of which are:

- For FY2014-15, overall actual revenue from property taxes is lower than budget by -\$194K due to higher than anticipated prior years' property tax refunds.
- For FY2014-15, overall actual revenue from state categorical grants is lower than budget by -\$777K due to deferred and/or prorated payments
- For FY2014-15, overall actual revenue from federal categorical grants is higher than budget by \$323K due to the receipt of deferred payments from prior years.
- For FY2014-15, overall expenditures in the Operating Funds were higher than budget by \$17K.
- The FY2015-16 budget includes \$1.15M revenue from General State Aid, which represents the district's allocation pro-rated at 87%.

It should be noted that excluded from the budget shown are contingencies [in accordance to board policy] in each of the operating funds. These contingencies are as follows:

Education Fund	\$520,000 [includes \$20K for New Technology Initiatives]
Operating & Maintenance Fund	50,000
Transportation Fund	130,000
IMRF Fund	25,000
Social Security/Medicare Fund	25,000
	<u>\$750,000</u>

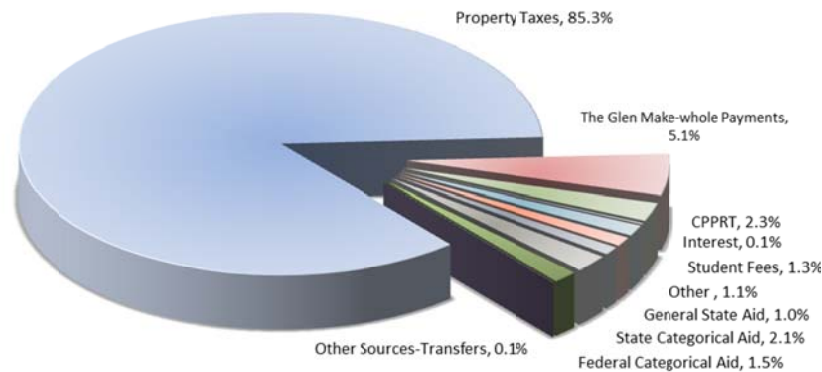


## Revenue Summary – Operating Funds

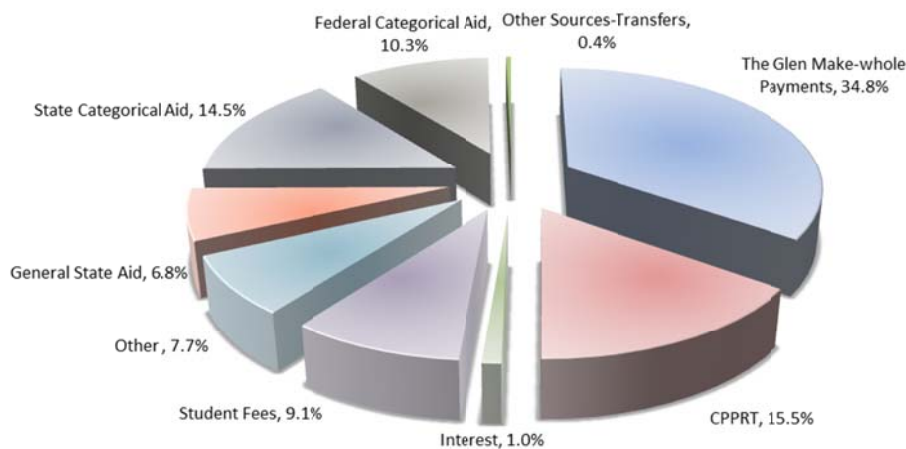
### Budget to Actual

Revenue Sources		2014-15 Actual	2015-16 Budget	Increase (Decrease)	%
Local	Property Taxes	\$95,941,928	\$98,324,818	\$2,382,890	2.4%
	The Glen Make-whole Payments	3,800,000	5,900,000	2,100,000	35.6%
	CPPRT	2,472,201	2,620,000	147,799	5.6%
	Interest	173,742	170,000	(3,742)	-2.2%
	Student Fees	1,672,528	1,535,200	(137,328)	-8.9%
	Other	1,414,627	1,308,000	(106,627)	-8.2%
State	General State Aid	1,153,612	1,150,000	(3,612)	-0.3%
	Categorical Aid	2,179,992	2,454,500	274,508	11.2%
Federal	Categorical Aid	2,326,169	1,740,000	(586,169)	-33.7%
Other Sources-Transfers		60,000	60,000	-	0.0%
Sub-Total Revenue		<b>\$111,194,799</b>	<b>\$115,262,518</b>	<b>\$4,067,719</b>	<b>3.5%</b>

### 2015-16 Budget – Revenue Categories as a Percentage of the Total Budget



### 2015-16 Budget – Revenue Categories Exclusive of Property Taxes



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## Revenue Summary - Comments

### Property Taxes

Property taxes are levied each year and are limited by the Property Tax Extension Limit Act (PTELA) to no more than five percent (5%) or the Consumer Price Index (CPI), whichever is less. In addition to CPI increases, the district also receives additional property tax revenue for new construction within the district. The CPI which will be used for the 2015-16 budget is 1.5%.

### Tax Increment Financing District (TIF)

The Glen (Make Whole Payments): The Glen is a multi-use development built on the original Glenview Naval Air Station property plus an additional 200 acres. The Glen development is under a TIF agreement for a period not to exceed 23-years. As such, the district receives no property tax revenue from this area. The district does, however, receive “make whole payments” based on the number of students enrolled at Glenbrook South High School lining in the Glen and Naval housing.

### Corporate Personal Property Replacement Tax (CPPRT)

CPPRT are paid by corporations within the district. These taxes supplant lost revenue as a result of the elimination of the personal property tax on business in 1978. Beginning in 2011-12, the State of Illinois has withheld a portion of CPPRT distributions to pay for the salaries of Regional Offices of Education personnel.

### Interest

Interest income from investments

### Student Fees

Includes technology, transportation, parking, driver’s education, evening high school, and the Glenbrook Aquatics program

### Other Local

Includes tuition, athletic admissions, building rentals, and other local fees

### General State Aid

General State Aid provided to the district, revenue is usually unrestricted and can be utilized in any fund

### State Categoricals

Categorical aid reflects revenue that is restricted. These revenues emanate from bilingual education, driver’s education, special education, vocational education, etc. Due to the financial position of the State of Illinois, some categorical payments have been deferred and/or reduced.

### Federal Categoricals

Categorical aid reflects revenue that is restricted. These revenues include grants for IDEA, NCLB, vocational education, Medicaid, etc.

### Other Sources – Transfers

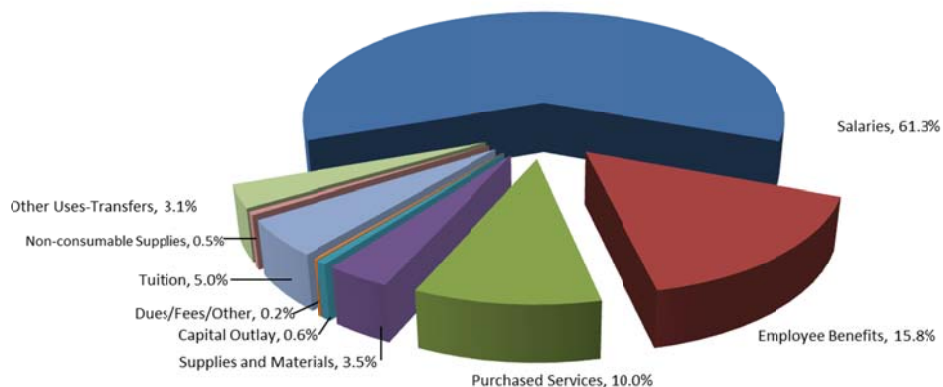
Transfers from other funds

## Expenditure Summary – Operating Funds

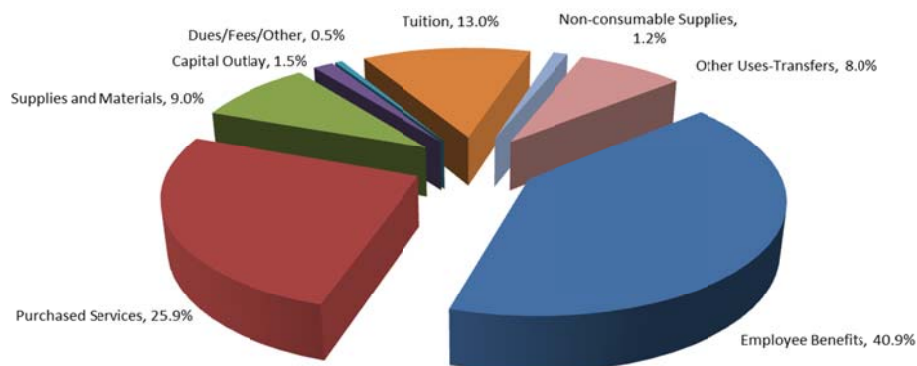
### Budget to Actual

Expenditure Categories	2014-15 Actual	2015-16 Budget	Increase (Decrease)	%
Salaries	\$70,136,212	\$72,858,665	\$2,722,453	3.7%
Employee Benefits	16,806,179	18,818,920	2,012,741	10.7%
Purchased Services	11,884,036	11,919,113	35,077	0.3%
Supplies and Materials	3,865,119	4,151,507	286,388	6.9%
Capital Outlay	1,081,665	692,086	(389,579)	-56.3%
Dues/Fees/Other	286,547	251,825	(34,722)	-13.8%
Tuition	5,898,168	5,969,000	70,832	1.2%
Non-consumable Supplies	616,555	555,697	(60,858)	-11.0%
Other Uses-Transfers	858,427	3,684,394	2,825,967	76.7%
<b>Total Expenditures</b>	<b>\$111,432,908</b>	<b>\$118,901,207</b>	<b>\$7,468,299</b>	<b>6.3%</b>

### 2015-16 Budget – Expenditure Categories as a Percentage of the Total Budget



### 2015-16 Budget – Expenditure Categories Exclusive of Salaries



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## Expenditure Summary - Comments

### Salaries

The salaries budget represents wages paid for both Certified and Non-Certified district employees. Certified staff includes administration, teaching, and counselors. Non-Certified staff includes instructional assistants, paraprofessionals, secretarial, maintenance, and other educational support personnel. Staffing is based on enrollment and special program allocations.

### Employee Benefits

Includes expenditures for health, dental, life, and disability insurances, payroll taxes, and pension costs. Also included in this category are tuition reimbursements, employee assistance and wellness programs.

### Purchased Services

Includes expenditures for professional and technical services, such as consultants, legal services, and other service contracts

### Supplies and Materials

Includes expenditures for all instructional and operational supplies. Included in this category are utilities, consumable, and non-consumable supplies.

### Capital Outlay

Includes expenditures for general capital outlay, such as equipment

### Dues/Fees/Other

Includes expenditures for dues/fees and other miscellaneous items

### Tuition

Represents the district's payments to outside agencies for special education tuition. Outside agencies can include public schools as well as private day and/or residential facilities.

### Non-Consumable Supplies

Includes expenditures for supplies which are expected to be in use for more than 1-year and are below the capital outlay threshold

### Other Uses-Transfers

Transfers to other funds

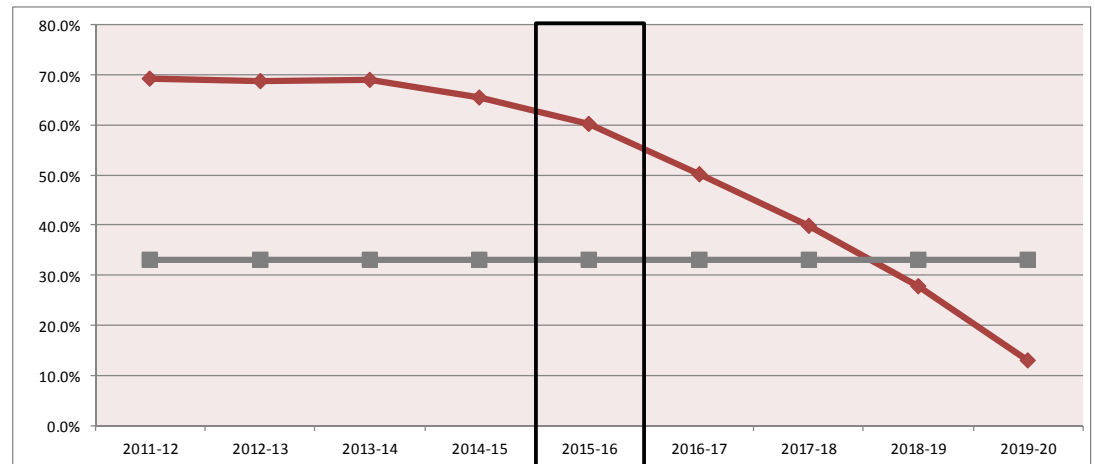
## Fund Balance Summary – Operating Funds

### Budget to Actual

Operating Fund Balance	2014-15 Budget	2014-15 Actual	2015-16 Budget
Operating Funds - Revenue	\$111,433,717	\$111,194,799	\$115,262,518
Operating Funds – Expenditures	112,116,003	111,432,908	119,651,207
<i>Minus Contingencies</i>	(700,000)		(750,000)
Budget Surplus/Deficit	17,714	(238,109)	(3,638,689)
Prior period audit adjustment		1,161,378	
Ending Fund Balance	\$76,851,780	\$77,757,335	\$74,118,647
% of Next Year’s Expenditures	64.4%	65.4%	60.1%

### Projected Operating Fund Balances

	Actual				Budget	Projections				
	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Operating Fund Balance	69.2%	68.8%	69.0%	65.4%	60.1%	50.2%	39.9%	27.8%	12.9%	
Board Policy 4010	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	



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## Fund Balance Summary – Comments

### Operating Funds - Revenue

Additions to assets which do not increase any liability, do not represent the recovery of an expenditure, do not represent the cancellation of certain liabilities without a corresponding increase in other liabilities or a decrease in assets. The Operating Fund is composed of the Education, State/Federal Grants, Food Service, Operations & Maintenance, Transportation, Illinois Municipal Retirement Fund, Social Security, and Working Cash funds. Budgeted Operating Fund Revenue includes contingencies of \$750K.

### Operating Funds - Expenditures

Charges incurred, whether paid or unpaid, which are presumed to benefit the current fiscal year. The Operating Fund is composed of the Education, State/Federal Grants, Food Service, Operations & Maintenance, Transportation, Illinois Municipal Retirement Fund, Social Security, and Working Cash funds.

### Contingencies

A contingency is defined as an existing condition, situation, or set of circumstances involving uncertainty as to possible gain or loss that will ultimately be resolved when one or more future events occur or fail to occur. Resolution of the uncertainty may confirm the acquisition of an asset or the reduction of a liability or the loss or impairment of an asset or the incurrence of a liability.

### Budget Surplus/Deficit

This line indicates whether or not the district spent or is projecting to spend more money than it receives in revenues in a given year. Beginning in 2015-16 the district is no longer receiving referendum monies; therefore, all capital projects will be funded by operating transfers and/or fund balances resulting in a deficit budget.

### Ending Fund Balance

This figure represents the total of revenues for the operating funds (Education, Operations and Maintenance, IMRF, Social Security, Transportation, and Working Cash) at the end of each fiscal year.

### % of Next Year's Expenditures

The figure shown is the percentage or reserves against next year's expenditure budget

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# 2015-16 Operating Funds Budget

The Operating Fund is comprised of the following funds:

Education, State/Federal Grants, Food Service, Operations/Maintenance, Transportation, Illinois Municipal Retirement Fund, Social Security/Medicare, and Working Cash.

The Operating Fund provides for the day-to-day services necessary to operate the school district. By Board policy, in this fund, the district is expected to maintain reserves equal to 33% of the following year's expenditures.

Function	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1000	Revenue From Local Sources				
1111	General Taxes - Cur Yr Levy	49,439,155	49,413,123	50,410,878	997,755
1112	General Taxes - Prior Yr Levy	46,059,291	46,013,439	47,213,706	1,200,267
1113	General Taxes - Prior Yrs Levi	-1,354,724	-1,085,500	-1,095,000	-9,500
1151	Soc Sec/Med Only - Cur Yr Levy	944,558	941,503	937,341	-4,162
1152	Soc Sec/Med Only - Prior Year	872,931	877,736	877,893	157
1153	Soc Sec/Med Only - Prior Years	-19,283	-24,500	-20,000	4,500
1230	Corporate Pers Prop Repl Taxes	2,472,201	2,350,000	2,620,000	270,000
1292	The Glen Make-Whole Payments	3,800,000	3,800,000	5,900,000	2,100,000
1320	Summer School Tuition	326,899	390,000	350,000	-40,000
1411	Reg Trans Fees - Pupils/Parent	344,808	300,000	340,000	40,000
1412	Reg Trans Fees - Next Yr Svc	275,430	300,000	275,000	-25,000
1510	Interest On Investments	173,742	169,200	170,000	800
1711	Athletic Admissions	12,785	12,000	13,000	1,000
1720	Student Fees	49,380	90,000	49,000	-41,000
1721	Parking Fees	360,055	340,000	355,000	15,000
1725	Tech Fee	545,351	445,000	420,000	-25,000
1791	Nursery School Tuition	40,460	35,000	40,000	5,000
1822	Less: Sales Tax	0	0	0	0
1911	Rental Of Facilities	409,967	375,000	330,000	-45,000
1913	Swimming Program	57,033	50,000	55,000	5,000
1914	Evening High School Fees	1,254	1,200	1,200	0
1915	Rental Of Facilities - North	51,583	30,000	50,000	20,000
1916	Rental Of Facilities - South	58,504	50,000	55,000	5,000
1917	Summer Athletic Camps	337,942	290,000	340,000	50,000
1940	Svcs Provided Oth Dist	49,371	30,000	40,000	10,000
1950	Refund Of Prior Yr Exp	27,520	0	0	0
1970	Driver Education Fees	96,250	100,000	95,000	-5,000
1980	Vending Rebates	27,425	25,000	25,000	0
1999	Oth Misc Local Rev	15,138	5,000	10,000	5,000
1---	Local Sources	105,475,026	105,323,201	109,858,018	4,534,817
3000	Unrestricted Grants In Aid				
3001	General State Aid	1,153,612	1,150,000	1,150,000	0
3102	Spec Ed-private Facilities	108,360	110,000	110,000	0
3105	Spec Ed-extraordinary Services	439,326	600,000	600,000	0
3110	Special Ed-personnel	633,490	900,000	800,000	-100,000
3120	Spec Ed-Orphanage-Individual	40,969	60,000	40,000	-20,000
3130	Spec Ed-Orphanage-Summer	7,493	7,000	7,000	0
3145	Summer School	2,691	3,000	2,500	-500
3220	Voc Ed - Career & Tech Ed Impr	71,061	69,885	0	-69,885
3235	Voc Ed Spprt Svcs-Agri Imprvm	430	430	0	-430
3305	Bilingual Ed-Downstate-TPI/TBE	42,411	47,046	0	-47,046
3370	Driver Education	102,266	50,000	80,000	30,000
3510	Special Ed Transportation Aid	709,407	1,100,000	800,000	-300,000
3990	Project Lead the Way Grant	15,000	10,000	15,000	5,000
3999	Other State Revenue	7,088	0	0	0
3---	State Sources	3,333,604	4,107,361	3,604,500	-502,861



Function	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
4000	Revenue From Federal Sources				
4300	Title I-Disadvantaged	372,800	403,095	0	-403,095
4620	IDEA (PL94-142) - Flow Thru Pt	540,517	531,050	600,000	68,950
4625	IDEA - Room & Board	1,125,279	600,000	900,000	300,000
4745	Carl Perkins-Sec Voc Ed Prog	81,795	78,088	0	-78,088
4900	Medicaid - Outreach	0	100,000	100,000	0
4902	Medicaid - Fee for Service	123,846	120,000	120,000	0
4909	Title III - LipLeps	8,510	10,064	0	-10,064
4932	Title II - Teacher Quality	52,918	60,858	0	-60,858
4951	Step	20,504	40,000	20,000	-20,000
4---	Federal Sources	2,326,169	1,943,155	1,740,000	-203,155
=====					
7000					
7900	Transfers	60,000	60,000	60,000	0
7---		60,000	60,000	60,000	0
=====					
Grand Revenue Totals		111,194,799	111,433,717	115,262,518	3,828,801

Number of Accounts: 83

\*\*\*\*\* End of report \*\*\*\*\*

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1000	Regular Programs				
1310	Teachers	0	460,000	460,000	0
1380	Longevity Pay	18,000	19,000	18,000	-1,000
1390	Teachers-Substitutes-Release	226,245	226,245	210,000	-16,245
1391	Teachers-Substitutes-Illness	825,800	500,000	675,000	175,000
1---	Salaries	1,070,045	1,205,245	1,363,000	157,755
2115	TRS 2.2	7,092	7,090	7,225	135
2118	TRS Health Insurance	11,108	9,292	11,300	2,008
2120	IMRF Contribution	3,244	0	1,740	1,740
2130	FICA Contribution	965	0	1,005	1,005
2140	Medicare Contribution	19,973	17,729	20,670	2,941
2150	TRS-early Retirement	0	200,000	200,000	0
2210	Life/Disability Insurance	577	630	500	-130
2220	Medical/Dental Insurance	1,745,542	1,000,000	1,700,000	700,000
2250	Hlth & Dntl Insur-Retirees	572,932	400,000	500,000	100,000
2403	Physical Examination Reimb	250	500	500	0
2404	Professional Dues Reimb	18,107	20,000	20,000	0
2407	Fringe Benefit Allotment	386,787	400,000	375,000	-25,000
2---	Benefits	2,766,577	2,055,241	2,837,940	782,699
3113	Testing Services	19,901	19,901	19,000	-901
3313	Field Trips	92,649	96,186	93,000	-3,186
3323	Mileage	5,770	4,500	5,000	500
3910	Student Aid	576,204	570,000	595,000	25,000
3---	Purchased Services	694,524	690,587	712,000	21,413
4700	Operation Software	16,952	16,952	0	-16,952
4---	Supplies & Materials	16,952	16,952	0	-16,952
5411	Technology Equipment	29,750	29,750	0	-29,750
5---	Equipment	29,750	29,750	0	-29,750
6400	Dues And Fees	7,074	7,074	8,500	1,426
6600	Transfers	858,427	858,427	3,684,394	2,825,967
6900	Contingencies	0	550,000	550,000	0
6---	Misc. & Contingencies	865,501	1,415,501	4,242,894	2,827,393
7140	Non-Consumable Supplies	80,235	80,235	14,450	-65,785
7---	Non-Consumable Supplies	80,235	80,235	14,450	-65,785
----	Regular Programs	5,523,584	5,493,511	9,170,284	3,676,773
		=====	=====	=====	=====

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1005	Art				
1310	Teachers	560,575	560,575	580,195	19,620
1---	Salaries	560,575	560,575	580,195	19,620
2115	TRS 2.2	3,251	3,251	3,415	164
2118	TRS Health Insurance	4,261	4,260	4,375	115
2140	Medicare Contribution	6,423	8,128	6,645	-1,483
2210	Life/Disability Insurance	569	571	590	19
2220	Medical/Dental Insurance	72,106	67,721	86,530	18,809
2---	Benefits	86,610	83,931	101,555	17,624
3230	Repairs & Maint Services	2,945	2,945	2,550	-395
3320	Professional Development	649	649	1,925	1,276
3903	Entry Fees	400	400	350	-50
3---	Purchased Services	3,994	3,994	4,825	831
4100	Supplies-General	26,833	27,198	32,831	5,633
4115	Non-Printed Materials	0	0	200	200
4300	Library Books	843	843	575	-268
4---	Supplies & Materials	27,676	28,041	33,606	5,565
5400	Equipment	0	0	8,500	8,500
5---	Equipment	0	0	8,500	8,500
7140	Non-Consumable Supplies	4,563	4,563	12,543	7,980
7---	Non-Consumable Supplies	4,563	4,563	12,543	7,980
----	Art	683,418	681,104	741,224	60,120
=====					
1015	Drivers Education				
1310	Teachers	641,358	641,357	663,805	22,448
1---	Salaries	641,358	641,357	663,805	22,448
2115	TRS 2.2	3,720	3,720	3,840	120
2118	TRS Health Insurance	4,874	4,874	5,045	171
2140	Medicare Contribution	9,111	9,299	9,430	131
2210	Life/Disability Insurance	676	677	695	18
2220	Medical/Dental Insurance	72,565	71,025	87,070	16,045
2---	Benefits	90,946	89,595	106,080	16,485
3230	Repairs & Maint Services	2,092	7,092	10,600	3,508
3234	Maintenance Agreements	3,141	3,141	0	-3,141
3320	Professional Development	230	230	2,525	2,295

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1015	Drivers Education				
3---	Purchased Services	5,463	10,463	13,125	2,662
4100	Supplies-General	4,536	4,791	2,274	-2,517
4---	Supplies & Materials	4,536	4,791	2,274	-2,517
5500	Vehicles	97,658	0	0	0
5---	Equipment	97,658	0	0	0
----	Drivers Education	839,961	746,206	785,284	39,078
1020	English				
1310	Teachers	3,984,333	3,992,364	4,123,785	131,421
1410	PARA/IA	290,284	322,094	300,444	-21,650
1---	Salaries	4,274,617	4,314,458	4,424,229	109,771
2115	TRS 2.2	23,208	23,155	24,020	865
2118	TRS Health Insurance	30,411	30,342	31,470	1,128
2120	IMRF Contribution	48,340	34,046	50,030	15,984
2130	FICA Contribution	27,632	19,969	28,600	8,631
2140	Medicare Contribution	60,493	62,560	62,610	50
2210	Life/Disability Insurance	5,356	5,283	5,540	257
2220	Medical/Dental Insurance	517,946	506,671	621,530	114,859
2---	Benefits	713,386	682,026	823,800	141,774
3230	Repairs & Maint Services	0	0	200	200
3320	Professional Development	15,546	15,546	17,100	1,554
3---	Purchased Services	15,546	15,546	17,300	1,754
4100	Supplies-General	13,410	13,415	12,945	-470
4115	Non-Printed Materials	325	325	400	75
4300	Library Books	3,065	3,065	3,570	505
4---	Supplies & Materials	16,800	16,805	16,915	110
7140	Non-Consumable Supplies	1,986	1,986	8,308	6,322
7---	Non-Consumable Supplies	1,986	1,986	8,308	6,322
----	English	5,022,335	5,030,821	5,290,552	259,731

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1025	Evening High School				
1110	Administrators	127,462	127,324	131,924	4,600
1148	Curriculum Projects	0	2,200	2,200	0
1340	Teachers-Hrly/Per Diem	229,835	250,000	250,000	0
1390	Teachers-Substitutes-Release	2,781	1,500	3,000	1,500
1410	PARA/IA	11,728	11,728	12,138	410
1590	Support Staff-Subs/Hourly	246	2,000	500	-1,500
1---	Salaries	372,052	394,752	399,762	5,010
2110	TRS BOE Paid Member Contrib	11,084	11,540	11,472	-68
2115	TRS 2.2	2,110	1,753	2,180	427
2118	TRS Health Insurance	2,763	2,896	2,860	-36
2120	IMRF Contribution	1,272	1,451	1,315	-136
2130	FICA Contribution	733	851	785	-66
2140	Medicare Contribution	5,017	5,724	5,195	-529
2210	Life/Disability Insurance	485	487	505	18
2220	Medical/Dental Insurance	32,963	33,117	39,550	6,433
2---	Benefits	56,427	57,819	63,862	6,043
3230	Repairs & Maint Services	0	200	0	-200
3320	Professional Development	1,123	1,500	1,500	0
3910	Student Aid	28,559	2,000	2,000	0
3---	Purchased Services	29,682	3,700	3,500	-200
4100	Supplies-General	13,750	13,500	13,500	0
4---	Supplies & Materials	13,750	13,500	13,500	0
----	Evening High School	471,911	469,771	480,624	10,853
		=====	=====	=====	=====
1030	World Language				
1310	Teachers	3,282,672	3,247,895	3,397,566	149,671
1410	PARA/IA	118,725	121,058	122,881	1,823
1---	Salaries	3,401,397	3,368,953	3,520,447	151,494
2115	TRS 2.2	19,039	18,838	19,700	862
2118	TRS Health Insurance	24,947	24,684	25,820	1,136
2120	IMRF Contribution	10,563	12,796	10,930	-1,866
2130	FICA Contribution	6,638	7,506	6,870	-636
2140	Medicare Contribution	47,596	48,850	49,265	415
2210	Life/Disability Insurance	4,135	4,075	4,275	200
2220	Medical/Dental Insurance	399,086	398,000	478,825	80,825
2---	Benefits	512,004	514,749	595,685	80,936
3230	Repairs & Maint Services	0	0	175	175
3320	Professional Development	14,458	14,458	14,092	-366
3903	Entry Fees	3,477	3,477	3,045	-432

	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1030		World Language				
	3---	Purchased Services	17,935	17,935	17,312	-623
	4100	Supplies-General	10,283	10,410	11,200	790
	4115	Non-Printed Materials	35	35	570	535
	4300	Library Books	1,264	1,264	1,570	306
	4---	Supplies & Materials	11,582	11,709	13,340	1,631
	7140	Non-Consumable Supplies	0	0	1,880	1,880
	7---	Non-Consumable Supplies	0	0	1,880	1,880
	----	World Language	3,942,918	3,913,346	4,148,664	235,318
			=====	=====	=====	=====
1035		Health Education				
	1310	Teachers	373,959	375,716	387,048	11,332
	1---	Salaries	373,959	375,716	387,048	11,332
	2115	TRS 2.2	2,169	2,179	2,240	61
	2118	TRS Health Insurance	2,840	2,855	2,935	80
	2140	Medicare Contribution	5,295	5,448	5,480	32
	2210	Life/Disability Insurance	503	508	520	12
	2220	Medical/Dental Insurance	48,798	48,000	58,560	10,560
	2---	Benefits	59,605	58,990	69,735	10,745
	3320	Professional Development	1,075	1,075	2,000	925
	3---	Purchased Services	1,075	1,075	2,000	925
	4100	Supplies-General	1,721	1,721	1,257	-464
	4---	Supplies & Materials	1,721	1,721	1,257	-464
	7140	Non-Consumable Supplies	51	51	0	-51
	7---	Non-Consumable Supplies	51	51	0	-51
	----	Health Education	436,411	437,553	460,040	22,487
			=====	=====	=====	=====
1040		Math				
	1310	Teachers	4,276,164	4,255,843	4,425,829	169,986
	1410	PARA/IA	238,526	270,918	246,874	-24,044
	1---	Salaries	4,514,690	4,526,761	4,672,703	145,942

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1040	Math				
2115	TRS 2.2	24,801	24,684	25,670	986
2118	TRS Health Insurance	32,498	32,345	33,635	1,290
2120	IMRF Contribution	25,489	28,636	26,385	-2,251
2130	FICA Contribution	14,550	16,796	15,055	-1,741
2140	Medicare Contribution	61,205	65,638	63,345	-2,293
2210	Life/Disability Insurance	5,147	5,190	5,325	135
2220	Medical/Dental Insurance	521,962	523,794	626,350	102,556
2---	Benefits	685,652	697,083	795,765	98,682
3310	Student Transportation	993	3,500	3,500	0
3320	Professional Development	12,656	12,656	14,255	1,599
3---	Purchased Services	13,649	16,156	17,755	1,599
4100	Supplies-General	11,674	11,651	14,121	2,470
4115	Non-Printed Materials	147	147	0	-147
4300	Library Books	901	901	1,500	599
4---	Supplies & Materials	12,722	12,699	15,621	2,922
7140	Non-Consumable Supplies	2,358	2,358	7,100	4,742
7---	Non-Consumable Supplies	2,358	2,358	7,100	4,742
----	Math	5,229,071	5,255,057	5,508,944	253,887
		=====	=====	=====	=====
1045	Music/Performing Arts				
1310	Teachers	775,783	806,214	802,936	-3,278
1410	PARA/IA	40,716	28,756	42,141	13,385
1---	Salaries	816,499	834,970	845,077	10,107
2115	TRS 2.2	4,499	4,676	4,655	-21
2118	TRS Health Insurance	5,896	6,128	6,100	-28
2130	FICA Contribution	2,525	1,783	2,615	832
2140	Medicare Contribution	10,438	12,107	7,205	-4,902
2210	Life/Disability Insurance	1,175	1,246	1,215	-31
2220	Medical/Dental Insurance	75,073	93,500	90,080	-3,420
2---	Benefits	99,606	119,440	111,870	-7,570
3230	Repairs & Maint Services	15,183	15,183	17,200	2,017
3234	Maintenance Agreements	4,750	4,750	4,750	0
3310	Student Transportation	26,423	28,814	29,000	186
3320	Professional Development	3,276	3,276	3,575	299
3903	Entry Fees	6,748	6,748	3,000	-3,748
3---	Purchased Services	56,380	58,771	57,525	-1,246
4100	Supplies-General	34,074	34,168	21,829	-12,339

Object	Description	2014-15	2014-15	2015-16	2015-16
		FY Activity	Revised Budget	Tentative	Budget Variance
1045	Music/Performing Arts				
4115	Non-Printed Materials	16	16	75	59
4130	Uniforms	3,115	3,115	0	-3,115
4300	Library Books	213	213	675	462
4---	Supplies & Materials	37,418	37,512	22,579	-14,933
5400	Equipment	6,700	6,700	7,600	900
5---	Equipment	6,700	6,700	7,600	900
7140	Non-Consumable Supplies	29,700	29,700	48,467	18,767
7---	Non-Consumable Supplies	29,700	29,700	48,467	18,767
----	Music/Performing Arts	1,046,303	1,087,093	1,093,118	6,025
1050	Physical Education / Health				
1310	Teachers	2,930,934	2,923,327	3,033,516	110,189
1410	PARA/IA	103,034	109,880	106,640	-3,240
1510	Support Staff	55,417	72,031	57,356	-14,675
1---	Salaries	3,089,385	3,105,238	3,197,512	92,274
2115	TRS 2.2	16,999	16,955	17,595	640
2118	TRS Health Insurance	22,275	22,217	23,055	838
2120	IMRF Contribution	16,682	19,228	17,265	-1,963
2130	FICA Contribution	9,462	11,279	9,790	-1,489
2140	Medicare Contribution	39,487	45,026	40,870	-4,156
2210	Life/Disability Insurance	3,523	3,495	3,645	150
2220	Medical/Dental Insurance	401,103	395,000	481,325	86,325
2---	Benefits	509,531	513,200	593,545	80,345
3230	Repairs & Maint Services	5,215	5,215	5,700	485
3234	Maintenance Agreements	7,600	7,600	8,600	1,000
3320	Professional Development	6,795	6,795	8,150	1,355
3---	Purchased Services	19,610	19,610	22,450	2,840
4100	Supplies-General	7,948	8,080	9,800	1,720
4300	Library Books	0	0	400	400
4---	Supplies & Materials	7,948	8,080	10,200	2,120
5400	Equipment	0	0	64,577	64,577
5---	Equipment	0	0	64,577	64,577
7140	Non-Consumable Supplies	10,873	10,873	15,091	4,218
7---	Non-Consumable Supplies	10,873	10,873	15,091	4,218



Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1050	Physical Education / Health				
----	Physical Education / Health	3,637,347	3,657,001	3,903,375	246,374
=====					
1055	Science				
1310	Teachers	5,290,387	5,274,915	5,475,550	200,635
1410	PARA/IA	120,622	118,229	124,843	6,614
1---	Salaries	5,411,009	5,393,144	5,600,393	207,249
2115	TRS 2.2	30,684	30,595	31,750	1,155
2118	TRS Health Insurance	40,205	40,090	41,600	1,510
2120	IMRF Contribution	12,937	12,497	13,385	888
2130	FICA Contribution	7,394	7,331	12,150	4,819
2140	Medicare Contribution	69,819	78,201	72,260	-5,941
2210	Life/Disability Insurance	5,857	5,910	6,060	150
2220	Medical/Dental Insurance	624,373	618,000	749,245	131,245
2---	Benefits	791,269	792,624	926,450	133,826
3230	Repairs & Maint Services	5,274	5,274	6,927	1,653
3320	Professional Development	14,918	14,918	13,375	-1,542
3900	Other Contractual Services	0	0	1,500	1,500
3---	Purchased Services	20,192	20,192	21,802	1,611
4100	Supplies-General	76,494	77,554	68,301	-9,253
4115	Non-Printed Materials	68	68	200	132
4300	Library Books	-20	-20	800	820
4---	Supplies & Materials	76,542	77,602	69,301	-8,301
6400	Dues And Fees	80	80	0	-80
6---	Misc. & Contingencies	80	80	0	-80
7140	Non-Consumable Supplies	10,901	10,912	25,824	14,912
7---	Non-Consumable Supplies	10,901	10,912	25,824	14,912
----	Science	6,309,993	6,294,554	6,643,770	349,217
=====					
1057	STEM				
3230	Repairs & Maint Services	0	0	250	250
3---	Purchased Services	0	0	250	250
4100	Supplies-General	0	0	5,750	5,750

	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1057		STEM				
	4---	Supplies & Materials	0	0	5,750	5,750
	----	STEM	0	0	6,000	6,000
=====						
1060		Social Studies				
	1310	Teachers	3,712,659	3,706,909	3,842,603	135,694
	1410	PARA/IA	44,992	44,993	46,567	1,574
	1---	Salaries	3,757,651	3,751,902	3,889,170	137,268
	2115	TRS 2.2	21,532	21,500	22,280	780
	2118	TRS Health Insurance	28,214	28,173	29,200	1,027
	2120	IMRF Contribution	4,891	4,756	5,060	304
	2130	FICA Contribution	2,805	2,790	2,900	110
	2140	Medicare Contribution	48,577	54,403	50,275	-4,128
	2210	Life/Disability Insurance	3,987	3,995	4,125	130
	2220	Medical/Dental Insurance	430,573	427,000	516,685	89,685
	2---	Benefits	540,579	542,617	630,525	87,908
	3230	Repairs & Maint Services	1,099	1,099	500	-599
	3320	Professional Development	11,778	11,778	10,545	-1,233
	3---	Purchased Services	12,877	12,877	11,045	-1,832
	4100	Supplies-General	15,146	15,146	12,900	-2,246
	4115	Non-Printed Materials	474	474	1,460	986
	4300	Library Books	2,105	2,105	2,106	1
	4---	Supplies & Materials	17,725	17,725	16,466	-1,259
	6400	Dues And Fees	3,100	3,100	3,000	-100
	6---	Misc. & Contingencies	3,100	3,100	3,000	-100
	7140	Non-Consumable Supplies	861	861	3,700	2,839
	7---	Non-Consumable Supplies	861	861	3,700	2,839
	----	Social Studies	4,332,793	4,329,082	4,553,906	224,824
=====						
1065		Team				
	1310	Teachers	1,222,603	1,244,835	1,265,394	20,559
	1---	Salaries	1,222,603	1,244,835	1,265,394	20,559
	2115	TRS 2.2	7,091	7,220	7,335	115

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1065	Team				
2118	TRS Health Insurance	9,292	9,460	9,620	160
2140	Medicare Contribution	17,039	18,050	17,635	-415
2210	Life/Disability Insurance	1,410	1,448	1,460	12
2220	Medical/Dental Insurance	146,084	147,000	175,300	28,300
2---	Benefits	180,916	183,178	211,350	28,172
3320	Professional Development	0	0	2,600	2,600
3---	Purchased Services	0	0	2,600	2,600
4100	Supplies-General	1,082	1,082	1,633	551
4110	Supplies-Guided Study	5	5	0	-5
4115	Non-Printed Materials	246	246	250	4
4300	Library Books	245	245	500	255
4---	Supplies & Materials	1,578	1,578	2,383	805
7140	Non-Consumable Supplies	826	826	250	-576
7---	Non-Consumable Supplies	826	826	250	-576
----	Team	1,405,923	1,430,417	1,481,977	51,560
		=====	=====	=====	=====
1150	Reading Improvement				
1310	Teachers	390,417	390,418	404,082	13,664
1---	Salaries	390,417	390,418	404,082	13,664
2115	TRS 2.2	2,264	2,264	2,340	76
2118	TRS Health Insurance	2,967	2,967	3,070	103
2140	Medicare Contribution	5,270	5,661	5,455	-206
2210	Life/Disability Insurance	456	458	470	12
2220	Medical/Dental Insurance	40,305	40,000	48,365	8,365
2---	Benefits	51,262	51,350	59,700	8,350
3320	Professional Development	120	120	1,500	1,380
3---	Purchased Services	120	120	1,500	1,380
4100	Supplies-General	5,552	5,552	6,806	1,254
4300	Library Books	247	250	250	0
4---	Supplies & Materials	5,799	5,802	7,056	1,254
7140	Non-Consumable Supplies	291	291	0	-291
7---	Non-Consumable Supplies	291	291	0	-291

		2014-15	2014-15	2015-16	2015-16
Object	Description	FY Activity	Revised Budget	Tentative	Budget Variance
1150	Reading Improvement				
----	Reading Improvement	447,889	447,981	472,338	24,357
		=====	=====	=====	=====
1160	Summer School				
1210	Clerical	14,005	14,008	14,495	487
1340	Teachers-Hrly/Per Diem	357,079	382,000	370,000	-12,000
1410	PARA/IA	20,355	32,000	15,482	-16,518
1630	Custodians-Summer Help	13,301	20,000	20,000	0
1---	Salaries	404,740	448,008	419,977	-28,031
2115	TRS 2.2	1,698	2,216	1,755	-461
2118	TRS Health Insurance	2,675	2,903	2,770	-133
2120	IMRF Contribution	5,331	6,977	5,060	-1,917
2130	FICA Contribution	3,234	4,092	3,010	-1,082
2140	Medicare Contribution	5,607	6,496	5,725	-771
2210	Life/Disability Insurance	19	20	20	0
2---	Benefits	18,564	22,704	18,340	-4,364
3324	Student/Staff Lodging & Meals	-12,420	25,000	0	-25,000
3---	Purchased Services	-12,420	25,000	0	-25,000
4100	Supplies-General	15,877	30,000	20,000	-10,000
4---	Supplies & Materials	15,877	30,000	20,000	-10,000
6400	Dues And Fees	10,571	11,000	11,000	0
6---	Misc. & Contingencies	10,571	11,000	11,000	0
----	Summer School	437,332	536,712	469,317	-67,395
		=====	=====	=====	=====
1180	English as a Second Language				
1310	Teachers	383,546	383,548	396,970	13,422
1410	PARA/IA	574	0	0	0
1---	Salaries	384,120	383,548	396,970	13,422
2115	TRS 2.2	2,225	2,225	2,300	75
2118	TRS Health Insurance	2,910	2,915	3,010	95
2140	Medicare Contribution	5,376	5,561	5,565	4
2210	Life/Disability Insurance	414	462	430	-32
2220	Medical/Dental Insurance	35,742	41,500	42,890	1,390
2---	Benefits	46,667	52,663	54,195	1,532
4100	Supplies-General	958	958	1,000	42

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1180	English as a Second Language				
4---	Supplies & Materials	958	958	1,000	42
----	English as a Second Language	431,745	437,169	452,165	14,996
		=====	=====	=====	=====
1300	Special Education				
1110	Administrators	151,686	151,686	156,995	5,309
1120	Instructional Supervisors	253,589	253,590	262,465	8,875
1148	Curriculum Projects	0	7,400	7,400	0
1210	Clerical	155,316	146,512	160,751	14,239
1290	Clerical-Subs/Hourly	4,011	3,000	4,200	1,200
1410	PARA/IA	90,810	92,076	95,339	3,263
1490	PARA/IA-Subs/Hourly	0	2,000	2,000	0
1---	Salaries	655,412	656,264	689,150	32,886
2110	TRS BOE Paid Member Contrib	33,663	33,663	34,841	1,178
2115	TRS 2.2	2,545	2,589	2,635	46
2118	TRS Health Insurance	3,335	36,875	3,455	-33,420
2120	IMRF Contribution	24,676	25,431	25,675	244
2130	FICA Contribution	14,614	15,103	15,210	107
2140	Medicare Contribution	9,225	9,659	9,565	-94
2210	Life/Disability Insurance	1,601	1,616	1,755	139
2220	Medical/Dental Insurance	115,949	116,600	139,130	22,530
2---	Benefits	205,608	241,536	232,266	-9,270
3120	Consultants	0	20,000	120,000	100,000
3142	Staff Development	450	450	0	-450
3180	Legal Services	61,255	35,000	60,000	25,000
3230	Repairs & Maint Services	0	0	250	250
3310	Student Transportation	1,479,216	1,200,000	1,400,000	200,000
3312	Shuttle Bus	45,075	50,000	50,000	0
3320	Professional Development	190	190	2,100	1,910
3---	Purchased Services	1,586,186	1,305,640	1,632,350	326,710
4100	Supplies-General	9,547	9,547	10,000	453
4115	Non-Printed Materials	0	0	100	100
4300	Library Books	193	193	1,003	810
4---	Supplies & Materials	9,740	9,740	11,103	1,363
6705	NSSSED Payments	66,993	70,000	84,000	14,000
6706	Spec Ed Tuition-Public	4,104,543	4,200,000	4,500,000	300,000
6707	Spec Ed Tuition-Private	1,701,564	1,350,000	1,350,000	0
6---	Misc. & Contingencies	5,873,100	5,620,000	5,934,000	314,000
7140	Non-Consumable Supplies	1,145	1,145	2,656	1,511

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1300	Special Education				
7---	Non-Consumable Supplies	1,145	1,145	2,656	1,511
----	Special Education	8,331,191	7,834,325	8,501,525	667,200
		=====	=====	=====	=====
1310	Physically Handicapped				
1310	Teachers	77,946	77,947	80,675	2,728
1340	Teachers-Hrly/Per Diem	44,970	60,000	46,000	-14,000
1410	PARA/IA	464,769	429,489	480,435	50,946
1490	PARA/IA-Subs/Hourly	45,544	21,689	25,000	3,311
1---	Salaries	633,229	589,125	632,110	42,985
2115	TRS 2.2	457	800	475	-325
2118	TRS Health Insurance	599	1,048	620	-428
2120	IMRF Contribution	52,077	47,690	53,715	6,025
2130	FICA Contribution	32,903	27,973	33,950	5,977
2140	Medicare Contribution	8,771	8,542	9,055	513
2210	Life/Disability Insurance	1,087	1,084	1,125	41
2220	Medical/Dental Insurance	165,085	152,850	198,100	45,250
2---	Benefits	260,979	239,987	297,040	57,053
3230	Repairs & Maint Services	0	2,000	2,000	0
3---	Purchased Services	0	2,000	2,000	0
4109	Supplies-Departmental	318	1,000	1,000	0
4700	Operation Software	1,010	10,000	10,000	0
4---	Supplies & Materials	1,328	11,000	11,000	0
5400	Equipment	0	12,000	12,000	0
5411	Technology Equipment	4,869	11,000	11,000	0
5---	Equipment	4,869	23,000	23,000	0
----	Physically Handicapped	900,405	865,112	965,150	100,038
		=====	=====	=====	=====
1312	Social/Emotional Programming				
1310	Teachers	384,064	384,064	397,506	13,442
1410	PARA/IA	94,884	118,833	101,120	-17,713
1---	Salaries	478,948	502,897	498,626	-4,271
2115	TRS 2.2	2,228	2,228	2,305	77
2118	TRS Health Insurance	2,919	2,919	3,020	101
2120	IMRF Contribution	9,699	12,561	10,305	-2,256

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1312	Social/Emotional Programming				
2130	FICA Contribution	5,548	7,368	5,895	-1,473
2140	Medicare Contribution	6,754	7,292	7,025	-267
2210	Life/Disability Insurance	590	650	610	-40
2220	Medical/Dental Insurance	72,534	78,165	87,040	8,875
2---	Benefits	100,272	111,183	116,200	5,017
3120	Consultants	3,700	4,200	7,000	2,800
3230	Repairs & Maint Services	-291	-291	0	291
3320	Professional Development	1,183	1,183	8,400	7,217
3---	Purchased Services	4,592	5,092	15,400	10,308
4100	Supplies-General	1,000	1,000	1,000	0
4109	Supplies-Departmental	4,697	4,674	15,690	11,016
4---	Supplies & Materials	5,697	5,674	16,690	11,016
7140	Non-Consumable Supplies	2,475	2,475	0	-2,475
7---	Non-Consumable Supplies	2,475	2,475	0	-2,475
----	Social/Emotional Programming	591,984	627,321	646,916	19,595
1320	DLS Cross Categorical				
1310	Teachers	1,032,698	1,030,527	1,068,842	38,315
1340	Teachers-Hrly/Per Diem	3,640	7,640	5,000	-2,640
1410	PARA/IA	118,549	149,526	124,753	-24,773
1---	Salaries	1,154,887	1,187,693	1,198,595	10,902
2115	TRS 2.2	6,010	6,021	6,220	199
2118	TRS Health Insurance	7,877	7,890	8,155	265
2120	IMRF Contribution	12,354	15,805	12,975	-2,830
2130	FICA Contribution	7,083	9,271	7,440	-1,831
2140	Medicare Contribution	14,977	17,221	15,525	-1,696
2210	Life/Disability Insurance	1,291	1,361	1,340	-21
2220	Medical/Dental Insurance	169,472	177,000	203,365	26,365
2---	Benefits	219,064	234,569	255,020	20,451
3230	Repairs & Maint Services	265	500	500	0
3320	Professional Development	3,535	1,575	4,900	3,325
3323	Mileage	3,163	8,800	4,000	-4,800
3900	Other Contractual Services	5,209	18,000	18,000	0
3905	PL 94-142 Room & Board	1,481,751	1,200,000	1,200,000	0
3---	Purchased Services	1,493,923	1,228,875	1,227,400	-1,475
4100	Supplies-General	4,604	4,604	1,000	-3,604
4109	Supplies-Departmental	4,833	22,000	21,000	-1,000

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1320	DLS Cross Categorical				
4---	Supplies & Materials	9,437	26,604	22,000	-4,604
6909	Other Misc	10,183	15,000	15,000	0
6---	Misc. & Contingencies	10,183	15,000	15,000	0
----	DLS Cross Categorical	2,887,494	2,692,741	2,718,015	25,274
		=====	=====	=====	=====
1322	Learning Disabilities				
1310	Teachers	2,100,128	2,098,531	2,173,631	75,100
1410	PARA/IA	38,745	42,905	40,839	-2,066
1---	Salaries	2,138,873	2,141,436	2,214,470	73,034
2115	TRS 2.2	12,180	12,171	12,605	434
2118	TRS Health Insurance	15,960	15,948	16,520	572
2120	IMRF Contribution	4,170	4,535	4,395	-140
2130	FICA Contribution	2,364	2,660	2,490	-170
2140	Medicare Contribution	29,049	31,051	30,075	-976
2210	Life/Disability Insurance	2,340	2,350	2,420	70
2220	Medical/Dental Insurance	257,592	256,801	309,100	52,299
2---	Benefits	323,655	325,516	377,605	52,089
----	Learning Disabilities	2,462,528	2,466,952	2,592,075	125,123
		=====	=====	=====	=====
1325	Study Strategies				
3320	Professional Development	1,885	1,885	0	-1,885
3---	Purchased Services	1,885	1,885	0	-1,885
4100	Supplies-General	131	131	0	-131
4---	Supplies & Materials	131	131	0	-131
----	Study Strategies	2,016	2,016	0	-2,016
		=====	=====	=====	=====
1350	Transition Program Services				
1148	Curriculum Projects	2,379	1,961	2,000	39
1310	Teachers	367,650	367,426	380,517	13,091
1410	PARA/IA	305,736	332,303	316,437	-15,866
1490	PARA/IA-Subs/Hourly	2,679	6,000	3,000	-3,000



Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1350	Transition Program Services				
1---	Salaries	678,444	707,690	701,954	-5,736
2115	TRS 2.2	2,146	2,143	2,215	72
2118	TRS Health Insurance	2,813	2,807	2,910	103
2120	IMRF Contribution	28,959	35,759	2,970	-32,789
2130	FICA Contribution	18,045	20,975	18,675	-2,300
2140	Medicare Contribution	9,406	10,262	9,735	-527
2210	Life/Disability Insurance	1,015	1,222	1,045	-177
2220	Medical/Dental Insurance	119,456	133,540	143,345	9,805
2---	Benefits	181,840	206,708	180,895	-25,813
3120	Consultants	0	1,500	1,500	0
3255	Building Rental	40,883	40,000	42,000	2,000
3320	Professional Development	0	500	500	0
3323	Mileage	8,043	7,200	8,000	800
3---	Purchased Services	48,926	49,200	52,000	2,800
4100	Supplies-General	7	1,500	1,500	0
4109	Supplies-Departmental	436	1,500	1,500	0
4---	Supplies & Materials	443	3,000	3,000	0
----	Transition Program Services	909,653	966,598	937,849	-28,749
		=====	=====	=====	=====
1360	Off Campus				
1120	Instructional Supervisors	134,223	134,223	138,921	4,698
1148	Curriculum Projects	0	1,000	1,000	0
1210	Clerical	32,451	32,452	33,587	1,135
1310	Teachers	1,061,343	1,064,241	1,098,491	34,250
1390	Teachers-Substitutes-Release	6,945	13,000	8,000	-5,000
1410	PARA/IA	287,142	282,823	298,393	15,570
1490	PARA/IA-Subs/Hourly	1,824	3,000	2,000	-1,000
1---	Salaries	1,523,928	1,530,739	1,580,392	49,653
2110	TRS BOE Paid Member Contrib	11,672	11,672	12,081	409
2115	TRS 2.2	7,003	7,100	7,247	147
2118	TRS Health Insurance	9,175	9,304	9,498	194
2120	IMRF Contribution	32,110	33,641	33,185	-456
2130	FICA Contribution	18,721	19,733	19,420	-313
2140	Medicare Contribution	21,087	21,725	21,835	110
2210	Life/Disability Insurance	2,258	2,306	2,335	29
2220	Medical/Dental Insurance	218,477	230,114	262,170	32,056
2---	Benefits	320,503	335,595	367,771	32,176
3120	Consultants	9,855	8,000	8,000	0
3230	Repairs & Maint Services	360	500	500	0

	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1360		Off Campus				
	3240	Copier Lease/Maintenance	5,766	8,000	6,000	-2,000
	3310	Student Transportation	0	5,000	5,000	0
	3313	Field Trips	1,962	4,000	4,000	0
	3320	Professional Development	6,346	7,000	7,000	0
	3420	Telephone	719	100	1,000	900
	3---	Purchased Services	25,008	32,600	31,500	-1,100
	4109	Supplies-Departmental	13,258	16,000	16,000	0
	4---	Supplies & Materials	13,258	16,000	16,000	0
	----	Off Campus	1,882,697	1,914,934	1,995,663	80,729
			=====	=====	=====	=====
1370		Hospital Instruction Services				
	1345	Teachers - Home/Hospital	100,269	112,000	103,509	-8,491
	1---	Salaries	100,269	112,000	103,509	-8,491
	2115	TRS 2.2	269	650	275	-375
	2118	TRS Health Insurance	352	851	360	-491
	2120	IMRF Contribution	320	0	330	330
	2130	FICA Contribution	903	0	935	935
	2140	Medicare Contribution	1,431	1,624	1,475	-149
	2---	Benefits	3,275	3,125	3,375	250
	3111	Hospital Instr Services	35,997	40,000	40,000	0
	3---	Purchased Services	35,997	40,000	40,000	0
	----	Hospital Instruction Services	139,541	155,125	146,884	-8,241
			=====	=====	=====	=====
1380		Glenbrook United				
	1330	Teachers-Extra Responsibility	24,294	30,000	30,000	0
	1---	Salaries	24,294	30,000	30,000	0
	2115	TRS 2.2	141	174	145	-29
	2118	TRS Health Insurance	185	228	190	-38
	2140	Medicare Contribution	345	435	355	-80
	2---	Benefits	671	837	690	-147
	----	Glenbrook United	24,965	30,837	30,690	-147
			=====	=====	=====	=====

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1405	Applied Technology				
1310	Teachers	293,092	293,092	303,350	10,258
1---	Salaries	293,092	293,092	303,350	10,258
2115	TRS 2.2	1,700	1,700	1,760	60
2118	TRS Health Insurance	2,227	2,227	2,305	78
2140	Medicare Contribution	2,335	4,250	2,415	-1,835
2210	Life/Disability Insurance	311	311	320	9
2220	Medical/Dental Insurance	36,719	36,120	44,060	7,940
2---	Benefits	43,292	44,608	50,860	6,252
3320	Professional Development	0	0	525	525
3---	Purchased Services	0	0	525	525
4109	Supplies-Departmental	11,450	11,457	12,500	1,043
4---	Supplies & Materials	11,450	11,457	12,500	1,043
----	Applied Technology	347,834	349,157	367,235	18,078
=====					
1410	Broadcasting-Radio				
1310	Teachers	461,793	461,795	477,957	16,162
1530	Support Staff-Extra Resp	29,778	29,778	28,411	-1,367
1---	Salaries	491,571	491,573	506,368	14,795
2115	TRS 2.2	2,702	2,678	2,795	117
2118	TRS Health Insurance	3,541	3,509	3,665	156
2120	IMRF Contribution	727	2,987	750	-2,237
2130	FICA Contribution	1,582	1,752	1,635	-117
2140	Medicare Contribution	6,829	7,106	7,070	-36
2210	Life/Disability Insurance	497	498	510	12
2220	Medical/Dental Insurance	55,829	55,831	66,995	11,164
2---	Benefits	71,707	74,361	83,420	9,059
3230	Repairs & Maint Services	15,894	15,894	16,700	806
3320	Professional Development	694	694	1,350	656
3903	Entry Fees	1,830	1,831	2,000	170
3---	Purchased Services	18,418	18,419	20,050	1,632
4109	Supplies-Departmental	12,077	12,077	8,933	-3,144
4---	Supplies & Materials	12,077	12,077	8,933	-3,144
7140	Non-Consumable Supplies	21,855	21,855	37,216	15,361
7---	Non-Consumable Supplies	21,855	21,855	37,216	15,361

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1410	Broadcasting-Radio				
----	Broadcasting-Radio	615,628	618,285	655,987	37,703
=====					
1415	Business Education				
1310	Teachers	976,315	1,015,112	1,010,486	-4,626
1---	Salaries	976,315	1,015,112	1,010,486	-4,626
2115	TRS 2.2	6,518	5,888	5,980	92
2118	TRS Health Insurance	7,573	7,715	7,835	120
2140	Medicare Contribution	13,961	14,719	14,450	-269
2210	Life/Disability Insurance	1,226	1,283	1,270	-13
2220	Medical/Dental Insurance	110,651	113,968	132,780	18,812
2---	Benefits	139,929	143,573	162,315	18,742
3320	Professional Development	2,051	2,051	3,025	974
3---	Purchased Services	2,051	2,051	3,025	974
4109	Supplies-Departmental	7,029	7,036	6,659	-377
4115	Non-Printed Materials	35	35	500	465
4300	Library Books	462	462	500	38
4---	Supplies & Materials	7,526	7,533	7,659	126
7140	Non-Consumable Supplies	418	418	1,000	582
7---	Non-Consumable Supplies	418	418	1,000	582
----	Business Education	1,126,239	1,168,687	1,184,485	15,798
=====					
1425	Family/Consumer Science				
1310	Teachers	610,876	616,091	632,257	16,166
1---	Salaries	610,876	616,091	632,257	16,166
2115	TRS 2.2	3,543	3,574	3,665	91
2118	TRS Health Insurance	4,643	4,682	4,805	123
2140	Medicare Contribution	6,873	8,933	7,110	-1,823
2210	Life/Disability Insurance	706	715	730	15
2220	Medical/Dental Insurance	64,892	65,589	77,865	12,276
2---	Benefits	80,657	83,493	94,175	10,682
3230	Repairs & Maint Services	2,511	2,511	3,000	489
3320	Professional Development	219	219	1,775	1,556

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1425	Family/Consumer Science				
3---	Purchased Services	2,730	2,730	4,775	2,045
4109	Supplies-Departmental	21,653	21,669	20,879	-790
4115	Non-Printed Materials	0	0	250	250
4---	Supplies & Materials	21,653	21,669	21,129	-540
7140	Non-Consumable Supplies	221	221	1,000	779
7---	Non-Consumable Supplies	221	221	1,000	779
----	Family/Consumer Science	716,137	724,204	753,336	29,132
		=====	=====	=====	=====
1430	Industrial Arts				
1310	Teachers	515,930	515,931	533,988	18,057
1---	Salaries	515,930	515,931	533,988	18,057
2115	TRS 2.2	2,992	2,992	3,095	103
2118	TRS Health Insurance	3,921	3,921	4,060	139
2140	Medicare Contribution	7,411	7,481	7,670	189
2210	Life/Disability Insurance	611	611	630	19
2220	Medical/Dental Insurance	42,815	42,306	51,380	9,074
2---	Benefits	57,750	57,311	66,835	9,524
3230	Repairs & Maint Services	746	746	1,500	754
3320	Professional Development	427	427	2,000	1,573
3---	Purchased Services	1,173	1,173	3,500	2,327
4100	Supplies-General	775	775	0	-775
4106	Supplies-Student Fees	-711	-711	0	711
4109	Supplies-Departmental	11,621	11,621	12,322	701
4115	Non-Printed Materials	1,051	1,051	500	-551
4---	Supplies & Materials	12,736	12,736	12,822	86
7140	Non-Consumable Supplies	28,745	28,745	19,500	-9,245
7---	Non-Consumable Supplies	28,745	28,745	19,500	-9,245
----	Industrial Arts	616,334	615,896	636,645	20,749
		=====	=====	=====	=====

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1435	Nursery School				
1410	PARA/IA	52,511	52,513	54,349	1,836
1---	Salaries	52,511	52,513	54,349	1,836
2120	IMRF Contribution	5,298	5,550	5,485	-65
2130	FICA Contribution	3,028	3,255	3,135	-120
2140	Medicare Contribution	708	761	735	-26
2210	Life/Disability Insurance	138	138	140	2
2220	Medical/Dental Insurance	22,214	27,868	26,655	-1,213
2---	Benefits	31,386	37,572	36,150	-1,422
4109	Supplies-Departmental	3,561	3,561	3,850	289
4---	Supplies & Materials	3,561	3,561	3,850	289
----	Nursery School	87,458	93,646	94,349	703
=====					
1650	Academy				
1148	Curriculum Projects	5,597	5,600	5,600	0
1310	Teachers	531,247	530,160	549,841	19,681
1350	Teachers-Stipends	7,000	7,500	7,500	0
1---	Salaries	543,844	543,260	562,941	19,681
2115	TRS 2.2	3,154	3,151	3,265	114
2118	TRS Health Insurance	4,133	4,129	4,275	146
2140	Medicare Contribution	7,539	7,877	7,805	-72
2210	Life/Disability Insurance	528	529	545	16
2220	Medical/Dental Insurance	59,362	58,496	71,235	12,739
2---	Benefits	74,716	74,182	87,125	12,943
3310	Student Transportation	0	300	0	-300
3320	Professional Development	500	600	600	0
3324	Student/Staff Lodging & Meals	174	300	300	0
3903	Entry Fees	100	100	100	0
3---	Purchased Services	774	1,300	1,000	-300
4109	Supplies-Departmental	4,495	5,000	5,000	0
4---	Supplies & Materials	4,495	5,000	5,000	0
----	Academy	623,829	623,742	656,066	32,324
=====					

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1900	Alternative Programs				
6700	Tuition Payments	25,068	45,000	35,000	-10,000
6---	Misc. & Contingencies	25,068	45,000	35,000	-10,000
----	Alternative Programs	25,068	45,000	35,000	-10,000
=====					
1999	Contingency				
3230	Repairs & Maint Services	0	0	15,000	15,000
3---	Purchased Services	0	0	15,000	15,000
4100	Supplies-General	12,609	12,609	35,000	22,391
4---	Supplies & Materials	12,609	12,609	35,000	22,391
6900	Contingencies	36,405	36,405	40,000	3,595
6---	Misc. & Contingencies	36,405	36,405	40,000	3,595
7140	Non-Consumable Supplies	0	0	7,000	7,000
7---	Non-Consumable Supplies	0	0	7,000	7,000
----	Contingency	49,014	49,014	97,000	47,986
=====					
2110	Dean's Office				
1110	Administrators	732,486	732,488	758,123	25,635
1210	Clerical	287,131	290,689	297,181	6,492
1290	Clerical-Subs/Hourly	15,951	15,951	16,000	49
1360	Teachers-Supervision	10,194	12,769	10,551	-2,218
1410	PARA/IA	451,707	435,095	467,517	32,422
1490	PARA/IA-Subs/Hourly	6,288	6,288	8,000	1,712
1491	PARA/IA-Subs/Illness	9,327	30,000	30,000	0
1---	Salaries	1,513,084	1,523,280	1,587,372	64,092
2110	TRS BOE Paid Member Contrib	47,708	47,708	49,377	1,669
2115	TRS 2.2	4,585	4,599	4,745	146
2118	TRS Health Insurance	6,008	6,027	6,215	188
2120	IMRF Contribution	79,021	82,528	81,785	-743
2130	FICA Contribution	47,211	48,409	48,865	456
2140	Medicare Contribution	21,649	22,128	21,405	-723
2210	Life/Disability Insurance	3,355	3,442	3,470	28
2220	Medical/Dental Insurance	308,475	304,238	370,170	65,932
2---	Benefits	518,012	519,079	586,032	66,953

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2110	Dean's Office				
3230	Repairs & Maint Services	942	942	7,300	6,358
3320	Professional Development	4,385	4,385	4,250	-135
3600	Printing & Binding	4,776	4,576	4,000	-576
3770	Security Services	24,798	24,798	24,000	-798
3772	Police Liaison - North	122,718	107,000	127,000	20,000
3773	Police Liaison - South	111,615	111,000	115,000	4,000
3---	Purchased Services	269,234	252,701	281,550	28,849
4109	Supplies-Departmental	9,410	9,410	8,851	-559
4300	Library Books	0	0	200	200
4---	Supplies & Materials	9,410	9,410	9,051	-359
7140	Non-Consumable Supplies	22,352	22,352	15,356	-6,996
7---	Non-Consumable Supplies	22,352	22,352	15,356	-6,996
----	Dean's Office	2,332,092	2,326,822	2,479,361	152,539
2114	Residency				
1110	Administrators	6,709	6,847	6,943	96
1210	Clerical	12,451	12,452	12,887	435
1290	Clerical-Subs/Hourly	4,449	4,500	4,500	0
1---	Salaries	23,609	23,799	24,330	531
2110	TRS BOE Paid Member Contrib	592	585	610	25
2115	TRS 2.2	42	42	45	3
2118	TRS Health Insurance	55	56	55	-1
2120	IMRF Contribution	1,827	1,792	1,890	98
2130	FICA Contribution	1,030	1,051	1,065	14
2140	Medicare Contribution	336	345	350	5
2210	Life/Disability Insurance	28	50	30	-20
2220	Medical/Dental Insurance	935	942	1,125	183
2---	Benefits	4,845	4,863	5,170	307
3100	Purch Svcs-prof & Tech	235	2,000	1,000	-1,000
3120	Consultants	0	1,500	1,000	-500
3180	Legal Services	0	1,000	1,000	0
3412	Postage	0	3,000	2,000	-1,000
3---	Purchased Services	235	7,500	5,000	-2,500
4100	Supplies-General	1,700	1,700	1,700	0
4---	Supplies & Materials	1,700	1,700	1,700	0
----	Residency	30,389	37,862	36,200	-1,662



Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2114	Residency				
=====					
2116	GEA				
1310	Teachers	46,102	46,102	47,716	1,614
1---	Salaries	46,102	46,102	47,716	1,614
2115	TRS 2.2	267	267	275	8
2118	TRS Health Insurance	350	350	365	15
2140	Medicare Contribution	654	668	675	7
2210	Life/Disability Insurance	42	42	45	3
2220	Medical/Dental Insurance	4,475	4,460	5,370	910
2---	Benefits	5,788	5,787	6,730	943
----	GEA	51,890	51,889	54,446	2,557
=====					
2120	Guidance Services				
1110	Administrators	562,176	562,177	581,852	19,675
1210	Clerical	716,179	734,048	741,247	7,199
1310	Teachers	2,396,023	2,396,099	2,479,884	83,785
1---	Salaries	3,674,378	3,692,324	3,802,983	110,659
2110	TRS BOE Paid Member Contrib	48,886	36,971	50,596	13,625
2115	TRS 2.2	17,440	29,357	18,050	-11,307
2118	TRS Health Insurance	22,853	22,854	23,655	801
2120	IMRF Contribution	75,527	77,589	81,470	3,881
2130	FICA Contribution	42,870	45,510	44,370	-1,140
2140	Medicare Contribution	50,021	53,539	51,775	-1,764
2210	Life/Disability Insurance	4,877	4,836	5,042	206
2220	Medical/Dental Insurance	469,543	457,083	563,450	106,367
2---	Benefits	732,017	727,739	838,408	110,669
3120	Consultants	19,899	19,899	19,800	-99
3152	College Night	16,636	16,636	8,350	-8,286
3320	Professional Development	8,746	8,746	13,260	4,514
3600	Printing & Binding	0	0	2,000	2,000
3---	Purchased Services	45,281	45,281	43,410	-1,871
4106	Supplies-Student Fees	-3,479	-3,479	0	3,479
4109	Supplies-Departmental	9,921	9,852	10,928	1,076
4117	Supplies-Testing	15,104	15,104	12,000	-3,104
4300	Library Books	207	207	1,000	793
4---	Supplies & Materials	21,753	21,684	23,928	2,244

		2014-15	2014-15	2015-16	2015-16
Object	Description	FY Activity	Revised Budget	Tentative	Budget Variance
2120	Guidance Services				
7140	Non-Consumable Supplies	2,358	2,358	0	-2,358
7---	Non-Consumable Supplies	2,358	2,358	0	-2,358
----	Guidance Services	4,475,787	4,489,386	4,708,729	219,343
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2123	Guided Studies				
1310	Teachers	412,167	412,169	426,592	14,423
1---	Salaries	412,167	412,169	426,592	14,423
2115	TRS 2.2	2,391	2,391	2,470	79
2118	TRS Health Insurance	3,132	3,132	3,240	108
2140	Medicare Contribution	5,663	5,977	5,865	-112
2210	Life/Disability Insurance	449	450	465	15
2220	Medical/Dental Insurance	55,616	55,254	66,735	11,481
2---	Benefits	67,251	67,204	78,775	11,571
4109	Supplies-Departmental	0	0	800	800
4---	Supplies & Materials	0	0	800	800
----	Guided Studies	479,418	479,373	506,167	26,794
=====					
2126	Peer Counseling				
1310	Teachers	348,558	348,015	360,757	12,742
1350	Teachers-Stipends	10,431	12,000	12,000	0
1---	Salaries	358,989	360,015	372,757	12,742
2115	TRS 2.2	2,082	2,089	2,155	66
2118	TRS Health Insurance	2,729	2,736	2,820	84
2140	Medicare Contribution	4,200	5,220	4,350	-870
2210	Life/Disability Insurance	337	337	345	8
2220	Medical/Dental Insurance	38,478	37,337	46,175	8,838
2---	Benefits	47,826	47,719	55,845	8,126
3118	Improvement Of Instruction	9,810	10,000	10,000	0
3320	Professional Development	4,200	4,000	3,700	-300
3---	Purchased Services	14,010	14,000	13,700	-300
4100	Supplies-General	2,230	2,300	2,300	0
4109	Supplies-Departmental	1,634	1,634	5,360	3,726

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2126	Peer Counseling				
4---	Supplies & Materials	3,864	3,934	7,660	3,726
----	Peer Counseling	424,689	425,668	449,962	24,294
=====					
2130	Health Service				
1310	Teachers	161,604	184,970	167,260	-17,710
1410	PARA/IA	188,947	194,000	195,561	1,561
1---	Salaries	350,551	378,970	362,821	-16,149
2115	TRS 2.2	783	1,073	805	-268
2118	TRS Health Insurance	1,025	1,406	1,060	-346
2120	IMRF Contribution	16,915	20,506	17,505	-3,001
2130	FICA Contribution	11,294	7,731	11,690	3,959
2140	Medicare Contribution	4,914	5,495	5,085	-410
2210	Life/Disability Insurance	348	453	355	-98
2220	Medical/Dental Insurance	69,308	79,545	83,170	3,625
2---	Benefits	104,587	116,209	119,670	3,461
3127	Psychological Evaluations	0	0	1,000	1,000
3230	Repairs & Maint Services	504	504	300	-204
3320	Professional Development	1,268	1,268	2,525	1,257
3---	Purchased Services	1,772	1,772	3,825	2,053
4109	Supplies-Departmental	5,931	5,931	9,702	3,771
4300	Library Books	0	0	300	300
4---	Supplies & Materials	5,931	5,931	10,002	4,071
5400	Equipment	1,826	1,826	0	-1,826
5---	Equipment	1,826	1,826	0	-1,826
----	Health Service	464,667	504,708	496,318	-8,390
=====					
2140	Social Work Services				
1310	Teachers	1,156,704	1,156,704	1,197,188	40,484
1350	Teachers-Stipends	2,100	5,000	2,174	-2,826
1410	PARA/IA	9,600	9,600	9,936	336
1---	Salaries	1,168,404	1,171,304	1,209,298	37,994
2115	TRS 2.2	6,721	6,738	6,955	217
2118	TRS Health Insurance	8,807	8,829	9,115	286
2130	FICA Contribution	595	595	615	20

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2140	Social Work Services				
2140	Medicare Contribution	16,334	16,984	16,905	-79
2210	Life/Disability Insurance	1,018	1,036	1,055	19
2220	Medical/Dental Insurance	139,355	140,898	167,225	26,327
2---	Benefits	172,830	175,080	201,870	26,790
----	Social Work Services	1,341,234	1,346,384	1,411,168	64,784
=====					
2150	Psychological Services				
1310	Teachers	816,049	810,164	844,610	34,446
1340	Teachers-Hrly/Per Diem	0	24,000	24,000	0
1350	Teachers-Stipends	7,834	7,500	8,000	500
1410	PARA/IA	24,000	24,000	24,840	840
1---	Salaries	847,883	865,664	901,450	35,786
2115	TRS 2.2	4,778	4,882	4,945	63
2118	TRS Health Insurance	6,262	6,396	6,480	84
2130	FICA Contribution	1,488	1,488	1,540	52
2140	Medicare Contribution	11,982	12,553	12,400	-153
2210	Life/Disability Insurance	725	726	755	29
2220	Medical/Dental Insurance	78,438	77,439	94,125	16,686
2---	Benefits	103,673	103,484	120,245	16,761
3127	Psychological Evaluations	9,878	10,000	10,000	0
3---	Purchased Services	9,878	10,000	10,000	0
4109	Supplies-Departmental	10,860	20,000	20,000	0
4---	Supplies & Materials	10,860	20,000	20,000	0
----	Psychological Services	972,294	999,148	1,051,695	52,547
=====					
2190	Other (hallway Supervision)				
1410	PARA/IA	638,348	636,966	660,691	23,725
1510	Support Staff	36,695	36,696	37,980	1,284
1---	Salaries	675,043	673,662	698,671	25,009
2120	IMRF Contribution	66,728	71,206	69,060	-2,146
2130	FICA Contribution	39,730	41,767	41,115	-652
2140	Medicare Contribution	9,292	9,769	9,615	-154
2210	Life/Disability Insurance	1,496	2,015	1,545	-470
2220	Medical/Dental Insurance	248,316	243,335	297,980	54,645

Object	Description	2014-15	2014-15	2015-16	2015-16
		FY Activity	Revised Budget	Tentative	Budget Variance
2190	Other (hallway Supervision)				
2---	Benefits	365,562	368,092	419,315	51,223
3120	Consultants	2,477	5,000	5,000	0
3---	Purchased Services	2,477	5,000	5,000	0
----	Other (hallway Supervision)	1,043,082	1,046,754	1,122,986	76,232
=====					
2210	Improvement of Instruction				
1148	Curriculum Projects	174,336	228,078	138,163	-89,915
1330	Teachers-Extra Responsibility	23,400	12,000	24,000	12,000
1340	Teachers-Hrly/Per Diem	42,000	42,000	43,000	1,000
1---	Salaries	239,736	282,078	205,163	-76,915
2115	TRS 2.2	1,386	1,114	1,433	319
2118	TRS Health Insurance	1,813	1,460	1,878	418
2130	FICA Contribution	11	0	15	15
2140	Medicare Contribution	3,390	2,786	3,500	714
2300	Tuition Reimbursement-Cert	75,854	140,000	100,000	-40,000
2302	Tuition Reimbursement-ESP	5,520	10,000	10,000	0
2---	Benefits	87,974	155,360	116,826	-38,534
3116	Inservice	5,804	5,804	4,500	-1,304
3120	Consultants	31,108	31,108	23,000	-8,108
3142	Staff Development	0	0	15,000	15,000
3320	Professional Development	11,672	16,672	63,150	46,478
3---	Purchased Services	48,584	53,584	105,650	52,066
4103	Supplies-RTI	801	801	0	-801
4107	Supplies-Summer Reading Prog	1,429	1,429	1,300	-129
4109	Supplies-Departmental	3,471	6,471	5,000	-1,471
4---	Supplies & Materials	5,701	8,701	6,300	-2,401
7140	Non-Consumable Supplies	50,545	48,780	48,780	0
7---	Non-Consumable Supplies	50,545	48,780	48,780	0
----	Improvement of Instruction	432,540	548,503	482,719	-65,784
=====					
2213	Glenbrook Days				
1340	Teachers-Hrly/Per Diem	701,612	715,000	730,000	15,000
1---	Salaries	701,612	715,000	730,000	15,000

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2213	Glenbrook Days				
2115	TRS 2.2	4,069	4,147	4,210	63
2118	TRS Health Insurance	5,332	5,434	5,520	86
2140	Medicare Contribution	9,421	10,368	9,750	-618
2---	Benefits	18,822	19,949	19,480	-469
----	Glenbrook Days	720,434	734,949	749,480	14,531
=====					
2220	Instructional Media Center Svc				
1110	Administrators	151,686	151,686	156,995	5,309
1210	Clerical	199,623	199,625	206,611	6,986
1310	Teachers	751,819	751,819	778,132	26,313
1410	PARA/IA	144,046	138,258	149,087	10,829
1930	Students	9,357	9,357	11,200	1,843
1---	Salaries	1,256,531	1,250,745	1,302,025	51,280
2110	TRS BOE Paid Member Contrib	13,190	13,190	13,652	462
2115	TRS 2.2	5,317	5,317	5,505	188
2118	TRS Health Insurance	6,967	6,967	7,210	243
2120	IMRF Contribution	35,885	35,714	37,140	1,426
2130	FICA Contribution	20,622	20,949	21,340	391
2140	Medicare Contribution	17,579	18,000	18,190	190
2210	Life/Disability Insurance	1,769	1,771	1,830	59
2220	Medical/Dental Insurance	168,576	170,763	202,290	31,527
2---	Benefits	269,905	272,671	307,157	34,486
3230	Repairs & Maint Services	1,760	1,760	975	-785
3320	Professional Development	2,891	2,891	4,350	1,459
3---	Purchased Services	4,651	4,651	5,325	674
4109	Supplies-Departmental	10,221	10,234	11,950	1,716
4115	Non-Printed Materials	25,817	25,817	26,600	783
4300	Library Books	26,942	26,942	29,700	2,758
4400	Subscriptions	20,649	20,649	31,685	11,036
4---	Supplies & Materials	83,629	83,642	99,935	16,293
7140	Non-Consumable Supplies	2,621	2,621	15,000	12,379
7---	Non-Consumable Supplies	2,621	2,621	15,000	12,379
----	Instructional Media Center Svc	1,617,337	1,614,330	1,729,442	115,112
=====					

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2230	Audio Visual Services				
3230	Repairs & Maint Services	3,100	3,100	0	-3,100
3234	Maintenance Agreements	452	452	0	-452
3---	Purchased Services	3,552	3,552	0	-3,552
4109	Supplies-Departmental	8,135	8,135	0	-8,135
4112	Supplies-Audio Visual	4,394	4,394	0	-4,394
4115	Non-Printed Materials	2,964	2,964	6,300	3,336
4---	Supplies & Materials	15,493	15,493	6,300	-9,193
7140	Non-Consumable Supplies	69,659	69,659	0	-69,659
7---	Non-Consumable Supplies	69,659	69,659	0	-69,659
----	Audio Visual Services	88,704	88,704	6,300	-82,404
2310	Board Of Education				
1110	Administrators	31,504	31,504	32,607	1,103
1210	Clerical	14,627	14,156	15,139	983
1290	Clerical-Subs/Hourly	6,300	6,500	6,500	0
1---	Salaries	52,431	52,160	54,246	2,086
2110	TRS BOE Paid Member Contrib	2,739	2,740	2,835	95
2115	TRS 2.2	199	199	205	6
2118	TRS Health Insurance	260	260	270	10
2120	IMRF Contribution	2,168	687	2,245	1,558
2130	FICA Contribution	1,231	403	1,275	872
2140	Medicare Contribution	744	756	770	14
2210	Life/Disability Insurance	115	116	120	4
2220	Medical/Dental Insurance	5,001	5,041	6,000	959
2---	Benefits	12,457	10,202	13,720	3,518
3120	Consultants	27,246	46,000	46,000	0
3170	Audit Services	40,015	43,000	41,000	-2,000
3180	Legal Services	173,923	200,000	200,000	0
3192	Treasurer's Office	44,217	45,000	38,000	-7,000
3320	Professional Development	6,909	12,000	12,000	0
3600	Printing & Binding	0	5,000	5,000	0
3860	Appraisal Fees	6,900	40,000	30,000	-10,000
3---	Purchased Services	299,210	391,000	372,000	-19,000
4135	Recognition Supplies	0	5,000	5,000	0
4400	Subscriptions	258	1,000	1,000	0
4---	Supplies & Materials	258	6,000	6,000	0
6400	Dues And Fees	27,815	25,000	30,000	5,000

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2310	Board Of Education				
6909	Other Misc	7,607	10,000	10,000	0
6---	Misc. & Contingencies	35,422	35,000	40,000	5,000
----	Board Of Education	399,778	494,362	485,966	-8,396
=====					
2311	Tort				
3810	Property Insurance	173,063	180,000	185,000	5,000
3820	Liability Insurance	158,096	160,000	170,000	10,000
3825	Student Accident Insurance	10,927	11,000	11,000	0
3830	Workers' Comp Insurance	160,092	170,000	170,000	0
3840	Unemployment Compensation	22,513	26,500	26,500	0
3850	Budgeted Losses	350,953	310,000	320,000	10,000
3---	Purchased Services	875,644	857,500	882,500	25,000
----	Tort	875,644	857,500	882,500	25,000
=====					
2312	District Retirement Program				
1310	Teachers	0	200,000	200,000	0
1---	Salaries	0	200,000	200,000	0
----	District Retirement Program	0	200,000	200,000	0
=====					
2320	Superintendent's Office				
1110	Administrators	255,597	256,294	264,543	8,249
1210	Clerical	87,685	87,685	90,754	3,069
1290	Clerical-Subs/Hourly	0	2,000	2,000	0
1---	Salaries	343,282	345,979	357,297	11,318
2110	TRS BOE Paid Member Contrib	21,973	23,970	22,740	-1,230
2115	TRS 2.2	3,976	1,626	4,115	2,489
2118	TRS Health Insurance	4,628	4,319	4,790	471
2120	IMRF Contribution	9,511	9,480	9,845	365
2130	FICA Contribution	5,456	5,560	5,645	85
2140	Medicare Contribution	4,867	5,017	5,035	18
2210	Life/Disability Insurance	931	933	960	27
2220	Medical/Dental Insurance	25,327	25,704	30,395	4,691
2---	Benefits	76,669	76,609	83,525	6,916



Object	Description	2014-15		2015-16	2015-16
		FY Activity	Revised Budget	Tentative	Budget Variance
2320	Superintendent's Office				
3120	Consultants	0	250	250	0
3320	Professional Development	2,200	6,100	6,100	0
3390	Other Transportation Services	6,000	6,000	6,000	0
3---	Purchased Services	8,200	12,350	12,350	0
4100	Supplies-General	1,181	800	1,200	400
4400	Subscriptions	189	350	350	0
4---	Supplies & Materials	1,370	1,150	1,550	400
6400	Dues And Fees	2,511	2,500	2,600	100
6909	Other Misc	0	125	125	0
6---	Misc. & Contingencies	2,511	2,625	2,725	100
----	Superintendent's Office	432,032	438,713	457,447	18,734
		=====	=====	=====	=====
2324	Asst. Superintendent's Office				
1110	Administrators	126,016	126,016	130,427	4,411
1210	Clerical	56,623	56,624	58,605	1,981
1290	Clerical-Subs/Hourly	0	2,000	2,000	0
1---	Salaries	182,639	184,640	191,032	6,392
2110	TRS BOE Paid Member Contrib	10,958	10,958	11,340	382
2115	TRS 2.2	794	794	820	26
2118	TRS Health Insurance	1,041	1,041	1,075	34
2120	IMRF Contribution	5,858	6,197	6,065	-132
2130	FICA Contribution	3,328	3,635	3,445	-190
2140	Medicare Contribution	2,605	2,677	2,695	18
2210	Life/Disability Insurance	462	462	475	13
2220	Medical/Dental Insurance	20,004	20,160	24,000	3,840
2---	Benefits	45,050	45,924	49,915	3,991
3320	Professional Development	4,814	2,000	5,000	3,000
3---	Purchased Services	4,814	2,000	5,000	3,000
4109	Supplies-Departmental	0	1,900	1,900	0
4400	Subscriptions	138	200	200	0
4---	Supplies & Materials	138	2,100	2,100	0
6909	Other Misc	1,683	1,800	1,800	0
6---	Misc. & Contingencies	1,683	1,800	1,800	0
----	Asst. Superintendent's Office	234,324	236,464	249,847	13,383

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2324	Asst. Superintendent's Office				
=====					
2410	Principal's Office				
1110	Administrators	974,596	962,987	1,008,706	45,719
1120	Instructional Supervisors	1,930,893	1,908,151	1,998,475	90,324
1210	Clerical	929,093	977,356	961,611	-15,745
1290	Clerical-Subs/Hourly	32,118	32,118	37,000	4,882
1291	Clerical-Subs Illness	21,101	26,000	26,000	0
1320	Teachers-Extra Duties	13,317	13,317	15,000	1,683
1930	Students	4,587	4,587	7,200	2,613
1---	Salaries	3,905,705	3,924,516	4,053,992	129,476
2110	TRS BOE Paid Member Contrib	269,355	270,911	278,782	7,871
2115	TRS 2.2	18,413	15,906	19,055	3,149
2118	TRS Health Insurance	24,128	23,900	24,975	1,075
2120	IMRF Contribution	98,471	109,965	101,910	-8,055
2130	FICA Contribution	58,596	64,502	60,655	-3,847
2140	Medicare Contribution	55,556	56,789	57,500	711
2210	Life/Disability Insurance	9,737	9,823	10,075	252
2220	Medical/Dental Insurance	599,192	608,525	719,030	110,505
2---	Benefits	1,133,448	1,160,321	1,271,982	111,661
3141	Inservice	3,979	3,979	5,000	1,021
3230	Repairs & Maint Services	3,958	3,958	4,500	542
3234	Maintenance Agreements	62,951	62,951	67,500	4,549
3320	Professional Development	13,217	13,217	26,699	13,482
3410	Postage	1,395	1,395	5,000	3,605
3---	Purchased Services	85,500	85,500	108,699	23,199
4109	Supplies-Departmental	66,274	65,339	55,509	-9,830
4121	Graduation Supplies	73,396	73,396	73,400	4
4---	Supplies & Materials	139,670	138,735	128,909	-9,826
5400	Equipment	24,832	24,832	0	-24,832
5---	Equipment	24,832	24,832	0	-24,832
7140	Non-Consumable Supplies	1,325	1,325	8,556	7,231
7---	Non-Consumable Supplies	1,325	1,325	8,556	7,231
----	Principal's Office	5,290,480	5,335,229	5,572,138	236,909
=====					

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2510	Business Office				
1110	Administrators	228,565	228,565	236,565	8,000
1210	Clerical	77,744	77,744	80,465	2,721
1290	Clerical-Subs/Hourly	0	2,000	2,000	0
1---	Salaries	306,309	308,309	319,030	10,721
2110	TRS BOE Paid Member Contrib	15,533	15,533	16,077	544
2115	TRS 2.2	1,126	1,126	1,165	39
2118	TRS Health Insurance	1,476	1,476	1,525	49
2120	IMRF Contribution	13,666	13,707	14,145	438
2130	FICA Contribution	7,800	8,040	8,075	35
2140	Medicare Contribution	4,412	4,470	4,565	95
2210	Life/Disability Insurance	941	942	975	33
2220	Medical/Dental Insurance	34,693	35,184	41,630	6,446
2---	Benefits	79,647	80,478	88,157	7,679
3230	Repairs & Maint Services	0	200	200	0
3320	Professional Development	6,244	5,000	6,000	1,000
3510	Legal Notices	2,234	2,200	2,500	300
3---	Purchased Services	8,478	7,400	8,700	1,300
4100	Supplies-General	1,264	3,500	3,500	0
4400	Subscriptions	1,120	1,000	1,200	200
4---	Supplies & Materials	2,384	4,500	4,700	200
----	Business Office	396,818	400,687	420,587	19,900
=====					
2520	Fiscal Services				
1110	Administrators	104,634	104,634	108,296	3,662
1210	Clerical	391,849	391,889	405,564	13,675
1290	Clerical-Subs/Hourly	11,687	33,000	60,000	27,000
1---	Salaries	508,170	529,523	573,860	44,337
2110	TRS BOE Paid Member Contrib	4,756	4,756	4,923	167
2115	TRS 2.2	345	346	355	9
2118	TRS Health Insurance	452	452	470	18
2120	IMRF Contribution	46,692	50,189	48,325	-1,864
2130	FICA Contribution	26,524	29,439	27,450	-1,989
2140	Medicare Contribution	6,974	7,678	7,215	-463
2210	Life/Disability Insurance	834	821	865	44
2220	Medical/Dental Insurance	115,105	114,758	138,125	23,367
2---	Benefits	201,682	208,439	227,728	19,289
3120	Consultants	14,190	30,000	30,000	0
3320	Professional Development	3,099	5,000	5,000	0
3510	Legal Notices	0	150	150	0

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2520	Fiscal Services				
3---	Purchased Services	17,289	35,150	35,150	0
4100	Supplies-General	2,289	5,625	5,700	75
4400	Subscriptions	621	800	800	0
4700	Operation Software	66,223	50,000	50,000	0
4---	Supplies & Materials	69,133	56,425	56,500	75
5400	Equipment	0	0	2,500	2,500
5---	Equipment	0	0	2,500	2,500
----	Fiscal Services	796,274	829,537	895,738	66,201
=====					
2550	Transportation				
1210	Clerical	17,756	17,475	18,377	902
1290	Clerical-Subs/Hourly	0	2,000	2,000	0
1---	Salaries	17,756	19,475	20,377	902
2120	IMRF Contribution	1,891	2,059	1,960	-99
2130	FICA Contribution	1,082	1,207	1,120	-87
2140	Medicare Contribution	253	282	260	-22
2---	Benefits	3,226	3,548	3,340	-208
3120	Consultants	36,421	50,000	50,000	0
3310	Student Transportation	525,553	530,000	530,000	0
3320	Professional Development	0	1,000	1,000	0
3412	Postage	3,000	3,000	3,000	0
3600	Printing & Binding	13,000	13,000	13,000	0
3910	Student Aid	305,188	350,000	325,000	-25,000
3---	Purchased Services	883,162	947,000	922,000	-25,000
4100	Supplies-General	607	500	500	0
4---	Supplies & Materials	607	500	500	0
6400	Dues And Fees	1,141	6,000	3,000	-3,000
6900	Contingencies	0	100,000	130,000	30,000
6---	Misc. & Contingencies	1,141	106,000	133,000	27,000
7140	Non-Consumable Supplies	0	1,000	1,000	0
7---	Non-Consumable Supplies	0	1,000	1,000	0
----	Transportation	905,892	1,077,523	1,080,217	2,694

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2550	Transportation				
=====					
2560	Food Service				
3133	Contract Labor Costs	0	4,000	5,000	1,000
3270	Maintenance Services	13,955	13,000	15,000	2,000
3---	Purchased Services	13,955	17,000	20,000	3,000
4100	Supplies-General	3,297	0	0	0
4902	Food For Resale	12,933	13,000	13,000	0
4---	Supplies & Materials	16,230	13,000	13,000	0
6400	Dues And Fees	275	300	500	200
6---	Misc. & Contingencies	275	300	500	200
7140	Non-Consumable Supplies	27,118	25,000	25,000	0
7---	Non-Consumable Supplies	27,118	25,000	25,000	0
----	Food Service	57,578	55,300	58,500	3,200
=====					
2573	Bookstores				
3900	Other Contractual Services	111,337	110,000	110,000	0
3---	Purchased Services	111,337	110,000	110,000	0
4100	Supplies-General	9,858	22,000	18,000	-4,000
4700	Operation Software	15,839	10,000	10,000	0
4901	Books & Supplies	11,752	10,000	12,000	2,000
4---	Supplies & Materials	37,449	42,000	40,000	-2,000
6400	Dues And Fees	34,039	30,500	32,500	2,000
6---	Misc. & Contingencies	34,039	30,500	32,500	2,000
----	Bookstores	182,825	182,500	182,500	0
=====					
2574	Printing and Duplicating				
3133	Contract Labor Costs	337,115	335,000	335,000	0
3230	Repairs & Maint Services	61,215	61,215	62,000	785
3600	Printing & Binding	36,250	36,250	39,500	3,250

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2574	Printing and Duplicating				
3---	Purchased Services	434,580	432,465	436,500	4,035
4101	Supplies-Production	178,096	178,096	205,000	26,904
4---	Supplies & Materials	178,096	178,096	205,000	26,904
----	Printing and Duplicating	612,676	610,561	641,500	30,939
=====					
2610	General Administration				
1210	Clerical	30,728	30,729	31,804	1,075
1290	Clerical-Subs/Hourly	0	2,000	2,000	0
1---	Salaries	30,728	32,729	33,804	1,075
2120	IMRF Contribution	3,330	3,459	3,445	-14
2130	FICA Contribution	1,891	2,029	1,955	-74
2140	Medicare Contribution	442	475	460	-15
2210	Life/Disability Insurance	69	69	72	3
2220	Medical/Dental Insurance	8,725	8,794	10,470	1,676
2---	Benefits	14,457	14,826	16,402	1,576
3234	Maintenance Agreements	8,121	10,000	10,000	0
3240	Copier Lease/Maintenance	19,451	20,000	20,000	0
3322	Leases	14	0	0	0
3411	Postage Meter Rental	1,665	2,000	2,000	0
3412	Postage	95,022	95,000	95,000	0
3---	Purchased Services	124,273	127,000	127,000	0
4109	Supplies-Departmental	32,217	30,000	30,000	0
4---	Supplies & Materials	32,217	30,000	30,000	0
5400	Equipment	111,814	112,000	100,000	-12,000
5---	Equipment	111,814	112,000	100,000	-12,000
6400	Dues And Fees	799	150	1,000	850
6---	Misc. & Contingencies	799	150	1,000	850
7140	Non-Consumable Supplies	52,571	53,101	50,000	-3,101
7---	Non-Consumable Supplies	52,571	53,101	50,000	-3,101
----	General Administration	366,859	369,806	358,206	-11,600
=====					

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2630	Public Information Office				
1110	Administrators	82,317	82,317	85,198	2,881
1510	Support Staff	47,690	47,690	49,359	1,669
1---	Salaries	130,007	130,007	134,557	4,550
2120	IMRF Contribution	13,981	13,742	14,470	728
2130	FICA Contribution	7,943	8,060	8,220	160
2140	Medicare Contribution	1,858	1,885	1,925	40
2210	Life/Disability Insurance	276	297	286	-11
2220	Medical/Dental Insurance	28,067	29,393	33,680	4,287
2---	Benefits	52,125	53,377	58,581	5,204
3120	Consultants	275	10,000	10,000	0
3320	Professional Development	5,585	7,500	6,000	-1,500
3500	Advertising	600	600	600	0
3600	Printing & Binding	19,130	20,000	20,000	0
3601	Photographic Services	125	300	300	0
3---	Purchased Services	25,715	38,400	36,900	-1,500
4100	Supplies-General	993	1,800	1,500	-300
4135	Recognition Supplies	1,368	1,600	1,500	-100
4400	Subscriptions	107	300	200	-100
4---	Supplies & Materials	2,468	3,700	3,200	-500
6400	Dues And Fees	0	600	300	-300
6---	Misc. & Contingencies	0	600	300	-300
----	Public Information Office	210,315	226,084	233,538	7,454
		=====	=====	=====	=====
2640	Human Resource Department				
1110	Administrators	157,520	157,520	163,033	5,513
1210	Clerical	145,532	146,232	150,625	4,393
1290	Clerical-Subs/Hourly	7,653	25,000	10,000	-15,000
1---	Salaries	310,705	328,752	323,658	-5,094
2110	TRS BOE Paid Member Contrib	13,697	13,697	14,175	478
2115	TRS 2.2	993	993	1,025	32
2118	TRS Health Insurance	1,301	1,301	1,350	49
2120	IMRF Contribution	15,762	18,099	16,315	-1,784
2130	FICA Contribution	8,964	10,616	9,275	-1,341
2140	Medicare Contribution	4,369	2,284	4,525	2,241
2210	Life/Disability Insurance	751	750	775	25
2220	Medical/Dental Insurance	67,511	65,871	81,010	15,139
2403	Physical Examination Reimb	4,059	5,000	5,000	0
2405	Registration-Teach Certif	8,410	8,000	9,000	1,000

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2640	Human Resource Department				
2---	Benefits	125,817	126,611	142,450	15,839
3153	Personnel Search	0	8,000	6,000	-2,000
3159	Criminal Background Checks	9,697	11,000	11,000	0
3230	Repairs & Maint Services	0	1,000	1,000	0
3320	Professional Development	6,969	2,000	7,000	5,000
3520	Recruitment Adv-ESP	100	8,000	4,000	-4,000
3525	Recruitment Adv-Certified	23,195	38,000	30,000	-8,000
3---	Purchased Services	39,961	68,000	59,000	-9,000
4109	Supplies-Departmental	7,714	5,000	8,000	3,000
4400	Subscriptions	585	500	500	0
4700	Operation Software	13,080	20,000	15,000	-5,000
4---	Supplies & Materials	21,379	25,500	23,500	-2,000
6400	Dues And Fees	540	1,000	1,000	0
6909	Other Misc	0	500	500	0
6---	Misc. & Contingencies	540	1,500	1,500	0
----	Human Resource Department	498,402	550,363	550,108	-255
=====					
2645	Employee Assistance Program				
2406	Employee Assistance Program	10,293	20,000	20,000	0
2---	Benefits	10,293	20,000	20,000	0
----	Employee Assistance Program	10,293	20,000	20,000	0
=====					
2649	Health Promotion Program				
1340	Teachers-Hrly/Per Diem	9,930	11,000	11,000	0
1---	Salaries	9,930	11,000	11,000	0
2115	TRS 2.2	10	23	10	-13
2118	TRS Health Insurance	13	30	15	-15
2120	IMRF Contribution	774	900	800	-100
2130	FICA Contribution	487	341	540	199
2140	Medicare Contribution	187	160	195	35
2220	Medical/Dental Insurance	128,831	0	200,000	200,000
2291	Wellness Program	0	0	3,500	3,500
2---	Benefits	130,302	1,454	205,060	203,606
4109	Supplies-Departmental	8,774	10,000	10,000	0



Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2649	Health Promotion Program				
4---	Supplies & Materials	8,774	10,000	10,000	0
----	Health Promotion Program	149,006	22,454	226,060	203,606
=====					
2660	Technical Services				
1110	Administrators	144,995	144,995	150,070	5,075
1210	Clerical	54,181	54,181	56,077	1,896
1510	Support Staff	851,798	853,199	881,611	28,412
1590	Support Staff-Subs/Hourly	2,788	14,400	4,000	-10,400
1---	Salaries	1,053,762	1,066,775	1,091,758	24,983
2120	IMRF Contribution	111,989	112,759	115,910	3,151
2130	FICA Contribution	61,943	66,140	64,110	-2,030
2140	Medicare Contribution	14,883	15,468	15,400	-68
2210	Life/Disability Insurance	1,308	1,375	1,349	-26
2220	Medical/Dental Insurance	182,567	176,942	219,077	42,135
2---	Benefits	372,690	372,684	415,846	43,162
3230	Repairs & Maint Services	1,234	1,234	0	-1,234
3320	Professional Development	54,848	56,532	30,000	-26,532
3420	Telephone	525	0	0	0
3---	Purchased Services	56,607	57,766	30,000	-27,766
4109	Supplies-Departmental	13,922	16,732	5,000	-11,732
4300	Library Books	0	0	200	200
4310	Electronic Resources	27,228	27,228	30,452	3,224
4---	Supplies & Materials	41,150	43,960	35,652	-8,308
7140	Non-Consumable Supplies	34,676	34,676	0	-34,676
7---	Non-Consumable Supplies	34,676	34,676	0	-34,676
----	Technical Services	1,558,885	1,575,861	1,573,256	-2,605
=====					
2661	Technical Svcs - Applications				
1590	Support Staff-Subs/Hourly	0	0	2,000	2,000
1591	Tech Plan-Subs/Hourly	55,800	65,000	60,000	-5,000
1---	Salaries	55,800	65,000	62,000	-3,000
2115	TRS 2.2	208	261	215	-46
2118	TRS Health Insurance	272	342	280	-62

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2661	Technical Svcs - Applications				
2120	IMRF Contribution	2,062	2,114	2,135	21
2130	FICA Contribution	1,179	1,240	1,220	-20
2140	Medicare Contribution	763	943	790	-153
2210	Life/Disability Insurance	4	0	5	5
2220	Medical/Dental Insurance	867	0	1,040	1,040
2---	Benefits	5,355	4,900	5,685	785
4700	Operation Software	44,172	45,000	330,000	285,000
4---	Supplies & Materials	44,172	45,000	330,000	285,000
7140	Non-Consumable Supplies	15	15	0	-15
7---	Non-Consumable Supplies	15	15	0	-15
----	Technical Svcs - Applications	105,342	114,915	397,685	282,770
=====					
2662	Technical Svcs - Network				
1510	Support Staff	470,626	468,495	487,098	18,603
1590	Support Staff-Subs/Hourly	20,642	43,000	22,000	-21,000
1---	Salaries	491,268	511,495	509,098	-2,397
2120	IMRF Contribution	52,025	54,065	53,845	-220
2130	FICA Contribution	29,211	31,713	30,235	-1,478
2140	Medicare Contribution	6,915	7,417	7,155	-262
2210	Life/Disability Insurance	650	655	675	20
2220	Medical/Dental Insurance	60,990	62,036	73,185	11,149
2---	Benefits	149,791	155,886	165,095	9,209
3230	Repairs & Maint Services	119,834	120,000	80,000	-40,000
3430	Telecommunications	160,496	164,500	160,000	-4,500
3900	Other Contractual Services	4,996	10,000	10,000	0
3---	Purchased Services	285,326	294,500	250,000	-44,500
4310	Electronic Resources	50,000	50,000	0	-50,000
4700	Operation Software	214,461	215,000	0	-215,000
4---	Supplies & Materials	264,461	265,000	0	-265,000
5411	Technology Equipment	74,010	75,000	75,000	0
5---	Equipment	74,010	75,000	75,000	0
7140	Non-Consumable Supplies	1,847	5,000	5,000	0
7---	Non-Consumable Supplies	1,847	5,000	5,000	0

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2662	Technical Svcs - Network				
----	Technical Svcs - Network	1,266,703	1,306,881	1,004,193	-302,688
		=====	=====	=====	=====
2663	Tech Svcs - New Initiatives				
1591	Tech Plan-Subs/Hourly	6,312	12,000	7,000	-5,000
1---	Salaries	6,312	12,000	7,000	-5,000
2120	IMRF Contribution	704	1,268	830	-438
2130	FICA Contribution	390	744	405	-339
2140	Medicare Contribution	91	174	95	-79
2---	Benefits	1,185	2,186	1,330	-856
3120	Consultants	26,213	20,000	35,000	15,000
3320	Professional Development	10,000	10,000	0	-10,000
3322	Leases	688,846	688,933	656,000	-32,933
3---	Purchased Services	725,059	718,933	691,000	-27,933
4700	Operation Software	13,861	30,000	20,000	-10,000
4---	Supplies & Materials	13,861	30,000	20,000	-10,000
5411	Technology Equipment	397,378	391,000	225,000	-166,000
5---	Equipment	397,378	391,000	225,000	-166,000
6900	Contingencies	0	0	10,000	10,000
6---	Misc. & Contingencies	0	0	10,000	10,000
----	Tech Svcs - New Initiatives	1,143,795	1,154,119	954,330	-199,789
		=====	=====	=====	=====
2664	Student Technology				
3322	Leases	815,000	815,000	840,000	25,000
3810	Property Insurance	-125	0	0	0
3---	Purchased Services	814,875	815,000	840,000	25,000
6900	Contingencies	10,000	10,000	10,000	0
6---	Misc. & Contingencies	10,000	10,000	10,000	0
----	Student Technology	824,875	825,000	850,000	25,000
		=====	=====	=====	=====

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
2665	Educational Technology				
1590	Support Staff-Subs/Hourly	0	0	4,000	4,000
1---	Salaries	0	0	4,000	4,000
3165	Software License Agreement	0	0	247,500	247,500
3230	Repairs & Maint Services	0	0	6,000	6,000
3320	Professional Development	0	0	45,000	45,000
3---	Purchased Services	0	0	298,500	298,500
4109	Supplies-Departmental	0	0	24,000	24,000
4310	Electronic Resources	0	0	50,000	50,000
4710	Education Software	0	0	65,000	65,000
4---	Supplies & Materials	0	0	139,000	139,000
7140	Non-Consumable Supplies	0	0	100,000	100,000
7---	Non-Consumable Supplies	0	0	100,000	100,000
----	Educational Technology	0	0	541,500	541,500
=====					
3200	Community Swim Program				
1340	Teachers-Hrly/Per Diem	21,886	24,000	22,652	-1,348
1930	Students	15,411	19,000	17,000	-2,000
1---	Salaries	37,297	43,000	39,652	-3,348
2130	FICA Contribution	2,312	2,480	2,395	-85
2140	Medicare Contribution	541	580	560	-20
2---	Benefits	2,853	3,060	2,955	-105
4100	Supplies-General	0	100	0	-100
4---	Supplies & Materials	0	100	0	-100
----	Community Swim Program	40,150	46,160	42,607	-3,553
=====					
3202	Summer Athletic Camps				
1290	Clerical-Subs/Hourly	3,000	3,500	3,500	0
1330	Teachers-Extra Responsibility	198,139	240,000	205,073	-34,927
1---	Salaries	201,139	243,500	208,573	-34,927
2115	TRS 2.2	861	1,015	890	-125
2118	TRS Health Insurance	1,127	1,330	1,165	-165

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
3202	Summer Athletic Camps				
2120	IMRF Contribution	1,396	1,744	1,440	-304
2130	FICA Contribution	3,388	4,557	3,310	-1,247
2140	Medicare Contribution	2,874	3,531	2,975	-556
2---	Benefits	9,646	12,177	9,780	-2,397
3105	Officials Fees	3,891	6,500	5,000	-1,500
3234	Maintenance Agreements	1,920	1,920	1,920	0
3412	Postage	0	1,000	1,000	0
3600	Printing & Binding	5,168	5,200	5,200	0
3903	Entry Fees	8,300	18,000	15,000	-3,000
3---	Purchased Services	19,279	32,620	28,120	-4,500
4109	Supplies-Departmental	28,722	32,000	29,000	-3,000
4---	Supplies & Materials	28,722	32,000	29,000	-3,000
6400	Dues And Fees	35,385	36,000	36,000	0
6---	Misc. & Contingencies	35,385	36,000	36,000	0
----	Summer Athletic Camps	294,171	356,297	311,473	-44,824
3203	Summer Science Camp				
1340	Teachers-Hrly/Per Diem	0	20,000	20,000	0
1930	Students	3,375	0	3,500	3,500
1---	Salaries	3,375	20,000	23,500	3,500
2115	TRS 2.2	0	110	0	-110
2118	TRS Health Insurance	0	144	0	-144
2120	IMRF Contribution	0	106	0	-106
2130	FICA Contribution	209	93	215	122
2140	Medicare Contribution	49	290	50	-240
2---	Benefits	258	743	265	-478
----	Summer Science Camp	3,633	20,743	23,765	3,022
3205	Swim Club				
2120	IMRF Contribution	17,392	16,912	18,000	1,088
2130	FICA Contribution	20,338	23,374	21,050	-2,324
2140	Medicare Contribution	5,362	5,699	5,550	-149
2---	Benefits	43,092	45,985	44,600	-1,385

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
3205	Swim Club				
----	Swim Club	43,092	45,985	44,600	-1,385
=====					
5100	Athletics				
1110	Administrators	470,952	468,661	487,436	18,775
1210	Clerical	157,224	157,225	162,727	5,502
1320	Teachers-Extra Duties	200,792	230,000	207,692	-22,308
1330	Teachers-Extra Responsibility	2,038,709	2,100,000	2,110,063	10,063
1350	Teachers-Stipends	26,564	28,000	27,494	-506
1610	Custodians	149,974	146,229	155,224	8,995
1---	Salaries	3,044,215	3,130,115	3,150,636	20,521
2110	TRS BOE Paid Member Contrib	32,151	24,364	33,277	8,913
2112	TRS Fed Funds Contribution	6,423	0	0	0
2115	TRS 2.2	4,694	36,329	12,860	-23,469
2118	TRS Health Insurance	16,355	15,547	16,930	1,383
2120	IMRF Contribution	54,504	58,275	56,415	-1,860
2130	FICA Contribution	50,505	51,395	53,055	1,660
2140	Medicare Contribution	42,544	42,401	44,035	1,634
2210	Life/Disability Insurance	1,423	1,484	1,470	-14
2220	Medical/Dental Insurance	138,934	138,793	166,325	27,532
2---	Benefits	347,533	368,588	384,367	15,779
3133	Contract Labor Costs	75,410	75,410	77,296	1,886
3230	Repairs & Maint Services	4,586	6,586	8,840	2,254
3320	Professional Development	10,050	10,050	11,050	1,000
3322	Leases	44,293	57,300	55,500	-1,800
3770	Security Services	8,144	8,144	11,000	2,856
3903	Entry Fees	0	0	1,850	1,850
3---	Purchased Services	142,483	157,490	165,536	8,046
4100	Supplies-General	880	2,500	2,300	-200
4109	Supplies-Departmental	35,183	35,183	29,000	-6,183
4---	Supplies & Materials	36,063	37,683	31,300	-6,383
7140	Non-Consumable Supplies	98,110	96,255	3,300	-92,955
7---	Non-Consumable Supplies	98,110	96,255	3,300	-92,955
----	Athletics	3,668,404	3,790,131	3,735,139	-54,992
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Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5110	Training Room				
1510	Support Staff	328,938	328,939	340,450	11,511
1---	Salaries	328,938	328,939	340,450	11,511
2120	IMRF Contribution	34,911	34,769	36,135	1,366
2130	FICA Contribution	19,840	20,394	20,535	141
2140	Medicare Contribution	4,640	4,770	4,805	35
2210	Life/Disability Insurance	400	426	410	-16
2220	Medical/Dental Insurance	49,679	51,923	59,615	7,692
2---	Benefits	109,470	112,282	121,500	9,218
3320	Professional Development	120	120	1,000	880
3---	Purchased Services	120	120	1,000	880
4109	Supplies-Departmental	19,468	19,468	23,500	4,032
4---	Supplies & Materials	19,468	19,468	23,500	4,032
----	Training Room	457,996	460,809	486,450	25,641
=====					
5200	Athletics - Boys				
3310	Student Transportation	103,192	105,000	105,000	0
3---	Purchased Services	103,192	105,000	105,000	0
----	Athletics - Boys	103,192	105,000	105,000	0
=====					
5210	Baseball				
3105	Officials Fees	11,412	11,412	10,500	-912
3320	Professional Development	460	460	0	-460
3---	Purchased Services	11,872	11,872	10,500	-1,372
4109	Supplies-Departmental	12,910	12,910	7,000	-5,910
4---	Supplies & Materials	12,910	12,910	7,000	-5,910
----	Baseball	24,782	24,782	17,500	-7,282
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Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5215	Basketball				
3105	Officials Fees	12,737	12,737	11,925	-812
3230	Repairs & Maint Services	790	790	0	-790
3320	Professional Development	475	475	0	-475
3903	Entry Fees	2,265	2,265	1,400	-865
3---	Purchased Services	16,267	16,267	13,325	-2,942
4109	Supplies-Departmental	2,091	1,340	7,700	6,360
4---	Supplies & Materials	2,091	1,340	7,700	6,360
----	Basketball	18,358	17,607	21,025	3,418
5216	Bowling-Boys				
3903	Entry Fees	2,185	2,185	2,300	115
3---	Purchased Services	2,185	2,185	2,300	115
4109	Supplies-Departmental	256	256	800	544
4---	Supplies & Materials	256	256	800	544
----	Bowling-Boys	2,441	2,441	3,100	659
5220	Cross Country				
3105	Officials Fees	0	0	400	400
3320	Professional Development	0	0	200	200
3903	Entry Fees	1,475	1,475	1,450	-25
3---	Purchased Services	1,475	1,475	2,050	575
4109	Supplies-Departmental	1,992	1,992	1,500	-492
4---	Supplies & Materials	1,992	1,992	1,500	-492
----	Cross Country	3,467	3,467	3,550	83
5225	Football				
3105	Officials Fees	11,965	11,966	12,125	159
3230	Repairs & Maint Services	31,486	31,486	34,000	2,514
3320	Professional Development	790	790	525	-265
3---	Purchased Services	44,241	44,242	46,650	2,408



	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5225		Football				
	4109	Supplies-Departmental	20,122	20,122	19,015	-1,107
	4---	Supplies & Materials	20,122	20,122	19,015	-1,107
	----	Football	64,363	64,364	65,665	1,301
			=====	=====	=====	=====
5230		Golf				
	3903	Entry Fees	5,570	5,570	5,500	-69
	3---	Purchased Services	5,570	5,570	5,500	-69
	4109	Supplies-Departmental	3,556	3,556	4,000	444
	4---	Supplies & Materials	3,556	3,556	4,000	444
	----	Golf	9,126	9,126	9,500	375
			=====	=====	=====	=====
5235		Gymnastics				
	3105	Officials Fees	1,536	1,536	2,125	589
	3230	Repairs & Maint Services	0	0	100	100
	3320	Professional Development	55	55	200	145
	3903	Entry Fees	2,555	2,555	2,025	-530
	3---	Purchased Services	4,146	4,146	4,450	304
	4109	Supplies-Departmental	1,014	1,014	1,650	636
	4---	Supplies & Materials	1,014	1,014	1,650	636
	----	Gymnastics	5,160	5,160	6,100	940
			=====	=====	=====	=====
5240		Lacrosse				
	3105	Officials Fees	9,812	9,812	7,450	-2,362
	3230	Repairs & Maint Services	0	0	3,250	3,250
	3903	Entry Fees	2,195	2,195	2,025	-170
	3---	Purchased Services	12,007	12,007	12,725	718
	4109	Supplies-Departmental	16,113	16,113	3,720	-12,393
	4---	Supplies & Materials	16,113	16,113	3,720	-12,393
			=====	=====	=====	=====

	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5240		Lacrosse				
	----	Lacrosse	28,120	28,120	16,445	-11,675
			=====	=====	=====	=====
5245		Soccer				
	3105	Officials Fees	13,631	13,631	14,750	1,119
	3320	Professional Development	392	392	300	-92
	3903	Entry Fees	1,630	1,630	1,375	-255
	3---	Purchased Services	15,653	15,653	16,425	772
	4109	Supplies-Departmental	4,449	4,449	4,250	-199
	4---	Supplies & Materials	4,449	4,449	4,250	-199
	----	Soccer	20,102	20,102	20,675	573
			=====	=====	=====	=====
5260		Swimming				
	3105	Officials Fees	6,060	6,060	5,443	-617
	3320	Professional Development	400	400	0	-400
	3903	Entry Fees	2,450	2,450	2,175	-275
	3---	Purchased Services	8,910	8,910	7,618	-1,292
	4109	Supplies-Departmental	582	582	3,900	3,318
	4---	Supplies & Materials	582	582	3,900	3,318
	----	Swimming	9,492	9,492	11,518	2,026
			=====	=====	=====	=====
5270		Tennis				
	3230	Repairs & Maint Services	0	0	100	100
	3320	Professional Development	256	256	200	-56
	3903	Entry Fees	965	965	600	-365
	3---	Purchased Services	1,221	1,221	900	-321
	4109	Supplies-Departmental	1,928	1,928	6,890	4,962
	4---	Supplies & Materials	1,928	1,928	6,890	4,962
	----	Tennis	3,149	3,149	7,790	4,641
			=====	=====	=====	=====

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5280	Track				
3105	Officials Fees	4,007	4,007	3,950	-57
3320	Professional Development	432	432	500	68
3903	Entry Fees	3,010	3,010	2,600	-410
3---	Purchased Services	7,449	7,449	7,050	-399
4109	Supplies-Departmental	3,515	3,515	6,465	2,950
4---	Supplies & Materials	3,515	3,515	6,465	2,950
----	Track	10,964	10,964	13,515	2,551
5285	Volleyball				
3105	Officials Fees	8,739	8,739	8,800	61
3903	Entry Fees	4,470	4,470	4,200	-270
3---	Purchased Services	13,209	13,209	13,000	-209
4109	Supplies-Departmental	4,716	4,716	6,135	1,419
4---	Supplies & Materials	4,716	4,716	6,135	1,419
----	Volleyball	17,925	17,925	19,135	1,210
5290	Water Polo				
3105	Officials Fees	12,405	12,405	6,597	-5,808
3903	Entry Fees	3,552	3,552	1,750	-1,802
3---	Purchased Services	15,957	15,957	8,347	-7,610
4109	Supplies-Departmental	3,330	3,330	3,300	-30
4---	Supplies & Materials	3,330	3,330	3,300	-30
----	Water Polo	19,287	19,287	11,647	-7,640
5295	Wrestling				
3105	Officials Fees	10,599	10,599	8,300	-2,299
3320	Professional Development	186	186	600	414
3903	Entry Fees	4,405	4,405	3,400	-1,005
3---	Purchased Services	15,190	15,190	12,300	-2,890

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5295	Wrestling				
4109	Supplies-Departmental	2,553	2,553	3,500	947
4---	Supplies & Materials	2,553	2,553	3,500	947
----	Wrestling	17,743	17,743	15,800	-1,943
5300	Athletics - Girls				
3310	Student Transportation	85,066	94,000	94,000	0
3---	Purchased Services	85,066	94,000	94,000	0
----	Athletics - Girls	85,066	94,000	94,000	0
5305	Badminton				
3230	Repairs & Maint Services	260	260	0	-260
3320	Professional Development	0	0	200	200
3903	Entry Fees	1,475	1,475	750	-725
3---	Purchased Services	1,735	1,735	950	-785
4109	Supplies-Departmental	3,443	3,443	3,200	-243
4---	Supplies & Materials	3,443	3,443	3,200	-243
----	Badminton	5,178	5,178	4,150	-1,028
5315	Basketball				
2120	IMRF Contribution	11	0	10	10
2130	FICA Contribution	7	0	10	10
2140	Medicare Contribution	2	0	5	5
2---	Benefits	20	0	25	25
3105	Officials Fees	10,694	10,694	9,925	-769
3320	Professional Development	0	0	200	200
3903	Entry Fees	2,640	2,640	2,800	160
3---	Purchased Services	13,334	13,334	12,925	-409
4109	Supplies-Departmental	1,548	1,548	7,000	5,452
4---	Supplies & Materials	1,548	1,548	7,000	5,452

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5315	Basketball				
----	Basketball	14,902	14,882	19,950	5,068
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5316	Bowling-Girls				
3903	Entry Fees	1,065	1,065	2,000	935
3---	Purchased Services	1,065	1,065	2,000	935
4109	Supplies-Departmental	0	0	500	500
4---	Supplies & Materials	0	0	500	500
----	Bowling-Girls	1,065	1,065	2,500	1,435
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5318	Cheerleading				
3903	Entry Fees	2,460	2,460	2,045	-415
3---	Purchased Services	2,460	2,460	2,045	-415
4109	Supplies-Departmental	730	730	11,100	10,370
4---	Supplies & Materials	730	730	11,100	10,370
----	Cheerleading	3,190	3,190	13,145	9,955
=====					
5320	Cross Country				
2140	Medicare Contribution	3	0	5	5
2---	Benefits	3	0	5	5
3105	Officials Fees	258	258	400	142
3320	Professional Development	237	237	500	263
3903	Entry Fees	1,105	1,105	650	-455
3---	Purchased Services	1,600	1,600	1,550	-50
4109	Supplies-Departmental	2,083	2,083	1,250	-833
4---	Supplies & Materials	2,083	2,083	1,250	-833
----	Cross Country	3,686	3,683	2,805	-878
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Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5323	Field Hockey				
3105	Officials Fees	2,311	2,311	2,500	189
3903	Entry Fees	880	880	700	-180
3---	Purchased Services	3,191	3,191	3,200	9
4109	Supplies-Departmental	4,025	4,025	2,000	-2,025
4---	Supplies & Materials	4,025	4,025	2,000	-2,025
----	Field Hockey	7,216	7,216	5,200	-2,016
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5330	Golf				
3320	Professional Development	3,314	3,314	1,000	-2,314
3903	Entry Fees	4,245	4,245	3,900	-345
3---	Purchased Services	7,559	7,559	4,900	-2,659
4109	Supplies-Departmental	3,225	3,225	3,175	-50
4---	Supplies & Materials	3,225	3,225	3,175	-50
----	Golf	10,784	10,784	8,075	-2,709
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5335	Gymnastics				
3105	Officials Fees	3,321	3,321	2,925	-396
3320	Professional Development	0	0	200	200
3903	Entry Fees	2,397	2,397	1,775	-622
3---	Purchased Services	5,718	5,718	4,900	-818
4109	Supplies-Departmental	3,177	3,177	4,300	1,123
4---	Supplies & Materials	3,177	3,177	4,300	1,123
----	Gymnastics	8,895	8,895	9,200	305
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5340	Lacrosse				
3105	Officials Fees	3,997	3,997	3,300	-697
3903	Entry Fees	576	576	1,100	524
3---	Purchased Services	4,573	4,573	4,400	-173
4109	Supplies-Departmental	4,848	4,848	1,200	-3,648

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5340	Lacrosse				
4---	Supplies & Materials	4,848	4,848	1,200	-3,648
----	Lacrosse	9,421	9,421	5,600	-3,821
=====					
5345	Soccer				
3105	Officials Fees	12,264	12,264	8,065	-4,199
3903	Entry Fees	1,115	1,115	1,375	260
3---	Purchased Services	13,379	13,379	9,440	-3,939
4109	Supplies-Departmental	598	598	5,750	5,152
4---	Supplies & Materials	598	598	5,750	5,152
----	Soccer	13,977	13,977	15,190	1,213
=====					
5350	Softball				
3105	Officials Fees	8,071	8,071	7,947	-124
3320	Professional Development	175	175	0	-175
3903	Entry Fees	855	855	750	-105
3---	Purchased Services	9,101	9,101	8,697	-404
4109	Supplies-Departmental	1,940	1,940	8,100	6,160
4---	Supplies & Materials	1,940	1,940	8,100	6,160
----	Softball	11,041	11,041	16,797	5,756
=====					
5355	Poms - Competitive				
3903	Entry Fees	250	250	0	-250
3---	Purchased Services	250	250	0	-250
----	Poms - Competitive	250	250	0	-250
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Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5360	Swimming				
3105	Officials Fees	4,808	4,808	4,500	-308
3903	Entry Fees	1,780	1,780	1,825	45
3---	Purchased Services	6,588	6,588	6,325	-263
4109	Supplies-Departmental	969	969	4,000	3,032
4---	Supplies & Materials	969	969	4,000	3,032
----	Swimming	7,557	7,557	10,325	2,769
5370	Tennis				
3320	Professional Development	0	0	200	200
3903	Entry Fees	585	585	750	165
3---	Purchased Services	585	585	950	365
4109	Supplies-Departmental	4,700	4,700	1,900	-2,800
4---	Supplies & Materials	4,700	4,700	1,900	-2,800
----	Tennis	5,285	5,285	2,850	-2,435
5380	Track				
3903	Entry Fees	1,330	1,330	1,400	70
3---	Purchased Services	1,330	1,330	1,400	70
4109	Supplies-Departmental	950	950	750	-200
4---	Supplies & Materials	950	950	750	-200
----	Track	2,280	2,280	2,150	-130
5390	Volleyball				
3105	Officials Fees	11,667	11,667	10,150	-1,517
3903	Entry Fees	3,707	3,707	3,100	-607
3---	Purchased Services	15,374	15,374	13,250	-2,124
4109	Supplies-Departmental	4,137	4,137	2,800	-1,337
4---	Supplies & Materials	4,137	4,137	2,800	-1,337



Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5390	Volleyball				
----	Volleyball	19,511	19,511	16,050	-3,461
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5800	Extra/Co-curricular Activities				
1110	Administrators	305,403	305,403	316,092	10,689
1210	Clerical	81,873	85,502	84,738	-764
1330	Teachers-Extra Responsibility	453,648	485,000	480,000	-5,000
1---	Salaries	840,924	875,905	880,830	4,925
2110	TRS BOE Paid Member Contrib	26,557	26,557	27,487	930
2115	TRS 2.2	3,896	3,118	4,035	917
2118	TRS Health Insurance	5,105	4,750	5,285	535
2120	IMRF Contribution	15,854	17,445	16,410	-1,035
2130	FICA Contribution	11,442	11,080	11,840	760
2140	Medicare Contribution	11,643	9,390	12,055	2,665
2210	Life/Disability Insurance	1,060	1,059	1,095	36
2220	Medical/Dental Insurance	68,524	68,959	82,225	13,266
2---	Benefits	144,081	142,358	160,432	18,074
3230	Repairs & Maint Services	58	58	1,500	1,442
3292	Security Services	7,415	7,415	0	-7,415
3317	Contests	71,947	72,000	72,000	0
3320	Professional Development	1,145	1,145	0	-1,145
3324	Student/Staff Lodging & Meals	36,401	36,401	24,774	-11,627
3343	National Tournaments-GBS	7,432	7,432	0	-7,432
3903	Entry Fees	3,142	3,142	3,152	10
3---	Purchased Services	127,540	127,593	101,426	-26,167
4109	Supplies-Departmental	2,686	2,686	4,700	2,014
4---	Supplies & Materials	2,686	2,686	4,700	2,014
5400	Equipment	7,155	7,155	0	-7,155
5---	Equipment	7,155	7,155	0	-7,155
7140	Non-Consumable Supplies	7,920	7,920	7,920	0
7---	Non-Consumable Supplies	7,920	7,920	7,920	0
----	Extra/Co-curricular Activities	1,130,306	1,163,617	1,155,308	-8,309
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Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5805	Auditorium/CPA				
1510	Support Staff	135,974	136,674	140,734	4,060
1---	Salaries	135,974	136,674	140,734	4,060
2120	IMRF Contribution	14,240	14,446	14,735	289
2130	FICA Contribution	8,095	8,474	8,380	-94
2140	Medicare Contribution	1,893	1,982	1,960	-22
2210	Life/Disability Insurance	208	208	210	2
2220	Medical/Dental Insurance	20,736	19,595	24,880	5,285
2---	Benefits	45,172	44,705	50,165	5,460
3230	Repairs & Maint Services	5,951	5,951	7,500	1,549
3320	Professional Development	1,630	1,630	1,500	-130
3---	Purchased Services	7,581	7,581	9,000	1,419
4109	Supplies-Departmental	17,613	17,613	16,560	-1,053
4---	Supplies & Materials	17,613	17,613	16,560	-1,053
5400	Equipment	87,242	87,242	0	-87,242
5---	Equipment	87,242	87,242	0	-87,242
7140	Non-Consumable Supplies	8,821	8,821	7,200	-1,621
7---	Non-Consumable Supplies	8,821	8,821	7,200	-1,621
----	Auditorium/CPA	302,403	302,636	223,659	-78,977
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5815	Pom Pons				
4109	Supplies-Departmental	9,149	9,149	7,000	-2,149
4---	Supplies & Materials	9,149	9,149	7,000	-2,149
----	Pom Pons	9,149	9,149	7,000	-2,149
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5820	Debate				
1310	Teachers	165,398	165,399	171,187	5,788
1330	Teachers-Extra Responsibility	89,758	79,000	93,000	14,000
1410	PARA/IA	29,001	26,010	30,016	4,006
1---	Salaries	284,157	270,409	294,203	23,794
2115	TRS 2.2	1,257	1,275	1,300	25
2118	TRS Health Insurance	1,647	1,650	1,705	55

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5820	Debate				
2120	IMRF Contribution	7,748	6,110	8,020	1,910
2130	FICA Contribution	5,685	4,675	5,885	1,210
2140	Medicare Contribution	4,445	3,969	4,600	631
2210	Life/Disability Insurance	276	277	285	8
2220	Medical/Dental Insurance	24,361	24,362	29,235	4,873
2---	Benefits	45,419	42,318	51,030	8,712
3105	Officials Fees	37,510	37,510	18,500	-19,010
3310	Student Transportation	39,788	39,788	55,585	15,797
3320	Professional Development	0	0	106	106
3324	Student/Staff Lodging & Meals	20,885	20,885	30,500	9,615
3342	National Tournaments-GBN	18,099	18,099	0	-18,099
3343	National Tournaments-GBS	22,201	22,201	0	-22,201
3903	Entry Fees	26,805	26,805	17,000	-9,805
3---	Purchased Services	165,288	165,288	121,691	-43,597
4109	Supplies-Departmental	1,270	1,270	3,500	2,230
4300	Library Books	0	0	250	250
4---	Supplies & Materials	1,270	1,270	3,750	2,480
----	Debate	496,134	479,285	470,674	-8,611
		=====	=====	=====	=====
5825	Drama				
1310	Teachers	96,230	96,230	99,598	3,368
1---	Salaries	96,230	96,230	99,598	3,368
2115	TRS 2.2	558	558	575	17
2118	TRS Health Insurance	731	731	755	24
2140	Medicare Contribution	1,390	1,395	1,440	45
2210	Life/Disability Insurance	104	104	105	1
2220	Medical/Dental Insurance	8,254	8,254	9,905	1,651
2---	Benefits	11,037	11,042	12,780	1,738
3320	Professional Development	259	259	175	-84
3903	Entry Fees	150	150	100	-50
3---	Purchased Services	409	409	275	-134
4101	Supplies-Production	6,616	6,616	6,500	-116
4109	Supplies-Departmental	1,594	1,594	4,059	2,465
4300	Library Books	213	213	400	187
4---	Supplies & Materials	8,423	8,423	10,959	2,536
----	Drama	116,099	116,104	123,612	7,508

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5825	Drama				
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5835	Forensics				
1330	Teachers-Extra Responsibility	67,897	66,000	70,000	4,000
1---	Salaries	67,897	66,000	70,000	4,000
2115	TRS 2.2	229	215	235	20
2118	TRS Health Insurance	300	281	310	29
2120	IMRF Contribution	1,688	2,431	1,745	-686
2130	FICA Contribution	1,803	1,798	1,870	72
2140	Medicare Contribution	985	957	1,020	63
2---	Benefits	5,005	5,682	5,180	-502
3105	Officials Fees	12,525	12,525	10,500	-2,025
3320	Professional Development	0	0	220	220
3324	Student/Staff Lodging & Meals	2,879	2,879	8,240	5,361
3343	National Tournaments-GBS	1,696	1,696	0	-1,696
3903	Entry Fees	4,419	4,419	5,150	731
3---	Purchased Services	21,519	21,519	24,110	2,591
4109	Supplies-Departmental	1,299	1,299	1,630	331
4300	Library Books	0	0	337	337
4---	Supplies & Materials	1,299	1,299	1,967	668
----	Forensics	95,720	94,500	101,257	6,757
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5850	Mathletes				
1330	Teachers-Extra Responsibility	82,379	85,000	84,000	-1,000
1---	Salaries	82,379	85,000	84,000	-1,000
2115	TRS 2.2	479	493	495	2
2118	TRS Health Insurance	627	646	650	4
2140	Medicare Contribution	1,024	1,233	1,060	-173
2---	Benefits	2,130	2,372	2,205	-167
3105	Officials Fees	110	110	220	110
3324	Student/Staff Lodging & Meals	2,981	2,981	4,500	1,519
3903	Entry Fees	2,254	2,254	3,140	886
3---	Purchased Services	5,345	5,345	7,860	2,515
4109	Supplies-Departmental	722	722	2,200	1,478
4300	Library Books	67	67	150	83

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
5850	Mathletes				
4---	Supplies & Materials	789	789	2,350	1,561
----	Mathletes	90,643	93,506	96,415	2,909
=====					
5890	Extra-Activities/Discretionary				
1330	Teachers-Extra Responsibility	292,096	289,225	289,222	-3
1---	Salaries	292,096	289,225	289,222	-3
2115	TRS 2.2	1,229	1,133	1,270	137
2118	TRS Health Insurance	1,608	1,480	1,665	185
2120	IMRF Contribution	3,547	2,306	3,675	1,369
2130	FICA Contribution	4,706	4,473	5,085	612
2140	Medicare Contribution	3,801	4,117	3,925	-192
2210	Life/Disability Insurance	3	0	0	0
2220	Medical/Dental Insurance	934	0	0	0
2---	Benefits	15,828	13,509	15,620	2,111
----	Extra-Activities/Discretionary	307,924	302,734	304,842	2,108
=====					
6105	Bi-lingual Education - TPI/TBE				
1410	PARA/IA	41,604	41,602	0	-41,602
1---	Salaries	41,604	41,602	0	-41,602
2120	IMRF Contribution	1,489	0	0	0
2130	FICA Contribution	819	0	0	0
2140	Medicare Contribution	192	0	0	0
2210	Life/Disability Insurance	28	0	0	0
2220	Medical/Dental Insurance	2,517	5,044	0	-5,044
2---	Benefits	5,045	5,044	0	-5,044
4109	Supplies-Departmental	392	400	0	-400
4---	Supplies & Materials	392	400	0	-400
----	Bi-lingual Education - TPI/TBE	47,041	47,046	0	-47,046
=====					

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
6150	Title I - Disadvantaged (4300)				
1340	Teachers-Hrly/Per Diem	34,308	20,822	0	-20,822
1350	Teachers-Stipends	15,614	16,420	0	-16,420
1410	PARA/IA	134,125	132,846	0	-132,846
1---	Salaries	184,047	170,088	0	-170,088
2112	TRS Fed Funds Contribution	15,832	0	0	0
2120	IMRF Contribution	96	0	0	0
2130	FICA Contribution	53	0	0	0
2140	Medicare Contribution	12	0	0	0
2210	Life/Disability Insurance	313	345	0	-345
2220	Medical/Dental Insurance	54,231	49,655	0	-49,655
2---	Benefits	70,537	50,000	0	-50,000
3118	Improvement Of Instruction	34,474	55,476	0	-55,476
3310	Student Transportation	0	1,500	0	-1,500
3320	Professional Development	98,384	104,109	0	-104,109
3900	Other Contractual Services	0	10,500	0	-10,500
3---	Purchased Services	132,858	171,585	0	-171,585
4109	Supplies-Departmental	3,153	11,422	0	-11,422
4---	Supplies & Materials	3,153	11,422	0	-11,422
----	Title I - Disadvantaged (4300)	390,595	403,095	0	-403,095
6155	Title II - Teacher Quality				
1310	Teachers	50,999	50,000	0	-50,000
1340	Teachers-Hrly/Per Diem	10,000	10,000	0	-10,000
1---	Salaries	60,999	60,000	0	-60,000
2112	TRS Fed Funds Contribution	20,130	0	0	0
2115	TRS 2.2	352	0	0	0
2118	TRS Health Insurance	462	0	0	0
2140	Medicare Contribution	809	0	0	0
2---	Benefits	21,753	0	0	0
3320	Professional Development	0	858	0	-858
3---	Purchased Services	0	858	0	-858
----	Title II - Teacher Quality	82,752	60,858	0	-60,858

Object	Description	2014-15	2014-15	2015-16	2015-16
		FY Activity	Revised Budget	Tentative	Budget Variance
6157	Title III - Lipleps (4909)				
1410	PARA/IA	10,889	9,964	0	-9,964
1---	Salaries	10,889	9,964	0	-9,964
2120	IMRF Contribution	83	0	0	0
2130	FICA Contribution	46	0	0	0
2140	Medicare Contribution	11	0	0	0
2210	Life/Disability Insurance	2	0	0	0
2220	Medical/Dental Insurance	372	0	0	0
2---	Benefits	514	0	0	0
3320	Professional Development	0	100	0	-100
3---	Purchased Services	0	100	0	-100
----	Title III - Lipleps (4909)	11,403	10,064	0	-10,064
=====					
6354	DORS - Step Program (4951)				
1310	Teachers	0	24,500	0	-24,500
1930	Students	0	20,000	0	-20,000
1---	Salaries	0	44,500	0	-44,500
2115	TRS 2.2	0	140	0	-140
2118	TRS Health Insurance	0	170	0	-170
2140	Medicare Contribution	0	330	0	-330
2---	Benefits	0	640	0	-640
----	DORS - Step Program (4951)	0	45,140	0	-45,140
=====					
6366	IDEA-PL 94-142 (4620)				
3120	Consultants	157,013	159,750	74,250	-85,500
3---	Purchased Services	157,013	159,750	74,250	-85,500
4100	Supplies-General	2,988	5,500	6,000	500
4109	Supplies-Departmental	12,345	18,500	14,000	-4,500
4---	Supplies & Materials	15,333	24,000	20,000	-4,000
5400	Equipment	5,510	6,800	900	-5,900
5---	Equipment	5,510	6,800	900	-5,900

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
6366	IDEA-PL 94-142 (4620)				
----	IDEA-PL 94-142 (4620)	177,856	190,550	95,150	-95,400
=====					
6380	Medicaid (4900)				
3190	Other Prof & Tech Svcs	-1,798	0	0	0
3---	Purchased Services	-1,798	0	0	0
4100	Supplies-General	0	10,000	10,000	0
4---	Supplies & Materials	0	10,000	10,000	0
----	Medicaid (4900)	-1,798	10,000	10,000	0
=====					
6420	Carl Perkins (4745)				
1310	Teachers	26,845	26,845	29,617	2,772
1---	Salaries	26,845	26,845	29,617	2,772
2112	TRS Fed Funds Contribution	8,859	0	10,680	10,680
2115	TRS 2.2	39	0	0	0
2118	TRS Health Insurance	51	0	0	0
2140	Medicare Contribution	96	0	0	0
2210	Life/Disability Insurance	21	0	0	0
2220	Medical/Dental Insurance	942	0	0	0
2---	Benefits	10,008	0	10,680	10,680
3190	Other Prof & Tech Svcs	4,349	4,800	0	-4,800
3230	Repairs & Maint Services	1,200	1,000	0	-1,000
3320	Professional Development	3,313	3,768	0	-3,768
3---	Purchased Services	8,862	9,568	0	-9,568
4109	Supplies-Departmental	20,383	19,208	0	-19,208
4---	Supplies & Materials	20,383	19,208	0	-19,208
5400	Equipment	14,964	15,843	0	-15,843
5---	Equipment	14,964	15,843	0	-15,843
7140	Non-Consumable Supplies	7,034	6,624	0	-6,624
7---	Non-Consumable Supplies	7,034	6,624	0	-6,624
----	Carl Perkins (4745)	88,096	78,088	40,297	-37,791
=====					



Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
6460	Career & Tech Ed Improvement				
1310	Teachers	4,800	4,800	0	-4,800
1---	Salaries	4,800	4,800	0	-4,800
2112	TRS Fed Funds Contribution	1,584	0	0	0
2115	TRS 2.2	28	0	0	0
2118	TRS Health Insurance	36	0	0	0
2140	Medicare Contribution	70	0	0	0
2---	Benefits	1,718	0	0	0
3118	Improvement Of Instruction	3,772	3,772	0	-3,772
3---	Purchased Services	3,772	3,772	0	-3,772
4100	Supplies-General	30,678	30,247	0	-30,247
4---	Supplies & Materials	30,678	30,247	0	-30,247
5400	Equipment	10,162	10,162	0	-10,162
5---	Equipment	10,162	10,162	0	-10,162
7140	Non-Consumable Supplies	20,904	20,904	0	-20,904
7---	Non-Consumable Supplies	20,904	20,904	0	-20,904
----	Career & Tech Ed Improvement	72,034	69,885	0	-69,885
=====					
6465	Agricultural Education				
4100	Supplies-General	417	430	0	-430
4---	Supplies & Materials	417	430	0	-430
----	Agricultural Education	417	430	0	-430
=====					
6510	Project Lead the Way Grant				
3320	Professional Development	2,933	4,600	5,000	400
3---	Purchased Services	2,933	4,600	5,000	400
4100	Supplies-General	3,888	5,400	10,000	4,600
4---	Supplies & Materials	3,888	5,400	10,000	4,600
----	Project Lead the Way Grant	6,821	10,000	15,000	5,000

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
6510	Project Lead the Way Grant				
=====					
9010	Plant Operations				
1610	Custodians	2,519,092	2,606,610	2,607,260	650
1620	Custodians-Overtime	83,297	85,172	91,000	5,828
1640	Custodians-Building Rental	69,815	76,000	72,258	-3,742
1690	Custodians-Subs/Hourly	947	947	18,000	17,053
1---	Salaries	2,673,151	2,768,729	2,788,518	19,789
2115	TRS 2.2	1	0	0	0
2118	TRS Health Insurance	1	0	0	0
2120	IMRF Contribution	269,404	294,862	278,830	-16,032
2130	FICA Contribution	160,692	172,956	166,320	-6,636
2140	Medicare Contribution	37,579	40,450	38,895	-1,555
2210	Life/Disability Insurance	3,705	3,890	3,840	-50
2220	Medical/Dental Insurance	624,565	612,257	749,480	137,223
2---	Benefits	1,095,947	1,124,415	1,237,365	112,950
3120	Consultants	25,608	25,000	25,000	0
3220	Cleaning Services	17,431	25,000	25,000	0
3222	Custodial Services	6,095	6,095	14,500	8,405
3230	Repairs & Maint Services	118,723	118,767	9,000	-109,767
3270	Maintenance Services	21,986	22,000	22,000	0
3420	Telephone	136,625	135,000	135,000	0
3750	Sanitation Services	10,818	10,818	15,500	4,682
3760	Scavenger Services	88,300	88,233	78,000	-10,233
3770	Security Services	146,551	145,843	147,000	1,158
3780	Water/Sewer Services	122,140	116,500	121,500	5,000
3850	Budgeted Losses	18,385	25,000	25,000	0
3---	Purchased Services	712,662	718,256	617,500	-100,755
4650	Natural Gas	473,091	475,000	500,000	25,000
4660	Electricity	974,728	955,000	995,000	40,000
4700	Operation Software	0	1,500	0	-1,500
4800	Supplies-Custodial	37,319	39,569	47,500	7,931
4822	Supplies-Cleaning	77,373	76,125	74,850	-1,275
4823	Supplies-Consumables	150,300	150,300	119,000	-31,300
4828	Supplies-Uniforms	10,782	10,782	10,000	-782
4870	Supplies-Vehicles	3,051	3,000	3,000	0
4---	Supplies & Materials	1,726,644	1,711,276	1,749,350	38,074
5400	Equipment	87,211	90,405	84,100	-6,305
5---	Equipment	87,211	90,405	84,100	-6,305
6900	Contingencies	65,512	65,525	70,000	4,475
6---	Misc. & Contingencies	65,512	65,525	70,000	4,475

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
9010	Plant Operations				
----	Plant Operations	6,361,127	6,478,606	6,546,833	68,228
=====					
9015	Safety Committee				
5200	Building Improvements	23,371	29,000	14,000	-15,000
5---	Equipment	23,371	29,000	14,000	-15,000
7140	Non-Consumable Supplies	1,412	4,000	4,000	0
7---	Non-Consumable Supplies	1,412	4,000	4,000	0
----	Safety Committee	24,783	33,000	18,000	-15,000
=====					
9050	Building Maintenance				
1110	Administrators	54,694	54,695	56,609	1,914
1710	Maintenance	1,066,280	1,040,416	1,103,599	63,183
1720	Maintenance-Overtime	29,160	29,160	20,500	-8,660
1---	Salaries	1,150,134	1,124,271	1,180,708	56,437
2110	TRS BOE Paid Member Contrib	4,756	4,756	4,923	167
2115	TRS 2.2	345	345	355	10
2118	TRS Health Insurance	452	452	470	18
2120	IMRF Contribution	115,147	112,139	119,175	7,036
2130	FICA Contribution	65,275	65,776	67,560	1,784
2140	Medicare Contribution	16,038	16,176	16,600	424
2210	Life/Disability Insurance	1,650	1,629	1,710	81
2220	Medical/Dental Insurance	242,194	244,359	290,625	46,266
2---	Benefits	445,857	445,632	501,418	55,786
3141	Inservice	1,153	1,153	5,000	3,847
3270	Maintenance Services	166,909	166,788	158,000	-8,788
3272	Electrical Services	10,548	10,548	25,000	14,452
3273	Elevator Services	27,881	27,881	26,000	-1,881
3275	HVAC-Refrigeration Services	72,785	72,785	100,000	27,215
3277	Plumbing Services	9,370	9,370	20,000	10,630
3320	Professional Development	7,085	20,000	20,000	0
3---	Purchased Services	295,731	308,525	354,000	45,475
4840	Supplies-Maintenance	73,154	73,329	74,000	671
4842	Supplies-Electric/Lighting	43,195	43,195	32,000	-11,195
4844	Supplies-HVAC	43,810	43,810	69,000	25,190
4846	Supplies-Painting	3,485	3,485	12,000	8,515
4847	Supplies-Plumbing	18,195	18,195	24,000	5,805
4860	Supplies-Pool	26,550	26,550	14,000	-12,550

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
9050	Building Maintenance				
4---	Supplies & Materials	208,389	208,564	225,000	16,436
5400	Equipment	31,317	30,714	29,500	-1,214
5---	Equipment	31,317	30,714	29,500	-1,214
7140	Non-Consumable Supplies	2,763	2,763	51,600	48,837
7---	Non-Consumable Supplies	2,763	2,763	51,600	48,837
----	Building Maintenance	2,134,191	2,120,469	2,342,226	221,757
		=====	=====	=====	=====
9080	Grounds Maintenance				
1715	Grounds	307,467	259,680	318,228	58,548
1725	Grounds-Overtime	28,717	28,717	15,000	-13,717
1---	Salaries	336,184	288,397	333,228	44,831
2120	IMRF Contribution	35,097	29,192	36,320	7,128
2130	FICA Contribution	20,035	17,123	20,735	3,612
2140	Medicare Contribution	4,685	4,004	4,845	841
2210	Life/Disability Insurance	366	347	380	33
2220	Medical/Dental Insurance	74,429	59,810	89,315	29,505
2---	Benefits	134,612	110,476	151,595	41,119
3270	Maintenance Services	98,855	96,893	64,000	-32,893
3---	Purchased Services	98,855	96,893	64,000	-32,893
4820	Supplies-Grounds	91,680	91,680	94,000	2,320
4870	Supplies-Vehicles	42,948	42,300	45,000	2,700
4---	Supplies & Materials	134,628	133,980	139,000	5,020
5400	Equipment	50,540	53,205	42,409	-10,796
5---	Equipment	50,540	53,205	42,409	-10,796
----	Grounds Maintenance	754,819	682,951	730,232	47,281
		=====	=====	=====	=====
9820	Performance Contract				
3270	Maintenance Services	156,484	155,000	160,000	5,000
3---	Purchased Services	156,484	155,000	160,000	5,000

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
9820	Performance Contract				
----	Performance Contract	156,484	155,000	160,000	5,000
=====					
9823	Remodeling Facilities				
1620	Custodians-Overtime	2,505	5,000	5,000	0
1---	Salaries	2,505	5,000	5,000	0
2120	IMRF Contribution	264	529	275	-254
2130	FICA Contribution	151	310	160	-150
2140	Medicare Contribution	35	73	40	-33
2---	Benefits	450	912	475	-437
3180	Legal Services	0	5,000	5,000	0
3220	Cleaning Services	15,782	20,000	20,000	0
3230	Repairs & Maint Services	10,015	10,000	10,000	0
3234	Maintenance Agreements	27,983	28,000	28,000	0
3760	Scavenger Services	7,693	10,000	10,000	0
3780	Water/Sewer Services	226	1,000	1,000	0
3---	Purchased Services	61,699	74,000	74,000	0
4100	Supplies-General	5,011	9,000	9,000	0
4660	Electricity	47,338	47,000	48,000	1,000
4---	Supplies & Materials	52,349	56,000	57,000	1,000
5200	Building Improvements	15,007	15,000	15,000	0
5---	Equipment	15,007	15,000	15,000	0
6909	Other Misc	31,827	35,000	35,000	0
6---	Misc. & Contingencies	31,827	35,000	35,000	0
7140	Non-Consumable Supplies	7,000	7,000	7,000	0
7---	Non-Consumable Supplies	7,000	7,000	7,000	0
----	Remodeling Facilities	170,837	192,912	193,475	563
=====					
9830	Special Projects				
5200	Building Improvements	349	0	0	0
5---	Equipment	349	0	0	0

<u>Object</u>	<u>Description</u>	<u>2014-15 FY Activity</u>	<u>2014-15 Revised Budget</u>	<u>2015-16 Tentative</u>	<u>2015-16 Budget Variance</u>
9830	Special Projects				
	---- Special Projects	349	0	0	0
		=====	=====	=====	=====
	Grand Expense Totals	111,432,908	112,116,003	119,651,207	7,535,209

Number of Accounts: 2179

\*\*\*\*\* End of report \*\*\*\*\*

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# 2015-16

## Debt Services Fund Budget

The Debt Services Fund is comprised solely of the Debt Service for the district.

Debt recorded in this fund consists of principal and interest payments to pay off bonds and/or other debt issued by the school district.

Comment		2014-15	2014-15	2015-16	2015-16
	<u>Func</u> <u>ti</u> <u>Description</u>	<u>FY Activity</u>	<u>Revised Budget</u>	<u>Tentative</u>	<u>Tentative</u>
1000	Revenue From Local Sources				
	1111 General Taxes - Cur Yr Levy	4,215,022	4,215,250	4,315,212	99,962
	1112 General Taxes - Prior Yr Levy	4,229,562	4,222,737	4,533,630	310,893
	1113 General Taxes - Prior Yrs Levi	-118,319	-108,000	-108,000	0
	1510 Interest On Investments	9,262	6,925	4,400	-2,525
	1--- Local Sources	8,335,527	8,336,912	8,745,242	408,330
		=====	=====	=====	=====
7000					
	7900 Transfers	373,427	373,427	374,394	967
	7---	373,427	373,427	374,394	967
		=====	=====	=====	=====
Grand Revenue Totals		8,708,954	8,710,339	9,119,636	409,297

Number of Accounts: 21

\*\*\*\*\* End of report \*\*\*\*\*



Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
1000	Regular Programs				
3171	Bank Fees & Charges	5,867	7,900	10,500	2,600
3---	Purchased Services	5,867	7,900	10,500	2,600
6100	Redemption Of Principal	5,431,165	5,431,165	4,992,368	-438,797
6200	Interest On Bonds	3,244,561	3,244,354	3,874,040	629,686
6900	Contingencies	0	50,000	50,000	0
6---	Misc. & Contingencies	8,675,726	8,725,519	8,916,408	190,889
----	Regular Programs	8,681,593	8,733,419	8,926,908	193,489
Grand Expense Totals		8,681,593	8,733,419	8,926,908	193,489

Number of Accounts: 18

\*\*\*\*\* End of report \*\*\*\*\*

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# 2015-16

## Capital Projects Fund Budget

The Capital Projects Fund is comprised of the following funds:

Capital Projects and Fire Prevention/Life Safety

		2014-15	2014-15	2015-16	2015-16
	<u>Funct Description</u>	<u>FY Activity</u>	<u>Revised Budget</u>	<u>Tentative</u>	<u>Budget Variance</u>
1000	Revenue From Local Sources				
	1230 Corporate Pers Prop Repl Taxes	200,000	200,000	0	-200,000
	1292 The Glen Make-Whole Payments	2,079,780	1,500,000	1,000,000	-500,000
	1510 Interest On Investments	4,915	4,000	4,000	0
	1921 Developers Contributions	159,079	0	0	0
	1--- Local Sources	2,443,774	1,704,000	1,004,000	-700,000
		=====	=====	=====	=====
7000					
	7800 Transfer To Capital Projects	425,000	425,000	3,250,000	2,825,000
	7---	425,000	425,000	3,250,000	2,825,000
		=====	=====	=====	=====
Grand Revenue Totals		2,868,774	2,129,000	4,254,000	2,125,000

Number of Accounts: 5

\*\*\*\*\* End of report \*\*\*\*\*

	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
9823		Remodeling Facilities				
	5200	Building Improvements	3,535,394	3,535,000	4,000,000	465,000
	5210	Architect Fees	499,582	500,000	500,000	0
	5---	Equipment	4,034,976	4,035,000	4,500,000	465,000
	6900	Contingencies	0	0	100,000	100,000
	6---	Misc. & Contingencies	0	0	100,000	100,000
	----	Remodeling Facilities	4,034,976	4,035,000	4,600,000	565,000
9830		Special Projects				
	5200	Building Improvements	200,000	200,000	250,000	50,000
	5---	Equipment	200,000	200,000	250,000	50,000
	----	Special Projects	200,000	200,000	250,000	50,000
Grand Expense Totals			4,234,976	4,235,000	4,850,000	615,000

Number of Accounts: 7

\*\*\*\*\* End of report \*\*\*\*\*

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# 2015-16

## Glenbrook Aquatics Budget

The Glenbrook Aquatics Fund is utilized to record revenue and expenses associated with the District's aquatics programs.

		2014-15	2014-15	2015-16	2015-16
	Func Description	FY Activity	Revised Budget	Tentative	Tentative
1000	Revenue From Local Sources				
	1510 Interest On Investments	157	140	160	20
	1711 Athletic Admissions	79,516	59,000	85,000	26,000
	1920 Donations From Private Sources	33,335	25,000	36,000	11,000
	1991 Pymnts Frm Other Dist	3,463	7,000	3,750	-3,250
	1993 Local Fees	19,898	17,000	21,500	4,500
	1994 Diving Fees	130,361	114,000	140,000	26,000
	1995 Swimming Fees	332,160	330,000	340,000	10,000
	1996 Swim America Fees	58,504	46,100	58,590	12,490
	1--- Local Sources	657,394	598,240	685,000	86,760
	Grand Revenue Totals	657,394	598,240	685,000	86,760

Number of Accounts: 8

\*\*\*\*\* End of report \*\*\*\*\*

Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
3205	Swim Club				
1310	Teachers	35,954	16,000	38,000	22,000
1510	Support Staff	134,998	137,000	145,000	8,000
1590	Support Staff-Subs/Hourly	214,706	240,000	234,000	-6,000
1---	Salaries	385,658	393,000	417,000	24,000
2115	TRS 2.2	243	273	270	-3
2118	TRS Health Insurance	319	357	380	23
2210	Life/Disability Insurance	146	157	200	43
2220	Medical/Dental Insurance	32,084	34,616	33,950	-666
2---	Benefits	32,792	35,403	34,800	-603
3142	Staff Development	0	500	0	-500
3256	Facility Rental	6,000	6,000	6,000	0
3324	Student/Staff Lodging & Meals	26,660	20,000	28,700	8,700
3500	Advertising	0	1,700	0	-1,700
3900	Other Contractual Services	6,473	10,000	7,000	-3,000
3---	Purchased Services	39,133	38,200	41,700	3,500
4109	Supplies-Departmental	0	125	0	-125
4135	Recognition Supplies	2,890	1,900	3,100	1,200
4902	Food For Resale	10,910	7,000	11,600	4,600
4---	Supplies & Materials	13,800	9,025	14,700	5,675
5400	Equipment	2,264	1,600	2,400	800
5---	Equipment	2,264	1,600	2,400	800
6400	Dues And Fees	15,131	14,000	16,000	2,000
6405	Away Meet Fees	39,897	32,000	42,000	10,000
6909	Other Misc	53,708	38,000	56,800	18,800
6---	Misc. & Contingencies	108,736	84,000	114,800	30,800
7140	Non-Consumable Supplies	1,468	3,500	2,000	-1,500
7---	Non-Consumable Supplies	1,468	3,500	2,000	-1,500
----	Swim Club	583,851	564,728	627,400	62,672

	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
3206		Swim America				
	3142	Staff Development	0	900	0	-900
	3500	Advertising	0	100	100	0
	3---	Purchased Services	0	1,000	100	-900
	4109	Supplies-Departmental	265	0	300	300
	4---	Supplies & Materials	265	0	300	300
	6909	Other Misc	0	1,600	100	-1,500
	6---	Misc. & Contingencies	0	1,600	100	-1,500
	----	Swim America	265	2,600	500	-2,100
3207		Diving				
	3324	Student/Staff Lodging & Meals	8,147	8,500	9,000	500
	3500	Advertising	0	200	100	-100
	3900	Other Contractual Services	18,518	1,900	20,000	18,100
	3---	Purchased Services	26,665	10,600	29,100	18,500
	4109	Supplies-Departmental	0	0	200	200
	4135	Recognition Supplies	87	350	300	-50
	4---	Supplies & Materials	87	350	500	150
	6400	Dues And Fees	4,498	1,200	5,000	3,800
	6405	Away Meet Fees	17,636	17,500	20,000	2,500
	6909	Other Misc	0	500	0	-500
	6---	Misc. & Contingencies	22,134	19,200	25,000	5,800
	7140	Non-Consumable Supplies	874	80	1,000	920
	7---	Non-Consumable Supplies	874	80	1,000	920
	----	Diving	49,760	30,230	55,600	25,370



	Object	Description	2014-15 FY Activity	2014-15 Revised Budget	2015-16 Tentative	2015-16 Budget Variance
3208		Water Polo				
	3500	Advertising	0	100	100	0
	3---	Purchased Services	0	100	100	0
	4109	Supplies-Departmental	0	0	100	100
	4135	Recognition Supplies	0	0	100	100
	4---	Supplies & Materials	0	0	200	200
	6400	Dues And Fees	162	500	200	-300
	6405	Away Meet Fees	725	0	800	800
	6909	Other Misc	0	0	200	200
	6---	Misc. & Contingencies	887	500	1,200	700
	----	Water Polo	887	600	1,500	900
Grand Expense Totals			634,763	598,158	685,000	86,842

Number of Accounts: 39

\*\*\*\*\* End of report \*\*\*\*\*

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# 2015-16

## Building Operating Budget *for* Glenbrook North

John Finan, Principal  
Kris Frandson, Associate Principal – Operations  
Ryan Bretag, Associate Principal - Curriculum

## Explanation of Building Operating Budgets

### Building Operating Budget Allocation

The methodology used to calculate the building operating budget allocation was established by the Board of Education in FY1995-96. Two main factors are used to establish the allocation:

1. Projected enrollment
2. An annual cost of living adjustment

The final allocation for each school is computed as follows: one-third (1/3) of the total allocation is allotted equally to each school for fixed costs (i.e., building maintenance and supplies), and two-thirds (2/3) of the allocation is allotted to each school based upon enrollment. Under the district's site-based management structure, each building has the responsibility to allocate funds according to their respective needs and priorities. The following is a list of items which are included as part of the building operating budgets:

- Departmental budgets
- Small building projects (pre-approved by the Board)
- Substitution costs for professional development
- Hourly overtime
- Equipment/Capital outlay purchases (pre-approved by the Board)
- Student transportation (excluding Special Education and Regular to/from school routes)

### Historical GBN Building Budget Allocation and Annual Percent Change

Fiscal Year	Enrollment	% Change	Formula Allocation	% Change	Adjustments	Actual Allocation	% Change
2010-11	2,117	(0.3%)	2,472,210	0.6%	(\$100,000) to Capital Projects	2,372,210	(3.4%)
2011-12	2,073	0.6%	2,385,469	0.6%	0% Cost of Living	2,385,469	0.6%
2012-13	2,067	(0.3%)	2,412,384	1.1%	-	2,412,384	1.1%
2013-14	2,087	1.0%	2,500,413	3.5%	(\$125,000)/Turf Field Contribution	2,375,413	(1.5%)
2014-15	2,037	(2.4%)	2,511,737	0.4%	(\$125,000)/Turf Field Contribution	2,386,737	0.5%
2015-16	2,051	0.7%	2,558,841	1.8%	(\$91,000/Instructional Technology)	2,467,841	0.5%

### Comparison of Current and Proposed Building Budgets

	Glenbrook North	Glenbrook South	Total
Current 2014-15	\$2,386,737	\$3,092,342	\$5,479,079
Proposed 2015-16	\$2,467,841	\$2,756,042	\$5,223,883

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
1000		Regular Programs							
	NSUB	Teachers-Substitutes-Releas	80,000	0	80,000	0	0	0	0.00%
	220640	Dues And Fees	2,500	0	2,500	0	0	0	0.00%
	200414	Non-Consumable Supplies	14,450	0	14,450	0	0	0	0.00%
		*Regular Programs	96,950	0	96,950	0	0	0	0.00%
=====									
1005		Art							
	226323	Repairs & Maint Services	2,000	0	2,000	0	0	0	0.00%
	226332	Professional Development	525	0	525	0	0	0	0.00%
	226390	Entry Fees	350	0	350	0	0	0	0.00%
	226410	Supplies-General	15,600	0	15,600	0	8,483	-8,483	0.00%
	226430	Library Books	400	0	400	0	0	0	0.00%
	226540	Equipment	8,500	0	8,500	0	8,497	-8,497	0.00%
	226414	Non-Consumable Supplies	770	0	770	0	767	-767	0.00%
		*Art	28,145	0	28,145	0	17,747	-17,747	0.00%
=====									
1015		Drivers Education							
	233323	Repairs & Maint Services	3,600	0	3,600	0	0	0	0.00%
	233332	Professional Development	525	0	525	0	0	0	0.00%
	233410	Supplies-General	1,250	0	1,250	0	400	-400	0.00%
		*Drivers Education	5,375	0	5,375	0	400	-400	0.00%
=====									
1020		English							
	241332	Professional Development	6,400	0	6,400	0	0	0	0.00%
	241410	Supplies-General	6,000	0	6,000	0	3,000	-3,000	0.00%
	241430	Library Books	3,000	0	3,000	0	0	0	0.00%
	241414	Non-Consumable Supplies	2,000	0	2,000	0	0	0	0.00%
	225332	Professional Development	1,000	0	1,000	0	0	0	0.00%
	225410	Supplies-General	600	0	600	0	0	0	0.00%
	225430	Library Books	270	0	270	0	0	0	0.00%
		*English	19,270	0	19,270	0	3,000	-3,000	0.00%
=====									
1030		World Language							
	246332	Professional Development	4,650	0	4,650	1,350	0	-1,350	0.00%
	246393	Entry Fees	900	0	900	0	0	0	0.00%
	246410	Supplies-General	4,200	0	4,200	0	600	-600	0.00%
	246430	Library Books	1,120	0	1,120	0	0	0	0.00%
	246414	Non-Consumable Supplies	1,200	0	1,200	0	0	0	0.00%



Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
1060		Social Studies							
	278332	Professional Development	4,650	0	4,650	0	0	0	0.00%
	278410	Supplies-General	5,000	0	5,000	0	2,500	-2,500	0.00%
	278430	Library Books	1,050	0	1,050	0	0	0	0.00%
	278640	Dues And Fees	3,000	0	3,000	0	0	0	0.00%
	278414	Non-Consumable Supplies	1,300	0	1,300	0	1,012	-1,012	0.00%
		*Social Studies	15,000	0	15,000	0	3,512	-3,512	0.00%
=====									
1065		Team							
	281332	Professional Development	1,400	0	1,400	0	0	0	0.00%
	281410	Supplies-General	400	0	400	0	0	0	0.00%
		*Team	1,800	0	1,800	0	0	0	0.00%
=====									
1150		Reading Improvement							
	150410	Supplies-General	350	0	350	0	0	0	0.00%
	150430	Library Books	250	0	250	0	0	0	0.00%
		*Reading Improvement	600	0	600	0	0	0	0.00%
=====									
1180		English as a Second Language							
	270410	Supplies-General	1,000	0	1,000	0	0	0	0.00%
		*English as a Second Langua	1,000	0	1,000	0	0	0	0.00%
=====									
1300		Special Education							
	280332	Professional Development	2,100	0	2,100	0	0	-761	0.00%
	280410	Supplies-General	10,000	0	10,000	0	3,000	-3,020	0.00%
	213414	Non-Consumable Supplies	400	0	400	0	0	0	0.00%
		*Special Education	12,500	0	12,500	0	3,000	-3,781	0.00%
=====									
1312		Social/Emotional Programming							
	285312	Consultants	7,000	0	7,000	0	0	0	0.00%
	285332	Professional Development	2,400	0	2,400	475	0	-475	0.00%
	285410	Supplies-General	1,000	0	1,000	0	0	0	0.00%
		*Social/Emotional Programmi	10,400	0	10,400	475	0	-475	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
1320		DLS Cross Categorical							
	283332	Professional Development	1,900	0	1,900	0	0	0	0.00%
	283410	Supplies-General	1,000	0	1,000	0	0	0	0.00%
		*DLS Cross Categorical	2,900	0	2,900	0	0	0	0.00%
=====									
1405		Applied Technology							
	258332	Professional Development	525	0	525	0	0	0	0.00%
	258410	Supplies-Departmental	12,500	0	12,500	0	1,300	-1,300	0.00%
		*Applied Technology	13,025	0	13,025	0	1,300	-1,300	0.00%
=====									
1410		Broadcasting-Radio							
	NRBC	Support Staff-Extra Resp	12,500	0	12,500	0	0	0	0.00%
	227323	Repairs & Maint Services	15,000	0	15,000	0	0	0	0.00%
	227332	Professional Development	350	0	350	0	0	0	0.00%
	227390	Entry Fees	2,000	0	2,000	0	0	0	0.00%
	227410	Supplies-Departmental	5,500	0	5,500	0	90	-90	0.00%
	227414	Non-Consumable Supplies	10,000	0	10,000	0	0	0	0.00%
		*Broadcasting-Radio	45,350	0	45,350	0	90	-90	0.00%
=====									
1415		Business Education							
	232332	Professional Development	2,025	0	2,025	0	0	0	0.00%
	232410	Supplies-Departmental	2,400	0	2,400	0	450	-450	0.00%
		*Business Education	4,425	0	4,425	0	450	-450	0.00%
=====									
1425		Family/Consumer Science							
	256323	Repairs & Maint Services	2,100	0	2,100	0	0	0	0.00%
	256332	Professional Development	875	0	875	0	0	0	0.00%
	256410	Supplies-Departmental	14,500	0	14,500	65	450	-515	0.00%
		*Family/Consumer Science	17,475	0	17,475	65	450	-515	0.00%
=====									
1435		Nursery School							
	266410	Supplies-Departmental	2,350	0	2,350	0	600	-600	0.00%
		*Nursery School	2,350	0	2,350	0	600	-600	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
1999		Contingency							
	297410	Supplies-General	20,000	0	20,000	0	0	0	0.00%
	297690	Contingencies	40,000	0	40,000	0	0	0	0.00%
		*Contingency	60,000	0	60,000	0	0	0	0.00%
=====									
2110		Dean's Office							
	NC9REG	Clerical-Subs/Hourly	9,000	0	9,000	1,980	0	-1,980	0.00%
	234323	Repairs & Maint Services	2,000	0	2,000	0	0	-198	0.00%
	234332	Professional Development	3,250	0	3,250	0	0	0	0.00%
	234360	Printing & Binding	4,000	0	4,000	0	200	-200	0.00%
	234329	Security Services	4,000	0	4,000	0	0	-780	0.00%
	234410	Supplies-Departmental	2,500	0	2,500	0	2,250	-2,250	0.00%
	234430	Library Books	200	0	200	0	0	0	0.00%
		*Dean's Office	24,950	0	24,950	1,980	2,450	-5,408	0.00%
=====									
2120		Guidance Services							
	252332	Professional Development	6,000	0	6,000	475	0	-495	0.00%
	252360	Printing & Binding	2,000	0	2,000	0	0	0	0.00%
	252410	Supplies-Departmental	5,000	0	5,000	0	1,500	-1,740	0.00%
	252411	Supplies-Testing	12,000	0	12,000	0	0	0	0.00%
	252430	Library Books	1,000	0	1,000	0	0	0	0.00%
		*Guidance Services	26,000	0	26,000	475	1,500	-2,235	0.00%
=====									
2123		Guided Studies							
	280419	Supplies-Departmental	800	0	800	0	150	-150	0.00%
		*Guided Studies	800	0	800	0	150	-150	0.00%
=====									
2126		Peer Counseling							
	21332	Professional Development	1,500	0	1,500	0	0	0	0.00%
	21419	Supplies-Departmental	2,500	0	2,500	0	0	0	0.00%
		*Peer Counseling	4,000	0	4,000	0	0	0	0.00%
=====									





Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
2574		Printing and Duplicating							
274360		Printing & Binding	26,000	0	26,000	0	0	0	0.00%
228410		Supplies-Production	55,000	0	55,000	5,761	340	-6,101	0.00%
		*Printing and Duplicating	81,000	0	81,000	5,761	340	-6,101	0.00%
=====									
2649		Health Promotion Program							
274691		Wellness Program	1,000	0	1,000	0	0	0	0.00%
		*Health Promotion Program	1,000	0	1,000	0	0	0	0.00%
=====									
2660		Technical Services							
260432		Library Books	200	0	200	0	0	0	0.00%
		*Technical Services	200	0	200	0	0	0	0.00%
=====									
5100		Athletics							
223323		Repairs & Maint Services	5,000	0	5,000	0	0	0	0.00%
223332		Professional Development	9,000	0	9,000	0	0	0	0.00%
223329		Security Services	11,000	0	11,000	0	0	0	0.00%
223390		Entry Fees	1,850	0	1,850	0	0	0	0.00%
223410		Supplies-Departmental	12,000	0	12,000	0	3,320	-3,320	0.00%
		*Athletics	38,850	0	38,850	0	3,320	-3,320	0.00%
=====									
5110		Training Room							
220410		Supplies-Departmental	8,000	0	8,000	0	5,560	-5,560	0.00%
		*Training Room	8,000	0	8,000	0	5,560	-5,560	0.00%
=====									
5210		Baseball							
201310		Officials Fees	6,800	0	6,800	0	0	0	0.00%
201410		Supplies-Departmental	1,100	0	1,100	0	0	0	0.00%
		*Baseball	7,900	0	7,900	0	0	0	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
5215		Basketball							
	202310	Officials Fees	7,700	0	7,700	0	0	0	0.00%
	202390	Entry Fees	400	0	400	0	0	0	0.00%
	202410	Supplies-Departmental	5,000	0	5,000	0	3,706	-3,706	0.00%
		*Basketball	13,100	0	13,100	0	3,706	-3,706	0.00%
=====									
5216		Bowling-Boys							
	238390	Entry Fees	2,300	0	2,300	0	0	0	0.00%
	238410	Supplies-Departmental	800	0	800	0	0	0	0.00%
		*Bowling-Boys	3,100	0	3,100	0	0	0	0.00%
=====									
5220		Cross Country							
	213310	Officials Fees	400	0	400	0	0	0	0.00%
	203390	Entry Fees	1,000	0	1,000	940	0	-940	0.00%
	203410	Supplies-Departmental	500	0	500	0	0	0	0.00%
		*Cross Country	1,900	0	1,900	940	0	-940	0.00%
=====									
5225		Football							
	204310	Officials Fees	8,000	0	8,000	0	0	0	0.00%
	204323	Repairs & Maint Services	14,000	0	14,000	0	0	0	0.00%
	204410	Supplies-Departmental	5,500	0	5,500	0	3,473	-3,781	0.00%
		*Football	27,500	0	27,500	0	3,473	-3,781	0.00%
=====									
5230		Golf							
	205390	Entry Fees	3,500	0	3,500	1,720	0	-1,720	0.00%
	205410	Supplies-Departmental	2,000	0	2,000	0	1,984	-1,984	0.00%
		*Golf	5,500	0	5,500	1,720	1,984	-3,704	0.00%
=====									
5235		Gymnastics							
	206310	Officials Fees	1,300	0	1,300	0	0	0	0.00%
	206390	Entry Fees	1,200	0	1,200	0	0	0	0.00%
	206410	Supplies-Departmental	650	0	650	0	0	0	0.00%
		*Gymnastics	3,150	0	3,150	0	0	0	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
5240		Lacrosse							
	225310	Officials Fees	3,200	0	3,200	0	0	0	0.00%
	225390	Entry Fees	725	0	725	0	0	0	0.00%
	225419	Supplies-Departmental	750	0	750	0	0	0	0.00%
		*Lacrosse	4,675	0	4,675	0	0	0	0.00%
=====									
5245		Soccer							
	207310	Officials Fees	8,250	0	8,250	0	0	0	0.00%
	207390	Entry Fees	1,000	0	1,000	900	0	-900	0.00%
	207410	Supplies-Departmental	1,000	0	1,000	0	0	0	0.00%
		*Soccer	10,250	0	10,250	900	0	-900	0.00%
=====									
5260		Swimming							
	208310	Officials Fees	3,000	0	3,000	0	0	0	0.00%
	208390	Entry Fees	1,400	0	1,400	0	0	0	0.00%
	208410	Supplies-Departmental	1,200	0	1,200	0	0	0	0.00%
		*Swimming	5,600	0	5,600	0	0	0	0.00%
=====									
5270		Tennis							
	209390	Entry Fees	400	0	400	0	0	0	0.00%
	209410	Supplies-Departmental	3,500	0	3,500	0	0	0	0.00%
		*Tennis	3,900	0	3,900	0	0	0	0.00%
=====									
5280		Track							
	210310	Officials Fees	2,200	0	2,200	0	0	0	0.00%
	210390	Entry Fees	1,100	0	1,100	0	0	0	0.00%
	210410	Supplies-Departmental	1,500	0	1,500	0	0	0	0.00%
		*Track	4,800	0	4,800	0	0	0	0.00%
=====									
5285		Volleyball							
	221310	Officials Fees	6,800	0	6,800	0	0	0	0.00%
	221390	Entry Fees	2,500	0	2,500	0	0	0	0.00%
	221410	Supplies-Departmental	2,000	0	2,000	0	0	0	0.00%
		*Volleyball	11,300	0	11,300	0	0	0	0.00%

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
5285		Volleyball							
=====									
5290		Water Polo							
253310		Officials Fees	4,900	0	4,900	0	0	0	0.00%
253390		Entry Fees	1,000	0	1,000	0	0	0	0.00%
253410		Supplies-Departmental	1,300	0	1,300	0	0	0	0.00%
		*Water Polo	7,200	0	7,200	0	0	0	0.00%
=====									
5295		Wrestling							
211310		Officials Fees	4,300	0	4,300	0	0	0	0.00%
211390		Entry Fees	2,400	0	2,400	0	0	0	0.00%
211410		Supplies-Departmental	1,500	0	1,500	0	0	0	0.00%
		*Wrestling	8,200	0	8,200	0	0	0	0.00%
=====									
5305		Badminton							
269390		Entry Fees	450	0	450	0	0	0	0.00%
269410		Supplies-Departmental	1,600	0	1,600	0	0	0	0.00%
		*Badminton	2,050	0	2,050	0	0	0	0.00%
=====									
5315		Basketball							
212310		Officials Fees	5,700	0	5,700	0	0	0	0.00%
212390		Entry Fees	2,000	0	2,000	0	0	0	0.00%
212410		Supplies-Departmental	6,000	0	6,000	0	5,100	-5,100	0.00%
		*Basketball	13,700	0	13,700	0	5,100	-5,100	0.00%
=====									
5316		Bowling-Girls							
245390		Entry Fees	2,000	0	2,000	0	0	0	0.00%
245410		Supplies-Departmental	500	0	500	0	0	0	0.00%
		*Bowling-Girls	2,500	0	2,500	0	0	0	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
5318		Cheerleading							
	294390	Entry Fees	1,545	0	1,545	0	0	0	0.00%
	294410	Supplies-Departmental	10,100	0	10,100	0	6,800	-6,800	0.00%
		*Cheerleading	11,645	0	11,645	0	6,800	-6,800	0.00%
=====									
5320		Cross Country							
	203310	Officials Fees	400	0	400	0	0	0	0.00%
	213390	Entry Fees	300	0	300	0	0	0	0.00%
	213410	Supplies-Departmental	500	0	500	0	0	0	0.00%
		*Cross Country	1,200	0	1,200	0	0	0	0.00%
=====									
5330		Golf							
	214390	Entry Fees	2,500	0	2,500	1,090	0	-1,090	0.00%
	214410	Supplies-Departmental	1,700	0	1,700	0	1,269	-1,269	0.00%
		*Golf	4,200	0	4,200	1,090	1,269	-2,359	0.00%
=====									
5335		Gymnastics							
	215310	Officials Fees	2,100	0	2,100	0	0	0	0.00%
	215390	Entry Fees	1,200	0	1,200	0	0	0	0.00%
	215410	Supplies-Departmental	3,200	0	3,200	0	0	0	0.00%
		*Gymnastics	6,500	0	6,500	0	0	0	0.00%
=====									
5340		Lacrosse							
	275310	Officials Fees	3,300	0	3,300	0	0	0	0.00%
	275390	Entry Fees	1,100	0	1,100	0	0	0	0.00%
	275410	Supplies-Departmental	1,200	0	1,200	0	0	0	0.00%
		*Lacrosse	5,600	0	5,600	0	0	0	0.00%
=====									
5345		Soccer							
	216310	Officials Fees	5,700	0	5,700	0	0	0	0.00%
	216390	Entry Fees	1,000	0	1,000	0	0	0	0.00%
	216410	Supplies-Departmental	3,000	0	3,000	0	0	0	0.00%
		*Soccer	9,700	0	9,700	0	0	0	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
5350		Softball							
	217310	Officials Fees	4,400	0	4,400	0	0	0	0.00%
	217390	Entry Fees	600	0	600	0	0	0	0.00%
	217410	Supplies-Departmental	4,500	0	4,500	0	0	0	0.00%
		*Softball	9,500	0	9,500	0	0	0	0.00%
=====									
5360		Swimming							
	218310	Officials Fees	3,000	0	3,000	0	0	0	0.00%
	218390	Entry Fees	1,400	0	1,400	1,200	0	-1,200	0.00%
	218410	Supplies-Departmental	1,200	0	1,200	0	1,025	-1,025	0.00%
		*Swimming	5,600	0	5,600	1,200	1,025	-2,225	0.00%
=====									
5370		Tennis							
	219390	Entry Fees	450	0	450	255	0	-255	0.00%
	219410	Supplies-Departmental	300	0	300	0	154	-154	0.00%
		*Tennis	750	0	750	255	154	-409	0.00%
=====									
5380		Track							
	222390	Entry Fees	1,400	0	1,400	0	0	0	0.00%
	222410	Supplies-Departmental	750	0	750	0	0	0	0.00%
		*Track	2,150	0	2,150	0	0	0	0.00%
=====									
5390		Volleyball							
	224310	Officials Fees	8,150	0	8,150	0	0	0	0.00%
	224390	Entry Fees	1,800	0	1,800	800	0	-800	0.00%
	224410	Supplies-Departmental	1,300	0	1,300	0	847	-847	0.00%
		*Volleyball	11,250	0	11,250	800	847	-1,647	0.00%
=====									
5800		Extra/Co-curricular Activities							
	282323	Repairs & Maint Services	1,500	0	1,500	0	0	0	0.00%
	282334	Student/Staff Lodging & Mea	4,000	0	4,000	0	0	0	0.00%
	282410	Supplies-Departmental	3,200	0	3,200	0	900	-953	0.00%
		*Extra/Co-curricular Activi	8,700	0	8,700	0	900	-953	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
5805		Auditorium/CPA							
	229323	Repairs & Maint Services	6,500	0	6,500	0	0	0	0.00%
	229332	Professional Development	1,500	0	1,500	152	0	-547	0.00%
	229410	Supplies-Departmental	9,000	0	9,000	0	0	-387	0.00%
	229414	Non-Consumable Supplies	5,000	0	5,000	0	0	0	0.00%
		*Auditorium/CPA	22,000	0	22,000	152	0	-934	0.00%
=====									
5815		Pom Pons							
	282411	Supplies-Departmental	4,800	0	4,800	0	848	-848	0.00%
		*Pom Pons	4,800	0	4,800	0	848	-848	0.00%
=====									
5820		Debate							
	136342	National Tournaments-GBN	0	0	0	400	0	-6,532	0.00%
	236310	Officials Fees	11,000	0	11,000	800	0	-800	0.00%
	236332	Student/Staff Lodging & Mea	14,500	0	14,500	0	0	0	0.00%
	236390	Entry Fees	8,000	0	8,000	0	0	0	0.00%
	236410	Supplies-Departmental	1,000	0	1,000	0	0	0	0.00%
	236430	Library Books	250	0	250	0	0	0	0.00%
	236331	Student Transportation	27,000	0	27,000	0	0	0	0.00%
		*Debate	61,750	0	61,750	1,200	0	-7,332	0.00%
=====									
5825		Drama							
	239332	Professional Development	175	0	175	0	0	0	0.00%
	239390	Entry Fees	100	0	100	0	0	0	0.00%
	239411	Supplies-Production	6,500	0	6,500	0	0	0	0.00%
	239410	Supplies-Departmental	1,600	0	1,600	0	90	-90	0.00%
	239430	Library Books	400	0	400	0	0	0	0.00%
		*Drama	8,775	0	8,775	0	90	-90	0.00%
=====									
5835		Forensics							
	247310	Officials Fees	6,500	0	6,500	0	0	0	0.00%
	247332	Student/Staff Lodging & Mea	2,700	0	2,700	0	0	0	0.00%
	247390	Entry Fees	3,000	0	3,000	0	0	0	0.00%
	247410	Supplies-Departmental	1,000	0	1,000	0	0	-24	0.00%
		*Forensics	13,200	0	13,200	0	0	-24	0.00%
=====									



Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
10		Education Fund							
5850		Mathletes							
	282312	Officials Fees	220	0	220	0	0	0	0.00%
	282324	Student/Staff Lodging & Mea	4,500	0	4,500	0	0	0	0.00%
	282392	Entry Fees	900	0	900	0	0	0	0.00%
	282412	Supplies-Departmental	2,200	0	2,200	0	0	0	0.00%
	282432	Library Books	150	0	150	0	0	0	0.00%
		*Mathletes	7,970	0	7,970	0	0	0	0.00%
=====									
5890		Extra-Activities/Discretionary							
	NDXTRA	Teachers-Extra Responsibili	131,000	0	131,000	0	0	0	0.00%
		*Extra-Activities/Discretio	131,000	0	131,000	0	0	0	0.00%
=====									
9010		Plant Operations							
	272410	Supplies-Custodial	28,000	0	28,000	0	0	0	0.00%
		*Plant Operations	28,000	0	28,000	0	0	0	0.00%
=====									
		*Education Fund	1,432,841	0	1,432,841	34,290	105,230	-156,614	0.00%

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
	Key	OBJ	Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
20			Operations & Maintenance Fund						
9010			Plant Operations						
	2116	Custodians-Overtime	40,000	0	40,000	953	0	-953	0.00%
	NCUSUB	Custodians-Subs/Hourly	18,000	0	18,000	0	0	0	0.00%
	2294	Custodial Services	6,000	0	6,000	0	0	0	0.00%
	2295	Repairs & Maint Services	5,000	0	5,000	0	0	0	0.00%
	23750	Sanitation Services	6,000	0	6,000	0	0	0	0.00%
	2291	Scavenger Services	36,000	0	36,000	0	0	-4,497	0.00%
	272482	Supplies-Cleaning	44,000	0	44,000	0	0	-2,627	0.00%
	272483	Supplies-Consumables	44,000	0	44,000	0	0	0	0.00%
	272488	Supplies-Uniforms	5,000	0	5,000	0	0	-3,957	0.00%
	272690	Contingencies	20,000	0	20,000	0	0	0	0.00%
		*Plant Operations	224,000	0	224,000	953	0	-12,034	0.00%
			=====	=====	=====	=====	=====	=====	=====
9050			Building Maintenance						
	NMNOT	Maintenance-Overtime	8,500	0	8,500	0	0	0	0.00%
	23141	Inservice	5,000	0	5,000	0	0	0	0.00%
	2231	Maintenance Services	30,000	0	30,000	0	0	-1,176	0.00%
	2272	Electrical Services	15,000	0	15,000	0	0	-2,950	0.00%
	2273	Elevator Services	17,000	0	17,000	0	0	0	0.00%
	2275	HVAC-Refrigeration Services	32,000	0	32,000	0	0	0	0.00%
	2237	Plumbing Services	10,000	0	10,000	0	0	0	0.00%
	2904	Supplies-Maintenance	16,000	0	16,000	0	500	-1,002	0.00%
	2942	Supplies-Electric/Lighting	17,000	0	17,000	0	0	-530	0.00%
	2944	Supplies-HVAC	34,000	0	34,000	0	0	-6,747	0.00%
	2946	Supplies-Painting	5,000	0	5,000	0	0	0	0.00%
	2947	Supplies-Plumbing	11,000	0	11,000	0	0	0	0.00%
	2960	Supplies-Pool	14,000	0	14,000	0	0	-1,777	0.00%
	2403	Equipment	26,500	0	26,500	0	0	0	0.00%
		*Building Maintenance	241,000	0	241,000	0	500	-14,182	0.00%
			=====	=====	=====	=====	=====	=====	=====
9080			Grounds Maintenance						
	NGROT	Grounds-Overtime	8,000	0	8,000	133	0	-133	0.00%
	2232	Maintenance Services	34,000	0	34,000	0	0	-2,563	0.00%
	24820	Supplies-Grounds	43,000	0	43,000	0	0	0	0.00%
	24870	Supplies-Vehicles	25,000	0	25,000	0	0	-9	0.00%
	2404	Equipment	10,000	0	10,000	0	0	0	0.00%
		*Grounds Maintenance	120,000	0	120,000	133	0	-2,705	0.00%
			=====	=====	=====	=====	=====	=====	=====
		*Operations & Maintenance F	585,000	0	585,000	1,086	500	-28,921	0.00%

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
40		Transportation Fund							
1000		Regular Programs							
2313		Field Trips	42,000	0	42,000	111	0	-111	0.00%
		*Regular Programs	42,000	0	42,000	111	0	-111	0.00%
=====									
1040		Math							
2362		Student Transportation	3,500	0	3,500	0	0	0	0.00%
		*Math	3,500	0	3,500	0	0	0	0.00%
=====									
1045		Music/Performing Arts							
2316		Student Transportation	10,000	0	10,000	0	0	0	0.00%
		*Music/Performing Arts	10,000	0	10,000	0	0	0	0.00%
=====									
5100		Athletics							
2318		Repairs & Maint Services	2,000	0	2,000	0	0	0	0.00%
2319		Leases	28,500	0	28,500	18,983	0	-18,983	0.00%
2320		Supplies-General	2,000	0	2,000	40	0	-40	0.00%
		*Athletics	32,500	0	32,500	19,023	0	-19,023	0.00%
=====									
5200		Athletics - Boys							
2314		Student Transportation	51,000	0	51,000	0	0	0	0.00%
		*Athletics - Boys	51,000	0	51,000	0	0	0	0.00%
=====									
5300		Athletics - Girls							
2315		Student Transportation	51,000	0	51,000	0	0	0	0.00%
		*Athletics - Girls	51,000	0	51,000	0	0	0	0.00%
=====									
5800		Extra/Co-curricular Activities							
2317		Contests	10,000	0	10,000	0	0	0	0.00%
		*Extra/Co-curricular Activi	10,000	0	10,000	0	0	0	0.00%
=====									

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
40		Transporation Fund							
		*Transporation Fund	200,000	0	200,000	19,134	0	-19,134	0.00%

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
60		Capital Projects Fund							
9830		Special Projects							
602983		Building Improvements	250,000	0	250,000	0	0	0	0.00%
		*Special Projects	250,000	0	250,000	0	0	0	0.00%
			=====	=====	=====	=====	=====	=====	=====
		*Capital Projects Fund	250,000	0	250,000	0	0	0	0.00%

Comme	Quick		2015-16	2015-16	2015-16	FYTD	Encumbered	2015-16	2015-16
Key	OBJ		Tentative	Transfers	Revised	Activity	Amount	Balance	FYTD %
		Grand Expense Totals	2,467,841	0	2,467,841	54,510	105,730	-204,669	0.00%

Number of Accounts: 276

\*\*\*\*\* End of report \*\*\*\*\*

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# 2015-16

## Building Operating Budget *for* Glenbrook South

Lauren Fagel, Principal  
Gary Freund, Associate Principal – Operations  
Cameron Muir, Associate Principal - Curriculum

## Explanation of Building Operating Budgets

### Building Operating Budget Allocation

The methodology used to calculate the building operating budget allocation was established by the Board of Education in FY1995-96. Two main factors are used to establish the allocation:

3. Projected enrollment
4. An annual cost of living adjustment

The final allocation for each school is computed as follows: one-third (1/3) of the total allocation is allotted equally to each school for fixed costs (i.e., building maintenance and supplies), and two-thirds (2/3) of the allocation is allotted to each school based upon enrollment. Under the district's site-based management structure, each building has the responsibility to allocate funds according to their respective needs and priorities. The following is a list of items which are included as part of the building operating budgets:

- Departmental budgets
- Small building projects (pre-approved by the Board)
- Substitution costs for professional development
- Hourly overtime
- Equipment/Capital outlay purchases (pre-approved by the Board)
- Student transportation (excluding Special Education and Regular to/from school routes)

### Historical GBS Building Budget Allocation and Annual Percent Change

Fiscal Year	Enrollment	% Change	Formula Allocation	% Change	Adjustments	Actual Allocation	% Change
2010-11	2,615	(0.5%)	\$2,826,952	0.8%	(\$100,000)/Capital Projects	\$2,726,952	(2.8%)
2011-12	2,681	2.5%	2,832,159	3.9%	0% Cost of Living	2,832,159	3.9%
2012-13	2,756	2.8%	2,931,645	3.5%	-	2,931,645	3.5%
2013-14	2,736	(0.7%)	3,045,037	3.9%	-	3,045,037	3.9%
2014-15	2,930	7.1%	3,192,342	4.6%	(\$85,000)/Turf Contribution (\$15,000)/Capital Projects	3,092,342	1.6%
2015-16	2,952	0.8%	3,255,042	1.9%	(\$99,000)/Instructional Technology (\$165,000)/Turf Contribution (\$235,000)/Capital Projects	2,756,042	(10.9%)

### Comparison of Current and Proposed Building Budgets

	Glenbrook North	Glenbrook South	Total
Current 2014-15	\$2,386,737	\$3,092,342	\$5,479,079
Proposed 2015-16	\$2,467,841	\$2,756,042	\$5,223,883



Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
1000	Regular Programs							
SSUB	Teachers-Substitutes-Release	130,000	0	130,000	0	0	130,000	0.00%
320311	Testing Services	19,000	0	19,000	0	0	19,000	0.00%
320410	Supplies-general	0	0	0	0	0	0	0.00%
358430	Library Books	0	0	0	0	0	0	0.00%
300470	Software / Ncon Tech Supplies	0	0	0	0	0	0	0.00%
320541	Technology Equipment	0	0	0	0	0	0	0.00%
320640	Dues And Fees	6,000	0	6,000	0	0	6,000	0.00%
300414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
3313	Field Trips	51,000	0	51,000	0	0	50,773	0.00%
		206,000	0	206,000	0	0	205,773	0.00%
=====								
1005	Art							
326323	Repairs & Maint Services	550	0	550	0	0	550	0.00%
326332	Professional Development	1,400	0	1,400	0	0	1,400	0.00%
326410	Supplies-general	17,231	0	17,231	0	1,325	15,906	7.69%
326411	Supplies-student Fees	0	0	0	0	0	0	0.00%
326415	Non-printed Materials	200	0	200	0	0	200	0.00%
326430	Library Books	175	0	175	0	0	175	0.00%
326540	Equipment	0	0	0	0	0	0	0.00%
326549	Equipment-spec Items	0	0	0	0	0	0	0.00%
326414	Non-consumable Supplies	11,773	0	11,773	0	0	11,773	0.00%
		31,329	0	31,329	0	1,325	30,004	4.23%
=====								
1015	Drivers Education							
340323	Repairs & Maint Services	2,000	0	2,000	0	0	2,000	0.00%
340332	Professional Development	2,000	0	2,000	0	0	2,000	0.00%
340322	Leases	0	0	0	0	0	0	0.00%
340410	Supplies-general	1,024	0	1,024	0	0	1,024	0.00%
340415	Non-printed Materials	0	0	0	0	0	0	0.00%
340540	Equipment	0	0	0	0	0	0	0.00%
340550	Vehicles	0	0	0	0	0	0	0.00%
340414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		5,024	0	5,024	0	0	5,024	0.00%
=====								
1020	English							
341323	Repairs & Maint Services	200	0	200	0	0	200	0.00%
341332	Professional Development	9,700	0	9,700	243	0	9,457	2.51%
341410	Supplies-general	6,345	0	6,345	0	0	6,345	0.00%
341415	Non-printed Materials	400	0	400	0	0	400	0.00%
341430	Library Books	300	0	300	0	0	300	0.00%
341540	Equipment	0	0	0	0	0	0	0.00%
341549	Equipment-spec Items	0	0	0	0	0	0	0.00%
341414	Non-consumable Supplies	6,308	0	6,308	0	0	6,308	0.00%

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
1020	English							
		23,253	0	23,253	243	0	23,010	1.05%
=====								
1030	World Language							
346323	Repairs & Maint Services	175	0	175	0	0	175	0.00%
346332	Professional Development	9,442	0	9,442	1,589	0	7,853	16.83%
346300	Other Contractual Services	0	0	0	0	0	0	0.00%
346390	Entry Fees	2,145	0	2,145	0	0	2,145	0.00%
346410	Supplies-general	7,000	0	7,000	0	700	6,300	10.00%
346415	Non-printed Materials	570	0	570	0	0	570	0.00%
346430	Library Books	450	0	450	0	0	450	0.00%
346540	Equipment	0	0	0	0	0	0	0.00%
346549	Equipment-spec Items	0	0	0	0	0	0	0.00%
346414	Non-consumable Supplies	680	0	680	0	0	680	0.00%
		20,462	0	20,462	1,589	700	18,173	11.19%
=====								
1035	Health Education							
354332	Professional Development	2,000	0	2,000	0	0	2,000	0.00%
354410	Supplies-general	1,257	0	1,257	0	0	1,257	0.00%
354415	Non-printed Materials	0	0	0	0	0	0	0.00%
354430	Library Books	0	0	0	0	0	0	0.00%
354540	Equipment	0	0	0	0	0	0	0.00%
354414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		3,257	0	3,257	0	0	3,257	0.00%
=====								
1040	Math							
362323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
362324	Maintenance Agreements	0	0	0	0	0	0	0.00%
362332	Professional Development	9,255	0	9,255	0	0	9,255	0.00%
362410	Supplies-general	8,571	0	8,571	95	3,500	4,976	41.94%
362415	Non-printed Materials	0	0	0	0	0	0	0.00%
362430	Library Books	500	0	500	0	0	500	0.00%
362540	Equipment	0	0	0	0	0	0	0.00%
362549	Equipment-spec Items	0	0	0	0	0	0	0.00%
362414	Non-consumable Supplies	7,100	0	7,100	0	0	7,100	0.00%
		25,426	0	25,426	95	3,500	21,831	14.14%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
1045	Music/Performing Arts							
364323	Repairs & Maint Services	11,700	0	11,700	2,433	0	10,340	20.79%
364332	Professional Development	1,375	0	1,375	0	0	1,375	0.00%
364390	Entry Fees	0	0	0	0	0	0	0.00%
364410	Supplies-general	9,329	0	9,329	0	1,670	1,253	17.90%
364411	Supplies-student Fees	0	0	0	0	0	0	0.00%
364415	Non-printed Materials	75	0	75	0	0	75	0.00%
364413	Uniforms	0	0	0	0	0	0	0.00%
364430	Library Books	75	0	75	0	0	75	0.00%
364540	Equipment	0	0	0	0	0	0	0.00%
364549	Equipment-spec Items	0	0	0	0	0	0	0.00%
364414	Non-consumable Supplies	36,467	0	36,467	0	0	36,467	0.00%
3316	Student Transportation	19,000	0	19,000	0	0	18,437	0.00%
		78,021	0	78,021	2,433	1,670	68,022	5.26%
=====								
1050	Physical Education / Health							
368323	Repairs & Maint Services	2,500	0	2,500	0	0	2,500	0.00%
368332	Professional Development	3,500	0	3,500	0	0	3,500	0.00%
368410	Supplies-general	3,500	0	3,500	0	0	3,476	0.00%
368430	Library Books	0	0	0	0	0	0	0.00%
368540	Equipment	64,577	0	64,577	0	0	64,577	0.00%
368549	Equipment-spec Items	0	0	0	0	0	0	0.00%
368414	Non-consumable Supplies	10,091	0	10,091	0	0	10,091	0.00%
		84,168	0	84,168	0	0	84,144	0.00%
=====								
1055	Science							
376323	Repairs & Maint Services	3,327	0	3,327	0	0	3,327	0.00%
376332	Professional Development	7,850	0	7,850	0	0	7,850	0.00%
376410	Supplies-general	42,301	0	42,301	7	7,000	-2,405	16.56%
376415	Non-printed Materials	200	0	200	0	0	200	0.00%
376430	Library Books	0	0	0	0	0	0	0.00%
376540	Equipment	0	0	0	0	0	0	0.00%
376549	Equipment-spec Items	0	0	0	0	0	0	0.00%
376414	Non-consumable Supplies	14,824	0	14,824	0	0	14,824	0.00%
		68,502	0	68,502	7	7,000	23,796	10.23%
=====								
1057	STEM							
377323	Repairs & Maint Services	250	0	250	0	0	250	0.00%
377332	Professional Development	0	0	0	0	0	0	0.00%
377410	Supplies-General	5,750	0	5,750	0	0	5,750	0.00%
377540	Equipment	0	0	0	0	0	0	0.00%
377714	Non-Consumable Supplies	0	0	0	0	0	0	0.00%
		6,000	0	6,000	0	0	6,000	0.00%

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
1057	STEM							
=====								
1060	Social Studies							
378323	Repairs & Maint Services	500	0	500	0	0	500	0.00%
378332	Professional Development	5,895	0	5,895	18	0	5,877	0.31%
378410	Supplies-general	7,900	0	7,900	0	1,575	6,194	19.94%
378415	Non-printed Materials	1,460	0	1,460	0	0	1,460	0.00%
378430	Library Books	1,056	0	1,056	0	0	960	0.00%
378540	Equipment	0	0	0	0	0	0	0.00%
378549	Equipment-spec Items	0	0	0	0	0	0	0.00%
378414	Non-consumable Supplies	2,400	0	2,400	0	0	1,946	0.00%
		19,211	0	19,211	18	1,575	16,937	8.29%
=====								
1065	Team							
335332	Professional Development	1,200	0	1,200	0	0	1,200	0.00%
335410	Supplies-general	1,233	0	1,233	0	0	1,233	0.00%
335412	Supplies-guided Study	0	0	0	0	0	0	0.00%
335415	Non-printed Materials	250	0	250	0	0	250	0.00%
335430	Library Books	500	0	500	0	0	500	0.00%
335540	Equipment	0	0	0	0	0	0	0.00%
335549	Equipment-spec Items	0	0	0	0	0	0	0.00%
335414	Non-consumable Supplies	250	0	250	0	0	250	0.00%
		3,433	0	3,433	0	0	3,433	0.00%
=====								
1150	Reading Improvement							
307322	Professional Development	1,500	0	1,500	0	0	1,500	0.00%
350410	Supplies-general	6,456	0	6,456	76	800	5,580	13.57%
315414	Non-consumable Supplies	0	0	0	0	500	-500	0.00%
307323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
		7,956	0	7,956	76	1,300	6,580	17.29%
=====								
1180	English as a Second Language							
271540	Equipment	0	0	0	0	0	0	0.00%
271414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		0	0	0	0	0	0	0.00%
=====								





Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
1420	Diversified Cooperative Ed							
338414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		0	0	0	0	0	0	0.00%
=====								
1425	Family/Consumer Science							
356323	Repairs & Maint Services	900	0	900	0	0	900	0.00%
356332	Professional Development	900	0	900	0	0	900	0.00%
356410	Supplies-departmental	6,379	0	6,379	0	0	6,379	0.00%
356415	Non-printed Materials	250	0	250	0	0	250	0.00%
356430	Library Books	0	0	0	0	0	0	0.00%
356540	Equipment	0	0	0	0	0	0	0.00%
356549	Equipment-spec Items	0	0	0	0	0	0	0.00%
356414	Non-consumable Supplies	1,000	0	1,000	0	0	1,000	0.00%
		9,429	0	9,429	0	0	9,429	0.00%
=====								
1430	Industrial Arts							
358323	Repairs & Maint Services	1,500	0	1,500	0	0	1,500	0.00%
358324	Trailer Rental	0	0	0	0	0	0	0.00%
358332	Professional Development	2,000	0	2,000	0	0	2,000	0.00%
358412	Supplies-general	0	0	0	-262	0	262	0.00%
358411	Supplies-student Fees	0	0	0	0	0	0	0.00%
358410	Supplies-departmental	12,322	0	12,322	0	1,000	11,232	8.12%
343415	Non-printed Materials	500	0	500	0	0	500	0.00%
358540	Equipment	0	0	0	0	0	0	0.00%
358548	Equipment-living In Space	0	0	0	0	0	0	0.00%
358549	Equipment-spec Items	0	0	0	0	0	0	0.00%
358414	Non-consumable Supplies	19,500	0	19,500	0	0	19,500	0.00%
		35,822	0	35,822	-262	1,000	34,994	2.06%
=====								
1435	Nursery School							
366410	Supplies-departmental	1,500	0	1,500	0	300	1,200	20.00%
366414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		1,500	0	1,500	0	300	1,200	20.00%
=====								
1999	Contingency							
397323	Repairs & Maint Services	15,000	0	15,000	0	0	15,000	0.00%
397332	Professional Development	0	0	0	0	0	0	0.00%
397410	Supplies-general	15,000	0	15,000	0	0	15,000	0.00%
397540	Equipment	0	0	0	0	0	0	0.00%
397414	Non-consumable Supplies	7,000	0	7,000	0	0	7,000	0.00%

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
1999	Contingency							
		37,000	0	37,000	0	0	37,000	0.00%
=====								
2110	Dean's Office							
SC9REG	Clerical-Subs/Hourly	7,000	0	7,000	1,156	0	5,844	16.52%
SP9SEC	PARA/IA-Subs/Hourly	8,000	0	8,000	0	0	8,000	0.00%
334320	Consultants	0	0	0	0	0	0	0.00%
334323	Repairs & Maint Services	5,300	0	5,300	0	0	5,300	0.00%
334332	Professional Development	1,000	0	1,000	0	0	1,000	0.00%
334329	Security Services	20,000	0	20,000	106	0	19,314	0.53%
334400	Supplies-general	0	0	0	0	0	0	0.00%
334410	Supplies-departmental	6,351	0	6,351	130	500	5,090	9.92%
334413	I.d. Cards	0	0	0	0	0	0	0.00%
334430	Library Books	0	0	0	0	0	0	0.00%
334540	Equipment	0	0	0	0	0	0	0.00%
334549	Equipment-spec Items	0	0	0	0	0	0	0.00%
334414	Non-consumable Supplies	15,356	0	15,356	0	0	15,356	0.00%
		63,007	0	63,007	1,392	500	59,904	3.00%
=====								
2120	Guidance Services							
352313	Consultants	19,800	0	19,800	0	0	19,457	0.00%
352312	Student Evaluations	0	0	0	0	0	0	0.00%
352319	Peer Mediation	0	0	0	0	0	0	0.00%
352323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
352332	Professional Development	7,260	0	7,260	0	0	7,260	0.00%
352411	Supplies-student Fees	0	0	0	0	0	0	0.00%
352410	Supplies-departmental	5,928	0	5,928	0	0	5,918	0.00%
352540	Equipment	0	0	0	0	0	0	0.00%
352414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
352316	College Night	8,350	0	8,350	0	0	8,350	0.00%
		41,338	0	41,338	0	0	40,985	0.00%
=====								
2123	Guided Studies							
380311	Instruction Services	0	0	0	0	0	0	0.00%
		0	0	0	0	0	0	0.00%
=====								
2126	Peer Counseling							
31332	Professional Development	1,200	0	1,200	0	0	1,200	0.00%
31419	Supplies-departmental	2,860	0	2,860	0	0	1,294	0.00%
=====								



Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
2126	Peer Counseling							
		4,060	0	4,060	0	0	2,494	0.00%
=====								
2130	Health Service							
365312	Consultants	0	0	0	0	0	0	0.00%
365323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
365332	Professional Development	2,000	0	2,000	0	0	2,000	0.00%
365410	Supplies-departmental	4,702	0	4,702	0	0	4,702	0.00%
365430	Library Books	0	0	0	0	0	0	0.00%
365540	Equipment	0	0	0	0	0	0	0.00%
365414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		6,702	0	6,702	0	0	6,702	0.00%
=====								
2210	Improvement of Instruction							
367312	Consultants	0	0	0	0	0	0	0.00%
367332	Professional Development	55,150	0	55,150	0	0	55,150	0.00%
367419	Supplies-departmental	2,000	0	2,000	0	0	2,000	0.00%
367470	Software / Ncon Tech Supplies	0	0	0	0	0	0	0.00%
367414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
SINSVC	Curriculum Projects	38,163	0	38,163	763	0	37,400	2.00%
374311	Curriculum Evaluation	0	0	0	0	0	0	0.00%
320314	Inservice	4,500	0	4,500	0	0	4,500	0.00%
374413	Supplies-rti	0	0	0	0	0	0	0.00%
374407	Supplies-summer Reading Prog	1,300	0	1,300	0	0	1,300	0.00%
374541	Technology Equipment	0	0	0	0	0	0	0.00%
		101,113	0	101,113	763	0	100,350	0.75%
=====								
2220	Instructional Media Center Svc							
360115	Students	11,200	0	11,200	1,767	0	9,433	15.78%
360323	Repairs & Maint Services	975	0	975	0	0	975	0.00%
360332	Professional Development	2,500	0	2,500	750	0	2,125	30.00%
360410	Supplies-departmental	8,450	0	8,450	0	750	6,765	8.88%
360415	Non-printed Materials	4,000	0	4,000	0	0	4,000	0.00%
360430	Library Books	20,000	0	20,000	2,767	0	18,506	13.83%
360431	Electronic Resources	0	0	0	0	0	0	0.00%
360440	Subscriptions	16,500	0	16,500	0	0	16,474	0.00%
360540	Equipment	0	0	0	0	0	0	0.00%
360549	Equipment-spec Items	0	0	0	0	0	0	0.00%
322414	Non-consumable Supplies	15,000	0	15,000	0	0	15,000	0.00%
		78,625	0	78,625	5,284	750	73,278	7.67%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
2230	Audio Visual Services							
328323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
328332	Professional Development	0	0	0	0	0	0	0.00%
328341	Postage	0	0	0	0	0	0	0.00%
328410	Supplies-departmental	0	0	0	0	0	0	0.00%
328412	Supplies-audio Visual	0	0	0	0	0	0	0.00%
328540	Equipment	0	0	0	0	0	0	0.00%
328414	Non-consumable Supplies	0	0	0	0	0	-63	0.00%
		0	0	0	0	0	-63	0.00%
=====								
2410	Principal's Office							
STXTRA	Teachers-Extra Duties	15,000	0	15,000	0	0	15,000	0.00%
SC9SUB	Clerical-Subs/Hourly	10,000	0	10,000	0	0	10,000	0.00%
374323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
374332	Professional Development	9,199	0	9,199	0	0	9,199	0.00%
374341	Postage	3,000	0	3,000	0	800	2,200	26.67%
374410	Supplies-departmental	35,509	0	35,509	76	2,500	32,357	7.25%
374412	Graduation/honors & Awards	63,400	0	63,400	0	0	63,400	0.00%
374540	Equipment	0	0	0	0	0	0	0.00%
374549	Equipment-spec Items	0	0	0	0	0	0	0.00%
374414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		136,108	0	136,108	76	3,300	132,156	2.48%
=====								
2574	Printing and Duplicating							
328324	Repairs & Maint Services	62,000	0	62,000	0	0	57,959	0.00%
374360	Printing & Binding	13,500	0	13,500	0	0	13,500	0.00%
328411	Supplies-production	60,000	0	60,000	0	0	60,000	0.00%
328543	Equipment	0	0	0	0	0	0	0.00%
357414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		135,500	0	135,500	0	0	131,459	0.00%
=====								
2610	General Administration							
302470	Software / Ncon Tech Supplies	0	0	0	0	0	0	0.00%
302541	Technology Equipment	0	0	0	0	0	0	0.00%
302414	Non-consumable Supplies	45,000	0	45,000	0	0	35,298	0.00%
		45,000	0	45,000	0	0	35,298	0.00%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
2649	Health Promotion Program							
368229	Wellness Program	2,500	0	2,500	0	0	2,500	0.00%
		2,500	0	2,500	0	0	2,500	0.00%
=====								
2660	Technical Services							
360341	Staff Development	0	0	0	0	0	0	0.00%
360230	Repairs & Maint Services	0	0	0	0	0	0	0.00%
360333	Professional Development	0	0	0	0	0	0	0.00%
360419	Supplies-departmental	0	0	0	0	0	0	0.00%
360443	Electronic Resources	30,452	0	30,452	40,358	0	10,273	132.53%
360543	Software / Ncon Tech Supplies	0	0	0	0	0	0	0.00%
360542	Equipment	0	0	0	0	0	0	0.00%
360414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
309470	Software / Ncon Tech Supplies	0	0	0	0	0	0	0.00%
		30,452	0	30,452	40,358	0	10,273	132.53%
=====								
2661	Technical Svcs - Applications							
377470	Software / Ncon Tech Supplies	0	0	0	0	0	0	0.00%
377414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		0	0	0	0	0	0	0.00%
=====								
5100	Athletics							
123343	Natl Tournaments-gbs	0	0	0	0	0	0	0.00%
323323	Repairs & Maint Services	1,840	0	1,840	0	0	1,840	0.00%
323332	Professional Development	2,050	0	2,050	0	0	2,050	0.00%
323329	Security Services	0	0	0	0	0	0	0.00%
323390	Entry Fees	0	0	0	0	0	0	0.00%
323410	Supplies-departmental	17,000	0	17,000	0	3,309	13,691	19.46%
323470	Software / Ncon Tech Supplies	0	0	0	0	0	0	0.00%
323540	Equipment	0	0	0	0	0	0	0.00%
323541	Technology Equipment	0	0	0	0	0	0	0.00%
323414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
323480	Supplies-departmental	0	0	0	0	0	0	0.00%
3318	Repairs & Maint Services	0	0	0	0	0	0	0.00%
3319	Leases	27,000	0	27,000	25,310	0	1,690	93.74%
3320	Supplies-general	300	0	300	40	0	260	13.33%
		48,190	0	48,190	25,350	3,309	19,531	59.47%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
5110	Training Room							
323330	Professional Development	1,000	0	1,000	0	0	1,000	0.00%
323419	Supplies-departmental	15,500	0	15,500	0	12,501	2,999	80.65%
		16,500	0	16,500	0	12,501	3,999	75.76%
=====								
5200	Athletics - Boys							
3314	Student Transportation	54,000	0	54,000	0	0	53,665	0.00%
		54,000	0	54,000	0	0	53,665	0.00%
=====								
5210	Baseball							
301310	Officials Fees	3,700	0	3,700	0	0	3,700	0.00%
301323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
301332	Professional Development	0	0	0	0	0	0	0.00%
301410	Supplies-departmental	5,900	0	5,900	616	0	5,592	10.45%
		9,600	0	9,600	616	0	9,292	6.42%
=====								
5215	Basketball							
302310	Officials Fees	4,225	0	4,225	0	0	4,225	0.00%
302323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
302332	Professional Development	0	0	0	0	0	0	0.00%
302390	Entry Fees	1,000	0	1,000	0	0	1,000	0.00%
302410	Supplies-departmental	2,700	0	2,700	0	752	1,948	27.85%
		7,925	0	7,925	0	752	7,173	9.49%
=====								
5220	Cross Country							
303332	Professional Development	200	0	200	0	0	200	0.00%
303390	Entry Fees	450	0	450	0	0	450	0.00%
303410	Supplies-departmental	1,000	0	1,000	0	0	1,000	0.00%
		1,650	0	1,650	0	0	1,650	0.00%
=====								
5225	Football							
304310	Officials Fees	4,125	0	4,125	0	0	4,125	0.00%
304323	Repairs & Maint Services	20,000	0	20,000	0	0	20,000	0.00%
304332	Professional Development	525	0	525	0	0	525	0.00%
304410	Supplies-departmental	13,515	0	13,515	0	0	8,171	0.00%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
5225	Football							
		38,165	0	38,165	0	0	32,821	0.00%
=====								
5230	Golf							
305332	Professional Development	0	0	0	0	0	0	0.00%
305390	Entry Fees	2,000	0	2,000	0	0	2,000	0.00%
305410	Supplies-departmental	2,000	0	2,000	0	0	2,000	0.00%
		4,000	0	4,000	0	0	4,000	0.00%
=====								
5235	Gymnastics							
306310	Officials Fees	825	0	825	0	0	825	0.00%
306323	Repairs & Maint Services	100	0	100	0	0	100	0.00%
306332	Professional Development	200	0	200	0	0	200	0.00%
306390	Entry Fees	825	0	825	0	0	825	0.00%
306410	Supplies-departmental	1,000	0	1,000	0	0	1,000	0.00%
		2,950	0	2,950	0	0	2,950	0.00%
=====								
5240	Lacrosse							
333310	Officials Fees	4,250	0	4,250	0	0	4,250	0.00%
333323	Repairs & Maint Services	3,250	0	3,250	0	0	3,250	0.00%
333332	Professional Development	0	0	0	0	0	0	0.00%
333390	Entry Fees	1,300	0	1,300	0	0	1,300	0.00%
333410	Supplies-departmental	2,970	0	2,970	0	0	2,970	0.00%
333540	Equipment	0	0	0	0	0	0	0.00%
333549	Equipment-spec Items	0	0	0	0	0	0	0.00%
		11,770	0	11,770	0	0	11,770	0.00%
=====								
5245	Soccer							
307310	Officials Fees	6,500	0	6,500	0	0	6,500	0.00%
307332	Professional Development	300	0	300	0	0	300	0.00%
307390	Entry Fees	375	0	375	0	0	375	0.00%
307410	Supplies-departmental	3,250	0	3,250	0	1,260	1,990	38.76%
307540	Equipment	0	0	0	0	0	0	0.00%
		10,425	0	10,425	0	1,260	9,165	12.08%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
5260	Swimming							
308310	Officials Fees	2,443	0	2,443	0	0	2,443	0.00%
308323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
308332	Professional Development	0	0	0	0	0	0	0.00%
308390	Entry Fees	775	0	775	0	0	775	0.00%
308410	Supplies-departmental	2,700	0	2,700	0	0	2,700	0.00%
308540	Equipment	0	0	0	0	0	0	0.00%
		5,918	0	5,918	0	0	5,918	0.00%
=====								
5270	Tennis							
309323	Repairs & Maint Services	100	0	100	0	0	100	0.00%
309332	Professional Development	200	0	200	0	0	200	0.00%
309390	Entry Fees	200	0	200	0	0	200	0.00%
309410	Supplies-departmental	3,390	0	3,390	0	0	3,390	0.00%
		3,890	0	3,890	0	0	3,890	0.00%
=====								
5280	Track							
310310	Officials Fees	1,750	0	1,750	0	0	1,750	0.00%
310323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
310332	Professional Development	500	0	500	0	0	500	0.00%
310390	Entry Fees	1,500	0	1,500	0	0	1,500	0.00%
310410	Supplies-departmental	4,965	0	4,965	1,068	0	2,200	21.51%
		8,715	0	8,715	1,068	0	5,950	12.25%
=====								
5285	Volleyball							
321310	Officials Fees	2,000	0	2,000	0	0	2,000	0.00%
321323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
321332	Professional Development	0	0	0	0	0	0	0.00%
321390	Entry Fees	1,700	0	1,700	0	0	1,700	0.00%
321410	Supplies-departmental	4,135	0	4,135	0	0	4,135	0.00%
		7,835	0	7,835	0	0	7,835	0.00%
=====								
5290	Water Polo							
353310	Officials Fees	1,697	0	1,697	0	0	1,697	0.00%
353332	Professional Development	0	0	0	0	0	0	0.00%
353390	Entry Fees	750	0	750	0	0	750	0.00%
353410	Supplies-departmental	2,000	0	2,000	0	0	2,000	0.00%
353540	Equipment	0	0	0	0	0	0	0.00%
353549	Equipment-spec Items	0	0	0	0	0	0	0.00%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
5290	Water Polo							
		4,447	0	4,447	0	0	4,447	0.00%
=====								
5295	Wrestling							
311310	Officials Fees	4,000	0	4,000	0	0	4,000	0.00%
311323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
311332	Professional Development	600	0	600	0	0	600	0.00%
311390	Entry Fees	1,000	0	1,000	0	0	1,000	0.00%
311410	Supplies-departmental	2,000	0	2,000	0	0	2,000	0.00%
311540	Equipment	0	0	0	0	0	0	0.00%
		7,600	0	7,600	0	0	7,600	0.00%
=====								
5300	Athletics - Girls							
3315	Student Transportation	43,000	0	43,000	0	0	43,000	0.00%
		43,000	0	43,000	0	0	43,000	0.00%
=====								
5305	Badminton							
325323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
325332	Professional Development	200	0	200	0	0	200	0.00%
325390	Entry Fees	300	0	300	0	0	300	0.00%
325410	Supplies-departmental	1,600	0	1,600	0	0	1,600	0.00%
		2,100	0	2,100	0	0	2,100	0.00%
=====								
5315	Basketball							
312310	Officials Fees	4,225	0	4,225	0	0	4,225	0.00%
312323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
312332	Professional Development	200	0	200	0	0	200	0.00%
312390	Entry Fees	800	0	800	0	0	800	0.00%
312410	Supplies-departmental	1,000	0	1,000	0	0	1,000	0.00%
		6,225	0	6,225	0	0	6,225	0.00%
=====								
5318	Cheerleading							
394390	Entry Fees	500	0	500	0	0	500	0.00%
394410	Supplies-departmental	1,000	0	1,000	0	0	1,000	0.00%
		1,500	0	1,500	0	0	1,500	0.00%
=====								







Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
5800	Extra/Co-curricular Activities							
182343	Natl Tournaments-gbs	0	0	0	-1,204	0	1,204	0.00%
382323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
382332	Student-lodging/meals	20,774	0	20,774	0	0	20,774	0.00%
382390	Entry Fees	3,152	0	3,152	0	0	3,152	0.00%
382412	Supplies-general	0	0	0	0	0	0	0.00%
382410	Supplies-departmental	1,500	0	1,500	0	0	1,500	0.00%
382540	Equipment	0	0	0	0	0	0	0.00%
382549	Equipment-spec Items	0	0	0	0	0	0	0.00%
3317	Contests	22,000	0	22,000	0	0	21,237	0.00%
		47,426	0	47,426	-1,204	0	47,867	-2.54%
=====								
5805	Auditorium/CPA							
329323	Repairs & Maint Services	1,000	0	1,000	0	0	1,000	0.00%
329410	Supplies-departmental	7,560	0	7,560	0	0	7,560	0.00%
329540	Equipment	0	0	0	0	0	0	0.00%
329414	Non-consumable Supplies	2,200	0	2,200	0	0	2,200	0.00%
		10,760	0	10,760	0	0	10,760	0.00%
=====								
5815	Pom Pons							
382411	Supplies-departmental	2,200	0	2,200	0	0	2,200	0.00%
		2,200	0	2,200	0	0	2,200	0.00%
=====								
5820	Debate							
136343	Natl Tournaments-gbs	0	0	0	0	0	0	0.00%
336310	Officials Fees	7,500	0	7,500	0	0	7,500	0.00%
336323	Repairs & Maint Services	0	0	0	0	0	0	0.00%
336324	Maintenance Agreements	0	0	0	0	0	0	0.00%
336332	Professional Development	106	0	106	0	0	106	0.00%
336334	Student-lodging/meals	16,000	0	16,000	0	0	16,000	0.00%
336390	Entry Fees	9,000	0	9,000	0	0	9,000	0.00%
336410	Supplies-departmental	2,500	0	2,500	0	0	2,500	0.00%
336331	Student Transportation	28,585	0	28,585	0	0	28,585	0.00%
3321	Student Transportation	0	0	0	0	0	0	0.00%
		63,691	0	63,691	0	0	63,691	0.00%
=====								
5825	Drama							
339410	Supplies-departmental	2,459	0	2,459	0	0	2,459	0.00%
		2,459	0	2,459	0	0	2,459	0.00%

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
5825	Drama							
=====								
5835	Forensics							
147343	Natl Tournaments-gbs	0	0	0	0	0	0	0.00%
347310	Officials Fees	4,000	0	4,000	0	0	4,000	0.00%
347330	Professional Development	220	0	220	0	0	220	0.00%
347332	Student-lodging/meals	5,540	0	5,540	0	0	5,540	0.00%
347390	Entry Fees	2,150	0	2,150	0	0	2,150	0.00%
347410	Supplies-departmental	630	0	630	0	0	630	0.00%
347430	Library Books	337	0	337	0	0	337	0.00%
		12,877	0	12,877	0	0	12,877	0.00%
=====								
5850	Mathletes							
362390	Entry Fees	2,240	0	2,240	0	0	2,240	0.00%
		2,240	0	2,240	0	0	2,240	0.00%
=====								
5890	Extra-Activities/Discretionary							
SDXTRA	Teachers-Extra Responsibility	158,222	0	158,222	897	0	157,325	0.57%
		158,222	0	158,222	897	0	157,325	0.57%
=====								
9010	Plant Operations							
3116	Custodians-Overtime	26,000	0	26,000	2,642	0	23,358	10.16%
3293	Custodial Services	8,500	0	8,500	795	0	8,103	9.35%
3295	Repairs & Maint Services	0	0	0	0	0	0	0.00%
33750	Sanitation Services	9,500	0	9,500	0	0	9,500	0.00%
3291	Scavenger Services	32,000	0	32,000	2,418	0	30,791	7.56%
3292	Security Services	22,000	0	22,000	1,335	0	20,665	6.07%
372410	Supplies-custodial	12,000	0	12,000	771	0	11,561	6.43%
372482	Supplies-cleaning	30,850	0	30,850	1,177	0	30,262	3.81%
372483	Supplies-consumables	75,000	0	75,000	3,682	0	72,704	4.91%
372488	Supplies-uniforms	5,000	0	5,000	0	0	5,000	0.00%
372414	Supplies-laundry	0	0	0	0	0	0	0.00%
372540	Equipment	0	0	0	0	0	0	0.00%
3499	Equipment	34,100	0	34,100	0	32,337	1,763	94.83%
		254,950	0	254,950	12,820	32,337	213,707	17.71%
=====								

Account	Account Level	2015-16	2015-16	2015-16	2015-16	Encumbered	Available	2015-16
QuickKey	Description	Tentative	Transfers	Revised	Activity	Amount	Funds	FYTD %
9050	Building Maintenance							
SMNOT	Maintenance-Overtime	12,000	0	12,000	0	0	12,000	0.00%
33141	Inservice	0	0	0	0	0	0	0.00%
3231	Maintenance Services	53,000	0	53,000	1,762	0	51,419	3.32%
3272	Electrical Services	10,000	0	10,000	0	0	10,000	0.00%
3273	Elevator Services	9,000	0	9,000	0	0	9,000	0.00%
3375	HVAC-Refrigeration Services	68,000	0	68,000	0	0	68,000	0.00%
3237	Plumbing Services	10,000	0	10,000	0	0	10,000	0.00%
3904	Supplies-maintenance	58,000	0	58,000	4,074	500	55,367	7.89%
3942	Supplies-electric/lighting	15,000	0	15,000	-1,238	0	15,619	-8.26%
3944	Supplies-hvac	35,000	0	35,000	901	0	34,549	2.57%
3946	Supplies-painting	7,000	0	7,000	1,120	0	6,440	16.00%
3947	Supplies-plumbing	13,000	0	13,000	971	0	12,029	7.47%
3403	Equipment	3,000	0	3,000	0	0	3,000	0.00%
3414	Non-consumable Supplies	51,600	0	51,600	0	0	51,600	0.00%
		344,600	0	344,600	7,590	500	339,023	2.35%
=====								
9080	Grounds Maintenance							
SGROT	Grounds-Overtime	7,000	0	7,000	0	0	7,000	0.00%
3232	Maintenance Services	20,000	0	20,000	1,000	0	19,500	5.00%
34820	Supplies-grounds	51,000	0	51,000	1,823	0	49,981	3.57%
34870	Supplies-vehicles	20,000	0	20,000	262	0	17,042	1.31%
3404	Equipment	32,409	0	32,409	0	33,769	-1,360	104.20%
34414	Non-consumable Supplies	0	0	0	0	0	0	0.00%
		130,409	0	130,409	3,085	33,769	92,163	28.26%
=====								
9830	Special Projects							
3299	Building Improvements	0	0	0	0	0	0	0.00%
		0	0	0	0	0	0	0.00%
=====								
Grand Expense Totals		2,756,042	0	2,756,042	105,568	108,804	2,498,327	7.78%

Number of Accounts: 495

\*\*\*\*\* End of report \*\*\*\*\*

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
ADAM POU000	Adam, Poull	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	08/06/2015	06/16/2016	203.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	1.00	0.00	29,304.61				
ADAM RAZ000	Adam, Razzouk	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	15.00	0.00	51,796.00				
ADLONKYL000	Adlon, Kyle	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-DS	0.00	0.00	52,619.00				
AFENDMAR000	Afendras, Marigo G	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.56250
Non-Certified	Contract	FY16 Instruct Asst	IA2	10.00	0.00	18,008.77				
AGINSJOA000	Agins, Joan A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Accountant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Business/HR Off	BH1-2	12.00	0.00	38,014.79				
AHLGRMEG000	Ahlgrim, Meghan E	EMP	2015-16 Certified	St Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	11,057.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	184.00	Glenbrook Days			
AHLGRMEG000	Ahlgrim, Meghan E	EMP	2015-16 Certified	St Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	11,057.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	184.00	Glenbrook Days			
AHLGRMEG000	Ahlgrim, Meghan E	EMP	2015-16 Certified	St Teacher/Counselor	STEP	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	11,057.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	184.00	Glenbrook Days			
AHLGRMEG000	Ahlgrim, Meghan E	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.40625
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	11,328.71				
AHMEDZIA000	Ahmed, Zia K	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Technology	T3S	0.00	0.00	83,038.00				
AINSCERI000	Ainscough, Erik D	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	6.00	0.00	42,207.00				
ALBEKLAU000	Albeker, Laura M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	16.00	0.00	33,347.43				
ALBERSUS000	Albert, Susan E	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	45.00	98,476.00				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	45.00	1,641.60	Glenbrook Days			
ALBERSUS000	Albert, Susan E	EMP	2015-16 Certified	St Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	45.00	24,619.00				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	45.00	410.40	Glenbrook Days			
ALLENJOH000	Allen, John E	EMP	2015-16 Certified	St Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	50,464.80				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	841.00	Glenbrook Days			
+++++	Salary					940.00	Living Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
ALLENJOH000	Allen, John E	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	75,697.20				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	1,261.80	Glenbrook Days			
+++++	Salary					1,410.00	Spinge Benefit			
ALLENJOH000	Allen, John E	EMP	2015-16 Xtra Respons	Sponsor	Lit Magazine	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	2.00	0.00	3,498.00				
ALLENPAT000	Allen, Patrick J	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	15.00	0.00	51,796.00				
ALLENROB000	Allen, Robert J	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	6.00	0.00	7,118.00				
ALPERAME000	Alpert, Amelia G	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook South	08/06/2015	06/24/2016	209.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX1-2	20.00	0.00	45,542.71				
ALPERAME000	Alpert, Amelia G	EMP	2015-16 Xtra Respons	Sponsor	V-Show Ushers/House	Glenbrook South	08/24/2015	06/09/2016	178.00	0.18714
Coach/Sponsor				0.00	0.00	320.01				
ANDERAMA000	Anderson, Amanda L	EMP	2015-16 Non-Certifie	Support Staff	Asst Athletic Traine	Glenbrook South	08/03/2015	05/31/2016	196.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-2	29.00	0.00	50,494.12				
ANDERLAR000	Anderson, Lars D	EMP	2015-16 Non-Certifie	Instructional Assist	Behavior Disorders	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	16.00	0.00	34,174.01				
ANDERSTE000	Anderson, Stefanie M	EMP	2015-16 Certified	St Teacher/Counselor	Family/Consumer Scie	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	0.00	84,421.00				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	0.00	1,407.00	Glenbrook Days			
ANDERSTE000	Anderson, Stefanie M	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
ANDERSTE000	Anderson, Stefanie M	EMP	2015-16 Xtra Respons	Sponsor	Future Educators of	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
ANDERSTE000	Anderson, Stefanie M	EMP	2015-16 Xtra Respons	Sponsor	Pompon	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	7.00	0.00	8,836.00				
ANDERWAL000	Anderson Jr, Walter L	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA1	14.00	0.00	31,073.10				
ANDRECHI000	Andrews, Chiara	EMP	2015-16 Certified	St Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00	Glenbrook Days			
+++++	Salary					2,350.00	Spinge Benefit			
ANTOLHAL000	Antolovic, Halina M	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	17.00	0.00	34,861.85				
ARECHMIG000	Arechar, Miguel R	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	203.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	11.00	0.00	36,923.36				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
ARKO JAN000	Arko, Janez M	EMP	2015-16 Certified	St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	126,162.00					
+++++	Salary					18,261.00	Retirement Enhancement				
+++++	Salary					500.00	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	2,103.00	Glenbrook Days				
+++++	Salary					2,350.00	Savings Benefit				
ARKO JAN000	Arko, Janez M	EMP	2015-16 Xtra Respons	Asst Coach	Math Team		Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00					
ARKO JAN000	Arko, Janez M	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys		Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
ASQUIMIC000	Asquini, Michael T	EMP	2015-16 Non-Certifie	Maintenance	Asst Plant Operator		Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-3	32.00	0.00	69,939.00					
BACHMJAM000	Bachmann, James M	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	15.00	42,540.00					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	15.00	708.00	Glenbrook Days				
BACHMJAM000	Bachmann, James M	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categorical	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	15.00	63,810.00					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	15.00	1,063.00	Glenbrook Days				
BACHUCHE000	Bachula, Chester Daniel	EMP	2015-16 Non-Certifie	Maintenance	Plant Operations Sup		Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Plant Operator	PO	34.00	0.00	86,209.00					
BAERSEDI000	Baerson, Edith	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant		Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified				0.00	0.00	92,946.00					
BAERSEDI000	Baerson, Edith	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor		Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00					
BAIG TAR000	Baig, Tariq	EMP	2015-16 Non-Certifie	Support Staff	Technology		Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Technology	T4	45.00	0.00	94,945.00					
BAILESTE000	Bailey, Stephanie E	EMP	2015-16 Certified	St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	18.00	0.00	87,734.40					
+++++	Contract	FY16 Glenbrook Days	MA	18.00	0.00	1,462.40	Glenbrook Days				
BAKERKEL000	Baker, Kelly M	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categorical	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 32-Step	MA	6.00	0.00	13,803.80					
+++++	Contract	FY16 Glenbrook Day 3	MA	6.00	0.00	230.00	Glenbrook Days				
BAKERKEL000	Baker, Kelly M	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 32-Step	MA	6.00	0.00	55,215.20					
+++++	Contract	FY16 Glenbrook Day 3	MA	6.00	0.00	920.00	Glenbrook Days				
BALABMAR000	Balabanos-Bank, Margaret	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment		Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000
Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	28,439.10					

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
BALABVIC000	Balabanos, Vickie	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	0.31250
Non-Certified				0.00	0.00	6,895.84				
BARBEBET000	Barber, Beth Ann	EMP	2015-16 Certified St	Teacher/Counselor	Drama	Glenbrook South	08/24/2015	06/09/2016	180.00	0.30000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	35,568.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	592.80	Glenbrook Days			
+++++	Salary					705.00	Singe Benefit			
BARBEBET000	Barber, Beth Ann	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.70000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	82,992.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,383.00	Glenbrook Days			
+++++	Salary					1,645.00	Singe Benefit			
BARBEBET000	Barber, Beth Ann	EMP	2015-16 Xtra Respons	Director	Play - Winter	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
BARBEBET000	Barber, Beth Ann	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
BARBEBET000	Barber, Beth Ann	EMP	2015-16 Xtra Respons	Sponsor	V-Show Drama	Glenbrook South	08/24/2015	06/09/2016	178.00	3.84129
Coach/Sponsor				0.00	0.00	6,922.00				
BARBEBET000	Barber, Beth Ann	EMP	2015-16 Xtra Respons	Sponsor	Drama Club	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
BARBEBET000	Barber, Beth Ann	EMP	2015-16 Xtra Respons	Sponsor	Spur of the Moment	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
BARGAMEG000	Bargar, Meghan M	EMP	2015-16 Certified St	Teacher/Counselor	Assistant Dean	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	0.00	92,650.00				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	0.00	1,544.00	Glenbrook Days			
BARGAMEG000	Bargar, Meghan M	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
BARKHSAH000	Barkho, Sahar	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook South	08/06/2015	06/16/2016	203.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-D	6.00	0.00	32,663.48				
BATTISEA001	Batti, Sean P	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook South	09/01/2015	11/30/2015	60.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	4.00	0.00	3,605.50				
BAUERCHR000	Bauer, Christina	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.75000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	30.00	81,808.50				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	30.00	1,363.00	Glenbrook Days			
+++++	Salary					1,762.00	Singe Benefit			
BAUERCHR000	Bauer, Christina	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
BAUMAMAR001	Bauman, Mark	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	15.00	115,087.00				
+++++	Contract	FY16 Glenbrook Days	MA	19.00	15.00	1,918.00	Glenbrook Days			



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits						
BAXTEBRI000	Baxter, Brian C	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	49,509.60					
	++++++ Salary					200.00	Ageevity				
	++++++ Contract	FY16 Glenbrook Days	MA	21.00	30.00	825.00	Glenbrook Days				
	++++++ Salary					940.00	Single Benefit				
BAXTEBRI000	Baxter, Brian C	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	74,264.40					
	++++++ Salary					300.00	Ageevity				
	++++++ Contract	FY16 Glenbrook Days	MA	21.00	30.00	1,237.00	Glenbrook Days				
	++++++ Salary					1,410.00	Single Benefit				
BAXTESUS000	Baxter, Susan K	EMP	2015-16 Certified	St	Teacher/Counselor	Special Instruction	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	126,162.00					
	++++++ Contract	FY16 Glenbrook Days	MA	21.00	45.00	2,103.00	Glenbrook Days				
	++++++ Salary					2,350.00	Single Benefit				
BEAN RON000	Bean, Ronald E	EMP	2015-16 Certified	St	Administrator	Assistant Principal	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	0.00	136,344.00					
	++++++ Salary					700.00	Single Benefit				
	++++++ Salary					600.00	Single Benefit				
	++++++ Contract	FY16 Admin Category	MA	21.00	0.00	11,856.00	Board Paid TRS				
BENCAJUL000	Benca, Julie	EMP	2015-16 Certified	St	Teacher/Counselor	Broadcasting	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	2.00	0.00	63,079.00					
	++++++ Contract	FY16 Glenbrook Day 3	MA	2.00	0.00	1,051.00	Glenbrook Days				
BENCAJUL000	Benca, Julie	EMP	2015-16 Xtra Respons	Director		Radio TV	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	2.00	0.00	6,243.00					
BENDEKAR000	Bende, Kara R	EMP	2015-16 Xtra Respons	Asst Coach		Gymnastics - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00					
BENITJAV000	Benitez, Javier	EMP	2015-16 Non-Certifie	Maintenance		Day Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-DS	0.00	0.00	52,619.00					
BENNEJUL000	Bennett, Juliet D	EMP	2015-16 Non-Certifie	Paraprofessional		Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Paraprofessiona	P-4	0.00	0.00	22,192.48					
BENSOBRA000	Benson, Bradley	EMP	2015-16 Certified	St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	0.00	112,628.00					
	++++++ Contract	FY16 Glenbrook Days	MA	19.00	0.00	1,877.00	Glenbrook Days				
	++++++ Salary					2,350.00	Single Benefit				
BENSOBRA000	Benson, Bradley	EMP	2015-16 Xtra Respons	Asst Coach		Math Team	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00					
BENTLJEN000	Bentley, Jennifer L	EMP	2015-16 Certified	St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	8.00	60.00	83,071.00					
	++++++ Contract	FY16 Glenbrook Day 3	MA	8.00	60.00	1,385.00	Glenbrook Days				
	++++++ Salary					5,597.00	Extra Days				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
BENVEJAC000	Benvenuti, Jack C	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	10.00	0.00	30,014.62				
BENVEJOY000	Benvenuti, Joy A	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	10.00	0.00	30,014.62				
BERANCYN000	Beranek, Cynthia J	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager	Glenbrook North	08/06/2015	06/15/2016	203.00	1.00000
Non-Certified	Contract	FY16 Lab Manager	LAB1	13.00	0.00	39,695.09				
BERG JAS000	Berg, Jason D	EMP	2015-16 Certified St	Teacher/Counselor	Applied Technology	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	30.00	100,504.00				
+++++	Contract	FY16 Glenbrook Days	MA	13.00	30.00	1,675.00	Glenbrook Days			
BERG ROB000	Berg, Robert J	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	45.00	73,857.00				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	45.00	1,231.00	Glenbrook Days			
+++++	Salary					1,410.00	Pinge Benefit			
BERG ROB000	Berg, Robert J	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	45.00	49,238.00				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	45.00	820.00	Glenbrook Days			
+++++	Salary					940.00	Pinge Benefit			
BERG ROB000	Berg, Robert J	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
BERK LAU000	Berk, Lauren	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	16.00	0.00	34,174.01				
BERKSDAV000	Berkson, David A	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	3.00	0.00	59,422.00				
+++++	Contract	FY16 Glenbrook Days	BA	3.00	0.00	990.00	Glenbrook Days			
BERKSDAV000	Berkson, David A	EMP	2015-16 Xtra Respons	Asst Coach	Individual Events	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	4.00	0.00	6,216.00				
BERKSDAV000	Berkson, David A	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
BERLIDEB000	Berlin, Deborah A	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00	Glenbrook Days			
BERMALIN000	Berman, Lindsey I	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.75000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	15.00	73,348.50				
+++++	Contract	FY16 Glenbrook Days	MA	13.00	15.00	1,222.00	Glenbrook Days			
BERMALIN000	Berman, Lindsey I	EMP	2015-16 Xtra Respons	Sponsor	Fall Showcase	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
BERMALIN000	Berman, Lindsey I	EMP	2015-16 Xtra Respons	Sponsor	Comedy Troupe	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
BERTKMAT000	Bertke, Matthew I	EMP	2015-16 Certified	St Teacher/Counselor	French Language Inst	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	15.00		89,626.00				
	++++++	Contract	FY16 Glenbrook Days	MA	10.00	15.00		1,494.00				Glenbrook Days
BERTKMAT000	Bertke, Matthew I	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
					0.00	0.00		1,000.00				
BERTKMAT000	Bertke, Matthew I	EMP	2015-16 Xtra Respons	Head Coach	Academic Bowl	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
BETSONIC000	Betsoleiman, Nicholas A	EMP	2015-16 Xtra Respons	Sponsor	Community Outreach	Glenbrook South	08/24/2015	06/09/2016	178.00	0.27747		
	Coach/Sponsor				0.00	0.00		500.00				
BIALKRAC000	Bialk, Rachel W	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000		
	Certified	Contract	FY16 Teacher 180-Day	BA	4.00	0.00		24,714.40				
	++++++	Contract	FY16 Glenbrook Days	BA	4.00	0.00		412.00				Glenbrook Days
BIALKRAC000	Bialk, Rachel W	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000		
	Certified	Contract	FY16 Teacher 180-Day	BA	4.00	0.00		37,071.60				
	++++++	Contract	FY16 Glenbrook Days	BA	4.00	0.00		618.00				Glenbrook Days
BIALKRAC000	Bialk, Rachel W	EMP	2015-16 Xtra Respons	Asst Coach	Cheerleading	Glenbrook North	09/01/2015	02/29/2016	120.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	5.00	0.00		6,650.00				
BISCOGE000	Biscotakis, Georgia	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.37500		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00		10,664.66				
BISH SCO000	Bish, Scott M	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Custodial/Maint	MM-DS	0.00	0.00		68,833.00				
BLAIRANN000	Blair, Anne	EMP	2015-16 Certified	St Teacher/Counselor	Guided Studies	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	18.00	60.00		119,649.00				
	++++++	Contract	FY16 Glenbrook Days	MA	18.00	60.00		1,994.00				Glenbrook Days
BLAIRANN000	Blair, Anne	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
	Certified				0.00	0.00		1,000.00				
BLIX JOH000	Blix, John T	EMP	2015-16 Certified	St Teacher/Counselor	Business Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 32-Step	MA	4.00	30.00		71,111.00				
	++++++	Contract	FY16 Glenbrook Day 3	MA	4.00	30.00		1,185.00				Glenbrook Days
BLOCKLEA000	Block, Leanne Kuhlman	EMP	2015-16 Certified	St Teacher/Counselor	Art Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00		100,929.60				
	++++++	Salary						400.00				Longevity
	++++++	Contract	FY16 Glenbrook Day G	MA	21.00	45.00		1,682.40				Glenbrook Days
	++++++	Salary						1,880.00				Single Benefit
BLOCKLEA000	Block, Leanne Kuhlman	EMP	2015-16 Certified	St Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00		25,232.40				
	++++++	Salary						100.00				Longevity
	++++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00		420.00				Glenbrook Days
	++++++	Salary						470.00				Single Benefit

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
BLOHMBAR000	Blohm, Barbara	EMP	2015-16 Xtra Respons	Sponsor	Costumer - Winter Pl	Glenbrook South	08/24/2015	06/09/2016	178.00	0.66815
	Coach/Sponsor				0.00	1,204.01				
BLOHMBAR000	Blohm, Barbara	EMP	2015-16 Xtra Respons	Sponsor	Costumer - Fall Play	Glenbrook South	08/24/2015	06/09/2016	178.00	1.10988
	Coach/Sponsor				0.00	2,000.00				
BOARIMAT000	Boarini, Matthew G	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified Contract		FY16 Custodial/Maint	CU-E	15.00	51,796.00				
BOEHMDAN000	Boehmer, Dana K	EMP	2015-16 Certified St	Teacher/Counselor	Health Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day	BA	6.00	26,989.20				
	+++++ Contract		FY16 Glenbrook Days	BA	6.00	450.00	Glenbrook Days			
BOEHMDAN000	Boehmer, Dana K	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified Contract		FY16 Teacher 180-Day	BA	6.00	40,483.80				
	+++++ Contract		FY16 Glenbrook Days	BA	6.00	675.00	Glenbrook Days			
BOEHMDAN000	Boehmer, Dana K	EMP	2015-16 Xtra Respons	Asst Coach	Softball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C	DIV	8.00	9,456.00				
BOEHMDAN000	Boehmer, Dana K	EMP	2015-16 Xtra Respons	Asst Coach	Field Hockey	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C	DV	8.00	8,145.00				
BOETCLEA000	Boetcher, Leah C	EMP	2015-16 Xtra Respons	Sponsor	Marching Band	Glenbrook South	08/24/2015	06/09/2016	178.00	0.83241
	Coach/Sponsor				0.00	1,500.00				
BOKLEJEA000	Boklewski, Jean M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified Contract		FY16 Executive Assis	EX1-2	18.00	54,994.00				
BOLF KAR000	Bolf, Kara	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day	MA	15.00	41,380.80				
	+++++ Contract		FY16 Glenbrook Days	MA	15.00	689.00	Glenbrook Days			
BOLF KAR000	Bolf, Kara	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categorical	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified Contract		FY16 Teacher 180-Day	MA	15.00	62,071.20				
	+++++ Contract		FY16 Glenbrook Days	MA	15.00	1,034.00	Glenbrook Days			
BOLF KAR000	Bolf, Kara	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	1,000.00				
BOLF STE000	Bolf, Steven	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day	MA	20.00	46,223.20				
	+++++ Contract		FY16 Glenbrook Days	MA	20.00	770.00	Glenbrook Days			
	+++++ Salary					940.00	Hinge Benefit			
BOLF STE000	Bolf, Steven	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified Contract		FY16 Teacher 180-Day	MA	20.00	69,334.80				
	+++++ Contract		FY16 Glenbrook Days	MA	20.00	1,155.00	Glenbrook Days			
	+++++ Salary					1,410.00	Hinge Benefit			
BOND ROB000	Bond, Robert M	EMP	2015-16 Non-Certifie	Support Staff	Head Swim Coach GBQ	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified Contract		FY16 Exempt	X-2	24.00	61,934.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
BOND ROB000	Bond, Robert M	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Boys	Glenbrook North	12/01/2015	03/07/2016	70.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-N DIV	8.00	0.00	8,701.00				
BORISSVE000	Borisova, Svetlana V	EMP	2015-16 Certified St	Teacher/Counselor	Russian Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16	Teacher 32-Step MA	2.00	0.00	37,847.40				
+++++	Contract	FY16	Glenbrook Day 3 MA	2.00	0.00	630.00	Glenbrook Days			
BOURNEIL000	Bourne, Eileen S	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16	Info/Data Mgmt ID 2	16.00	0.00	33,347.43				
BOWENEST000	Bowen, Esther E	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day MA	13.00	30.00	100,504.00				
+++++	Contract	FY16	Glenbrook Days MA	13.00	30.00	1,675.00	Glenbrook Days			
BOWENEST000	Bowen, Esther E	EMP	2015-16 Xtra Respons	Asst Coach	World Cultures Celeb	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract			0.00	0.00	1,802.00				
BOX BRI000	Box, Brian S	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16	Instruct Asst IA2	3.00	0.00	26,143.18				
BOX BRI000	Box, Brian S	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-N DIV	8.00	0.00	8,701.00				
BOYLEDAV000	Boyle, David	EMP	2015-16 Certified St	Teacher/Counselor	College Counselor	Glenbrook North	08/13/2015	06/17/2016	193.00	1.00000
Certified	Contract	FY16	Admin Category MA	21.00	60.00	128,255.00				
+++++	Salary					700.00	Hinge Benefit			
+++++	Salary					600.00	Hinge Benefit			
+++++	Contract	FY16	Admin Category MA	21.00	60.00	11,153.00	Board Paid TRS			
BOYLEMIC000	Boyle, Michael	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager	Glenbrook South	08/06/2015	06/21/2016	209.00	1.00000
Non-Certified	Contract	FY16	Lab Manager LAB2	17.00	0.00	46,108.62				
BOYLEMIC000	Boyle, Michael	EMP	2015-16 Xtra Respons	Sponsor	Chess Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract			0.00	0.00	1,710.00				
BOZACJOY000	Bozacki-Rae, Joyce	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16	Teacher 180-Day MA	21.00	60.00	102,984.00				
+++++	Contract	FY16	Glenbrook Days MA	21.00	60.00	1,716.00	Glenbrook Days			
+++++	Salary					1,880.00	Hinge Benefit			
+++++	Salary					4,577.00	Extra Days			
BRANDDAW000	Brander, Dawn J	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Test Coordinator	Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000
Non-Certified	Contract	FY16	Info/Data Mgmt ID 2	11.00	0.00	28,656.31				
BRANDERN000	Brandt, Ernest J	EMP	2015-16 Xtra Respons	Asst Coach	Football - Varsity	Glenbrook North	09/01/2015	11/30/2015	60.00	0.50000
Coach/Sponsor	Contract	FY16	Differentials-C DIII	8.00	0.00	5,197.50				
BRAUDDAM000	Braude, Damien Benjamin	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16	Teacher 180-Day MA	11.00	30.00	37,930.40				
+++++	Contract	FY16	Glenbrook Days MA	11.00	30.00	632.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
BRAUDDAM000	Braude, Damien Benjamin	EMP	2015-16 Certified	St Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	30.00	56,895.60				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	30.00	948.00	Glenbrook Days			
BRAUNKEV000	Braun, Kevin M	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager	Glenbrook South	08/06/2015	06/21/2016	207.00	1.00000
Non-Certified	Contract	FY16 Lab Manager	LAB2	17.00	0.00	45,667.38				
BRESCMEG000	Brescia, Meghan A	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	BA	7.00	15.00	14,681.80				
+++++	Contract	FY16 Glenbrook Days	BA	7.00	15.00	244.60	Glenbrook Days			
BRESCMEG000	Brescia, Meghan A	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	BA	7.00	15.00	58,727.20				
+++++	Contract	FY16 Glenbrook Days	BA	7.00	15.00	978.40	Glenbrook Days			
BRESCMEG000	Brescia, Meghan A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified					0.00	0.00	1,000.00			
BRETARYA000	Bretag, Ryan S	EMP	2015-16 Certified	St Administrator	Associate Principal	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	153,961.00				
+++++	Salary					700.00	Hinge Benefit			
+++++	Salary					600.00	Hinge Benefit			
+++++	Contract	FY16 Admin Category	MA	21.00	60.00	13,388.00	Board Paid TRS			
BROSNKAT000	Brosnan, Kathleen C	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	0.00	112,628.00				
+++++	Contract	FY16 Glenbrook Days	MA	19.00	0.00	1,877.00	Glenbrook Days			
+++++	Salary					2,350.00	Hinge Benefit			
BROSNREN000	Brosnan, Renee	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00	108,079.00				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00	1,801.00	Glenbrook Days			
BROSNREN000	Brosnan, Renee	EMP	2015-16 Xtra Respons	Sponsor	Student Assistance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor					0.00	0.00	2,000.00			
BROWNAAR000	Brown, Aaron L	EMP	2015-16 Certified	St Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	6.00	0.00	67,473.00				
+++++	Contract	FY16 Glenbrook Days	BA	6.00	0.00	1,125.00	Glenbrook Days			
BROWNAAR000	Brown, Aaron L	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	6.00	0.00	9,078.00				
BROWNKEL001	Brown, Kelly A	EMP	2015-16 Non-Certifie	Support Staff	Head Swim Coach GBQ	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-2	29.00	0.00	66,982.00				
BROWNMEL000	Brown-Harris, Melissa A	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	190.00	1.00000
Non-Certified	Contract	FY16 Paraprofessiona	P-14	0.00	0.00	29,628.58				
BRUNOJOS000	Bruno, Joseph M	EMP	2015-16 Certified	St Teacher/Counselor	Business Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	15.00	46,468.80				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	15.00	774.40	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
BRUNOJOS000	Bruno, Joseph M	EMP	2015-16 Certified	St	Teacher/Counselor	Family/Consumer Scie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000	
	Certified	Contract	FY16 Teacher 32-Step	BA	1.00	15.00		11,617.20				
	+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	15.00		193.6				Glenbrook Days
BRUNOJOS000	Bruno, Joseph M	EMP	2015-16 Xtra Respons	Sponsor		DECA	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000	
	Coach/Sponsor				0.00	0.00		1,802.00				
BUCHABRE000	Buchanan, Brett J	EMP	2015-16 Non-Certifie		Instructional Assist	General Assignment	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750	
	Non-Certified	Contract	FY16 Instruct Asst	IA2	1.00	0.00		25,135.81				
BUCKLBRI000	Bucklin, Bridget A	EMP	2015-16 Certified	St	Teacher/Counselor	Psychologist	Glenbrook North	08/24/2015	06/09/2016	180.00	0.70000	
	Certified	Contract	FY16 Teacher 32-Step	MA	3.00	30.00		48,658.40				
	+++++	Contract	FY16 Glenbrook Day 3	MA	3.00	30.00		811.3				Glenbrook Days
	+++++	Salary						2,432.92				Extra Days
BUCKLBRI000	Bucklin, Bridget A	EMP	2015-16 Certified	St	Teacher/Counselor	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000	
	Certified	Contract	FY16 Teacher 32-Step	MA	3.00	30.00		13,902.40				
	+++++	Contract	FY16 Glenbrook Day 3	MA	3.00	30.00		231.8				Glenbrook Days
	+++++	Salary						695.22				Extra Days
BUDNYKAI000	Budny, Kaitlin F	EMP	2015-16 Certified	St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000	
	Certified	Contract	FY16 Teacher 180-Day	MA	5.00	45.00		80,335.00				
	+++++	Contract	FY16 Glenbrook Days	MA	5.00	45.00		1,339.0				Glenbrook Days
BUDNYKAI000	Budny, Kaitlin F	EMP	2015-16 Xtra Respons	Asst Coach		Water Polo - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000	
	Coach/Sponsor	Contract	FY16 Differentials-C	DVI	5.00	0.00		5,646.00				
BUEHRDAV000	Buehring, David S	EMP	2015-16 Xtra Respons	Asst Coach		Volleyball - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000	
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00		8,145.00				
BURESCAR000	Buresh, Carol A	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000	
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00		51,492.00				
	+++++	Salary						7,452.2				Retirement Enhancement
	+++++	Salary						200.1				Longevity
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00		858.4				Glenbrook Days
	+++++	Salary						940.0				Thringe Benefit
BURESCAR000	Buresh, Carol A	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categorical	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000	
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00		77,238.00				
	+++++	Salary						11,179.2				Retirement Enhancement
	+++++	Salary						300.1				Longevity
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00		1,287.6				Glenbrook Days
	+++++	Salary						1,410.0				Thringe Benefit
BURKEKEV000	Burke, Kevin T	EMP	2015-16 Xtra Respons	Asst Coach		Lacrosse - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000	
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	7.00	0.00		7,614.00				
BURKHPAU000	Burkhardt, Paul R	EMP	2015-16 Xtra Respons	Sponsor		Paradox	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000	
	Coach/Sponsor				0.00	0.00		901.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
BURKHPAU000	Burkhardt, Paul R	EMP	2015-16 Xtra Respons	Sponsor	Shakespeare & Co.	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,802.00				
BURNSASH000	Burns, Ashley J	EMP	2015-16 Xtra Respons	Director	Modern Dance Show	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	4.00	7,211.00				
BUSHEELI000	Bushek, Elizabeth	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 180-Day	MA	17.00	45.00	91,355.20			
	+++++	Contract	FY16 Glenbrook Days	MA	17.00	45.00	1,522.40	Glenbrook Days		
	+++++	Salary					1,880.00	Pinge Benefit		
BUSHEELI000	Bushek, Elizabeth	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 180-Day	MA	17.00	45.00	22,838.80			
	+++++	Contract	FY16 Glenbrook Days	MA	17.00	45.00	380.60	Glenbrook Days		
	+++++	Salary					470.00	Pinge Benefit		
BYRNEJOH000	Byrne, John T	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	126,162.00			
	+++++	Salary					23,635.00	Retirement Enhancement		
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	2,103.00	Glenbrook Days		
	+++++	Salary					2,350.00	Pinge Benefit		
BYRNEJOH000	Byrne, John T	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
BYRNEJOH000	Byrne, John T	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00			
CADMAKIM000	Cadman, Kim A	EMP	2015-16 Xtra Respons	Sponsor	Concessions	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DVII	8.00	0.00	6,118.00			
CADMAKIM000	Cadman, Kim A	EMP	2015-16 Xtra Respons	Sponsor	After School Concess	Glenbrook South	08/24/2015	06/09/2016	178.00	4.22087
	Coach/Sponsor				0.00	0.00	7,606.01			
CAIN AND000	Cain, Andrea R	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	26,661.65			
CAIN AND000	Cain, Andrea R	EMP	2015-16 Xtra Respons	Asst Sponsor	Orchesis	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,710.00			
CALABRAN000	Calabrese, Randy L	EMP	2015-16 Non-Certifie	Maintenance	Grounds	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	GR-DS	0.00	0.00	52,619.00			
	+++++	Salary					215.00	Old Harmless		
	+++++	Salary					700.00	Old Harmless		
CALUCSUS000	Calucci, Susan M	EMP	2015-16 Non-Certifie	Maintenance	Locker Room Attendan	Glenbrook North	08/10/2015	06/22/2016	206.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	LR-DS	0.00	0.00	37,173.49			
	+++++	Salary					1,408.00	Old Harmless		
	+++++	Salary					700.00	Old Harmless		



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
CAMACLIN000	Camacho, Lindsey S	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	15.00	92,346.00				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	15.00	1,539.00	Glenbrook Days			
CAMACLIN000	Camacho, Lindsey S	EMP	2015-16 Xtra Respons	Sponsor	Student Assistance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor				0.00	0.00	2,000.00				
CAMPBERI000	Campbell, Eric B	EMP	2015-16 Xtra Respons	Asst Coach	Gymnastics - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	6.00	0.00	7,118.00				
CAMPBMELO000	Campbell, Melanie T	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook North	08/24/2015	06/09/2016	178.00	1.38735
Coach/Sponsor				0.00	0.00	2,500.00				
CAMPBMC000	Campbell, Michael A	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.00	Glenbrook Days			
CAMPBMC000	Campbell, Michael A	EMP	2015-16 Xtra Respons	Asst Coach	Math Team	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
CAMPBMC000	Campbell, Michael A	EMP	2015-16 Xtra Respons	Sponsor	Chess Club	Glenbrook North	08/24/2015	06/09/2016	178.00	1.23918
Coach/Sponsor				0.00	0.00	2,233.00				
CANARMAR000	Canary, Margaret B	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	6.00	0.00	27,732.91				
CAPORMIC000	Caporusso, Michelle L	EMP	2015-16 Certified St	Teacher/Counselor	Guided Studies	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 32-Step	MA	1.00	0.00	36,996.60				
+++++	Contract	FY16 Glenbrook Day 3	MA	1.00	0.00	616.00	Glenbrook Days			
CAPORMIC000	Caporusso, Michelle L	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.28125
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	7,842.95				
CAPORMIC000	Caporusso, Michelle L	EMP	2015-16 Xtra Respons	Head Coach	Golf - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	4.00	0.00	7,211.00				
CARABHEC000	Carabez, Hector	EMP	2015-16 Non-Certifie	Instructional Assist	DLS Cross Categorica	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2S	0.00	0.00	35,824.29				
CARABHEC000	Carabez, Hector	EMP	2015-16 Xtra Respons	Sponsor	SpEd Liasion	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,710.00				
CARABHEC000	Carabez, Hector	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	8.00	0.00	8,701.00				
CARABHEC000	Carabez, Hector	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	8.00	0.00	8,701.00				
CARELPHI001	Carello, Phil	EMP	2015-16 Non-Certifie	Instructional Assist	DLS Cross Categorica	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	17.00	0.00	34,861.85				
CARLSPAU000	Carlson, Paul L	EMP	2015-16 Non-Certifie	Support Staff	AV Coordinator	Glenbrook North	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Technology	T3	29.00	0.00	66,451.19				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
CARSEROS000	Carsello, Rosemarie	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	51,492.00				
++++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	858.40	Glenbrook Days			
++++++	Salary					940.00	Single Benefit			
CARSEROS000	Carsello, Rosemarie	EMP	2015-16 Certified St	Teacher/Counselor	Sign Language Instru	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	77,238.00				
++++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,287.60	Glenbrook Days			
++++++	Salary					1,410.00	Single Benefit			
CARSEROS000	Carsello, Rosemarie	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified						0.00	1,000.00			
CARTAHEC000	Cartagena, Hector A	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	203.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	5.00	0.00	32,213.76				
CASEYBAR000	Casey, Barbara I	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Paraprofessiona	P-16	0.00	0.00	28,983.91				
++++++	Salary					2,400.00	Add'l Stipend			
CASEYJOH000	Casey, John F	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager	Glenbrook South	08/06/2015	06/15/2016	203.00	1.00000
Non-Certified	Contract	FY16 Lab Manager	LAB1	14.00	0.00	40,528.95				
CASTIPAT000	Castillo, Patrick T	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	5.00	0.00	65,000.00				
++++++	Contract	FY16 Glenbrook Days	BA	5.00	0.00	1,083.00	Glenbrook Days			
CASTIPAT000	Castillo, Patrick T	EMP	2015-16 Xtra Respons	Asst Coach	Wrestling	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
CATALJOH000	Catalano, John	EMP	2015-16 Certified St	Administrator	Director	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	0.00	136,344.00				
++++++	Salary					700.00	Single Benefit			
++++++	Salary					600.00	Single Benefit			
++++++	Contract	FY16 Admin Category	MA	21.00	0.00	11,856.00	Board Paid TRS			
CATSAANT000	Catsaros, Anthony C	EMP	2015-16 Non-Certifie	Support Staff	Athletic Trainer	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-4S	0.00	0.00	88,375.00				
++++++	Salary					2,350.00	Single Benefit			
CATSAHEL000	Catsaros, Helen C	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Paraprofessiona	P-14	0.00	0.00	27,776.79				
++++++	Salary					2,400.00	Add'l Stipend			
CHACHASY000	Chacheva, Asya K	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	8.00	0.00	28,849.89				
CHANDMAR000	Chandiles, Maria A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/14/2015	06/16/2016	197.00	0.93750
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	12.00	0.00	28,698.31				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits						
CHAPMRIC000	Chapman, Richard F	EMP	2015-16 Certified	St	Teacher/Counselor	Music Instruction -	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00				
	++++++ Salary						500.00	Ageevity			
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	30.00	2,063.00	Glenbrook Days			
	++++++ Salary						2,350.00	Single Benefit			
CHAPMRIC000	Chapman, Richard F	EMP	2015-16 Xtra Respons	Sponsor		V-Show Orchestra	Glenbrook North	08/24/2015	06/09/2016	178.00	0.36594
	Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	2,533.04				
CHAPMRIC000	Chapman, Richard F	EMP	2015-16 Xtra Respons	Director		Pep Band	Glenbrook North	08/24/2015	06/09/2016	178.00	1.32964
	Coach/Sponsor				0.00	0.00	2,396.01				
CHAPMRIC000	Chapman, Richard F	EMP	2015-16 Xtra Respons	Director		Summer Band	Glenbrook North	08/24/2015	06/09/2016	178.00	0.55883
	Coach/Sponsor				0.00	0.00	1,007.01				
CHAPMRIC000	Chapman, Richard F	EMP	2015-16 Xtra Respons	Director		Marching Band	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00				
CHERNMIC000	Chernyavsky, Michael	EMP	2015-16 Non-Certifie	Maintenance		Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-E	5.00	0.00	41,259.00				
CHIADANN000	Chiado, Annie J	EMP	2015-16 Certified	St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 32-Step	MA	13.00	0.00	79,983.00				
	++++++ Contract		FY16 Glenbrook Day 3	MA	13.00	0.00	1,333.00	Glenbrook Days			
CHOLDMAR000	Choldin, Mary	EMP	2015-16 Certified	St	Teacher/Counselor	Behavior Disorders	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	77,238.00				
	++++++ Salary						300.00	Ageevity			
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	1,287.00	Glenbrook Days			
	++++++ Salary						1,410.00	Single Benefit			
CHOLDMAR000	Choldin, Mary	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00				
	++++++ Salary						100.00	Ageevity			
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	429.00	Glenbrook Days			
	++++++ Salary						470.00	Single Benefit			
CHOLDMAR000	Choldin, Mary	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00				
	++++++ Salary						100.00	Ageevity			
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	429.00	Glenbrook Days			
	++++++ Salary						470.00	Single Benefit			
CHOLDMAR000	Choldin, Mary	EMP	2015-16 Xtra Respons	Sponsor		Student Assistance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Coach/Sponsor				0.00	0.00	2,000.00				
CHOU WAN000	Chou, Wanyin	EMP	2015-16 Certified	St	Teacher/Counselor	Mandarin Chinese Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 180-Day	MA	8.00	60.00	73,280.80				
	++++++ Contract		FY16 Glenbrook Days	MA	8.00	60.00	1,221.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
CHOWDRUB000	Chowdhury, Rubel AQ	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	MM-D	19.00	0.00	57,591.00				
CICCIJEN000	Cicciu, Jennifer H	EMP	2015-16 Certified St	Teacher/Counselor	Social Worker	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	121,031.00				
+++++	Salary					500.00	Longevity			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	15.00	2,017.00	Glenbrook Days			
+++++	Salary					2,350.00	Pinge Benefit			
CICHOTIM000	Cichowski, Timothy	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	18.00	0.00	109,668.00				
+++++	Contract	FY16 Glenbrook Days	MA	18.00	0.00	1,828.00	Glenbrook Days			
+++++	Salary					2,350.00	Pinge Benefit			
CICHOTIM000	Cichowski, Timothy	EMP	2015-16 Xtra Respons	Asst Coach	Softball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
CICHOTIM000	Cichowski, Timothy	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
CICHOTIM000	Cichowski, Timothy	EMP	2015-16 Xtra Respons	Asst Coach	Wrestling	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
CLACKCAS000	Clack, Casey F	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18				
CLACKCAS000	Clack, Casey F	EMP	2015-16 Xtra Respons	Sponsor	Play Props	Glenbrook North	08/24/2015	06/09/2016	178.00	1.75439
Coach/Sponsor				0.00	0.00	3,000.01				
CLACKCAS000	Clack, Casey F	EMP	2015-16 Xtra Respons	Sponsor	Theater Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	855.00				
CLACKCAS000	Clack, Casey F	EMP	2015-16 Xtra Respons	Asst Director	Play	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DVII	2.00	0.00	3,713.00				
COADYANG000	Coady, Angela D	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA1	14.00	0.00	31,406.32				
COHENDEB001	Cohen, Deborah Ann Hammersley	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	0.00	106,784.00				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	0.00	1,780.00	Glenbrook Days			
COHENDEB001	Cohen, Deborah Ann Hammersley	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
COHENKEL000	Cohen, Kelli	EMP	2015-16 Certified St	Teacher/Counselor	Physically Handicapp	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	22,754.40				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	379.00	Glenbrook Days			
COHENKEL000	Cohen, Kelli	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categori	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	45,508.80				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	758.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
COHENKEL000	Cohen, Kelli	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	45,508.80				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	758.40	Glenbrook Days			
COHENKEL000	Cohen, Kelli	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
COLLAANT000	Collazo, Antonio	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook High	07/01/2015	06/30/2016	260.00	0.21875
Non-Certified	Contract	FY16 Custodial/Maint	MM-D	18.00	0.00	12,314.53				
COLLAANT000	Collazo, Antonio	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook North	07/01/2015	06/30/2016	260.00	0.78125
Non-Certified	Contract	FY16 Custodial/Maint	MM-D	18.00	0.00	43,980.47				
COLLAEGR000	Collazo, Egrain	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	MM-DS	0.00	0.00	68,833.00				
COLLINIC001	Collins, Nicole G	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook North	08/21/2015	06/10/2016	187.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	1.00	0.00	25,068.42				
COLLINIC001	Collins, Nicole G	EMP	2015-16 Xtra Respons	Asst Sponsor	Pompon	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DVI	1.00	0.00	3,713.00				
COLLISTE000	Collins, Steven M	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook North	08/20/2015	06/10/2016	188.00	1.00000
Non-Certified	Contract	FY16 Instruct Asst	IA1	14.00	0.00	33,144.64				
+++++	Salary					690.65	Retirement Enhancement			
CONOBMIC000	Conoboy, Michael	EMP	2015-16 Non-Certifie	Maintenance	Grounds	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	GR-D	16.00	0.00	51,427.00				
CONROJAM000	Conroy, James C	EMP	2015-16 Xtra Respons	Asst Coach	Water Polo - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	4.00	0.00	5,279.00				
COOMBKAT000	Coombs, Katherine G	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Schedular	Glenbrook South	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX1-2	11.00	0.00	38,310.00				
COOPECHR000	Cooper, Christopher J	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	0.00	103,875.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	0.00	1,731.60	Glenbrook Days			
COOPECHR000	Cooper, Christopher J	EMP	2015-16 Xtra Respons	Head Coach	Volleyball - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
COOPECHR000	Cooper, Christopher J	EMP	2015-16 Xtra Respons	Head Coach	Volleyball - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
COOPEJOY000	Cooper, Joy	EMP	2015-16 Certified St	Teacher/Counselor	Titan Learning Cente	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	78,559.20				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	1,309.60	Glenbrook Days			
+++++	Salary					1,880.80	Savings Benefit			
COOPEJOY000	Cooper, Joy	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	19,639.80				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	327.40	Glenbrook Days			
+++++	Salary					470.80	Savings Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
COOPEJOY000	Cooper, Joy	EMP	2015-16 Xtra Respons	Sponsor	Peer Group	Glenbrook South	07/01/2015	06/30/2016	260.00	0.50000
	Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	8.00	2,646.50				
COOPEJUS000	Cooper, Justin N	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 32-Step	MA	7.00	70,537.00				
	++++++ Contract		FY16 Glenbrook Day 3	MA	7.00	1,176.00	Glenbrook Days			
COOPEJUS000	Cooper, Justin N	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
COOPEJUS000	Cooper, Justin N	EMP	2015-16 Xtra Respons	Head Coach	Track - Girls	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DI	7.00	12,008.00				
COPE BRY000	Cope, Bryan M	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	11.00	89,866.00				
	++++++ Contract		FY16 Glenbrook Days	MA	11.00	1,498.00	Glenbrook Days			
COPE BRY000	Cope, Bryan M	EMP	2015-16 Xtra Respons	Asst Coach	Math Team	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	8,145.00				
CORFISUS000	Corfield, Susan K	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	71,136.00				
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	1,185.00	Glenbrook Days			
	++++++ Salary					1,410.00	Hinge Benefit			
CORFISUS000	Corfield, Susan K	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	47,424.00				
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	790.00	Glenbrook Days			
	++++++ Salary					940.00	Hinge Benefit			
COSGRCHR000	Cosgrove, Christina Marie	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	5.00	43,750.20				
	++++++ Contract		FY16 Glenbrook Days	MA	5.00	729.00	Glenbrook Days			
COSKEKAT000	Coskey, Kathy A	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	126,162.00			
	++++++ Salary					500.00	Longevity			
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	45.00	2,103.00			
	++++++ Salary					2,350.00	Hinge Benefit			
COWELROB000	Cowell, Robert R	EMP	2015-16 Non-Certifie	Instructional Assist	ELL Aide	Glenbrook South	08/19/2015	06/15/2016	194.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	15.00	34,477.90				
COWELROB000	Cowell, Robert R	EMP	2015-16 Xtra Respons	Sponsor	Tutoring Project (On	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor				0.00	855.00				
COWHEROB000	Cowhey, Robert E	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 32-Step	BA	5.00	60,550.00				
	++++++ Contract		FY16 Glenbrook Day 3	BA	5.00	1,009.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
COWHEROB000	Cowhey, Robert E	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	7.00	8,836.00				
COWHEROB000	Cowhey, Robert E	EMP	2015-16 Xtra Respons	Sponsor	Science Olympiad	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor				0.00	901.00				
COWINANG000	Cowin, Angela	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Attendance Specialis	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	20.00	35,324.34				
COWLIJOH000	Cowlin, John L	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	118,560.00				
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	1,976.00	Glenbrook Days			
COWLIJOH000	Cowlin, John L	EMP	2015-16 Xtra Respons	Sponsor	Homecoming Float Des	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor				0.00	901.00				
CRANDYIT000	Crandus, Yitzchak Hillel	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00 126,162.00				
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	45.00 2,103.00	Glenbrook Days			
CREWSEVE000	Crews, Evelyn	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager	Glenbrook North	08/06/2015	06/21/2016	207.00	1.00000
	Non-Certified	Contract	FY16 Lab Manager	LAB2	15.00	43,876.04				
	++++++ Salary					1,469.00	Retirement Enhancement			
CUMMILAR000	Cummings, Lara E	EMP	2015-16 Certified St	Administrator	Assistant Principal	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00 148,040.00				
	++++++ Salary					700.00	Singe Benefit			
	++++++ Salary					600.00	Singe Benefit			
	++++++ Contract		FY16 Admin Category	MA	21.00	60.00 12,873.00	Board Paid TRS			
CUMMIROB000	Cummings, Robert J	EMP	2015-16 Certified St	Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 32-Step	MA	4.00	0.00 13,203.00				
	++++++ Contract		FY16 Glenbrook Day 3	MA	4.00	0.00 220.00	Glenbrook Days			
CUMMIROB000	Cummings, Robert J	EMP	2015-16 Certified St	Teacher/Counselor	Latin Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 32-Step	MA	4.00	0.00 26,406.00				
	++++++ Contract		FY16 Glenbrook Day 3	MA	4.00	0.00 440.00	Glenbrook Days			
CUMMIROB000	Cummings, Robert J	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook North	08/20/2015	06/10/2016	188.00	0.53125
	Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00 15,108.27				
CUMMIROB000	Cummings, Robert J	EMP	2015-16 Xtra Respons	Coordinator	Sophomore Class	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	2.00	0.00 3,498.00				
CUNNIKAR000	Cunningham, Karen M	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00 77,238.00				
	++++++ Salary					300.00	Longevity			
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00 1,287.00	Glenbrook Days			
	++++++ Salary					1,410.00	Singe Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
CUNNIKAR000	Cunningham, Karen M	EMP	2015-16 Certified	St Teacher/Counselor	Asst Instructional S	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00				
	+++++ Salary					100.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	429.00				
	+++++ Salary					470.00				
CUNNIKAR000	Cunningham, Karen M	EMP	2015-16 Certified	St Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00				
	+++++ Salary					100.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	429.00				
	+++++ Salary					470.00				
CUNNIKAR000	Cunningham, Karen M	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract				0.00	1,000.00				
CURINALL000	Curington, Allen	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-DS	0.00	0.00	52,619.00				
CZAJKFRA000	Czajka, Francis J	EMP	2015-16 Non-Certifie	Paraprofessional	Security Coordinator	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-1	11.00	0.00	37,990.67				
DANIEDAR000	Daniels, Darlene J	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	188.00	1.00000
Non-Certified	Contract	FY16 Paraprofessiona	P-10	0.00	0.00	26,765.62				
DANIEMAR000	Daniels, Mark A	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
DANIEMAR000	Daniels, Mark A	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
DANKHADA000	Dankha, Adam W	EMP	2015-16 Non-Certifie	Maintenance	Grounds	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	GR-D	13.00	0.00	49,120.00				
DAUGHELI000	Daugherty, Elizabeth A	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	30.00	64,470.40				
	+++++ Contract	FY16 Glenbrook Days	MA	6.00	30.00	1,074.00				
DAUGHELI000	Daugherty, Elizabeth A	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	30.00	16,117.60				
	+++++ Contract	FY16 Glenbrook Days	MA	6.00	30.00	268.00				
DAUGHELI000	Daugherty, Elizabeth A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract				0.00	1,000.00				
DAVIDCHA000	Davidson, Chad	EMP	2015-16 Certified	St Administrator	Music Instruction	Glenbrook North	08/06/2015	06/24/2016	203.00	0.40000
Certified	Contract	FY16 Admin Category	MA	21.00	30.00	52,396.40				
	+++++ Contract	FY16 Admin Category	MA	21.00	30.00	4,556.00				
DAVIDCHA000	Davidson, Chad	EMP	2015-16 Certified	St Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.60000
Certified	Contract	FY16 Admin Category	MA	21.00	30.00	78,594.60				
	+++++ Salary					700.00				
	+++++ Salary					600.00				
	+++++ Contract	FY16 Admin Category	MA	21.00	30.00	6,834.00				



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
DAVIDCHA000	Davidson, Chad	EMP	2015-16 Xtra Respons	Director	Faculty Parent Male	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,802.00				
DAVIDCHA000	Davidson, Chad	EMP	2015-16 Xtra Respons	Sponsor	V-Show Vocal	Glenbrook North	08/24/2015	06/09/2016	178.00	0.26048
	Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	1,803.04				
DAVIDCHA000	Davidson, Chad	EMP	2015-16 Xtra Respons	Director	Advanced Choral	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DVII	8.00	6,118.00				
DAVISERI000	Davis, Erin S	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	09/08/2015	06/10/2016	175.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	24,461.04				
DAVITJEA000	Davito, Jeanne A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified	Contract	FY16 Exempt	X-2	19.00	52,175.54				
DAVITJEA000	Davito, Jeanne A	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
DE LAANG000	De La Paz, Angel B	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Accountant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified	Contract	FY16 Business/HR Off	BH2-3	20.00	44,279.35				
DE LAANG000	De La Paz, Angel B	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
DEAN DEB000	Dean, Debbie L	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	18.00	34,288.26				
DEC MAR000	Dec, Mark E	EMP	2015-16 Certified St	Teacher/Counselor	Behavior Disorders	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 180-Day	MA	9.00	16,884.20				
	++++++	Contract	FY16 Glenbrook Days	MA	9.00	281.40	Glenbrook Days			
DEC MAR000	Dec, Mark E	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 180-Day	MA	9.00	67,536.80				
	++++++	Contract	FY16 Glenbrook Days	MA	9.00	1,125.60	Glenbrook Days			
DEFREMEL000	DeFrenza-Israel, Melissa	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook Eveni	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	94,580.00				
	++++++	Contract	FY16 Glenbrook Days	MA	10.00	1,576.00	Glenbrook Days			
	++++++	Salary				5,254.40	Extra Days			
DEKUICHR000	DeKuiper, Christopher C	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 180-Day	MA	19.00	90,102.40				
	++++++	Contract	FY16 Glenbrook Days	MA	19.00	1,501.60	Glenbrook Days			
DEKUICHR000	DeKuiper, Christopher C	EMP	2015-16 Certified St	Teacher/Counselor	Academic Resource Ce	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 180-Day	MA	19.00	22,525.60				
	++++++	Contract	FY16 Glenbrook Days	MA	19.00	375.40	Glenbrook Days			
DEMAIROB000	DeMaio, Robert M	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	MM-DS	0.00	68,833.00				
DEMANROB000	DeMano, Robert E	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	2.00	6,243.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
DEMEADAI000	Demeas, Daisy M	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-E	6.00	0.00	42,207.00			
DENOFNIC000	Denofrio, Nicole J	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.25000
	Non-Certified				0.00	0.00	19,769.00			
DESCHKIM000	Deschamps, Kimberly D	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	1.00000
	Non-Certified	Contract	FY16 Paraprofessiona	P-17	0.00	0.00	31,535.33			
	++++++ Salary						2,400.00	Add'l Stipend		
DILLODIA000	Dillon, Diane K	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00			
	++++++ Salary						500.00	Longevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	0.00	1,976.00	Glenbrook Days		
	++++++ Salary						2,350.00	Thringe Benefit		
DOBINMIK000	Dobin, Mikhail	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-E	7.00	0.00	33,711.27			
DOBRIMAR000	Dobrin, Marlene K	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager	Glenbrook North	08/06/2015	06/15/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Lab Manager	LAB1	6.00	0.00	34,321.05			
DOEBLCHR000	Doebler, Christopher M	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Technology	T3	29.00	0.00	72,290.00			
DOLCESTE000	Dolce, Stephanie E	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 32-Step	BA	3.00	0.00	11,571.40			
	++++++ Contract		FY16 Glenbrook Day 3	BA	3.00	0.00	192.00	Glenbrook Days		
DOLCESTE000	Dolce, Stephanie E	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 32-Step	BA	3.00	0.00	46,285.60			
	++++++ Contract		FY16 Glenbrook Day 3	BA	3.00	0.00	771.00	Glenbrook Days		
DOLCESTE000	Dolce, Stephanie E	EMP	2015-16 Xtra Respons	Sponsor	Interact Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
DOLCESTE000	Dolce, Stephanie E	EMP	2015-16 Xtra Respons	Asst Coach	Softball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	4.00	0.00	7,211.00			
DOUGLKELO00	Douglas, Kelley L	EMP	2015-16 Certified St	Teacher/Counselor	Health Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.70000
	Certified	Contract	FY16 Teacher 32-Step	BA	4.00	0.00	41,431.60			
	++++++ Contract		FY16 Glenbrook Day 3	BA	4.00	0.00	690.00	Glenbrook Days		
DOUGLKELO00	Douglas, Kelley L	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.30000
	Certified	Contract	FY16 Teacher 32-Step	BA	4.00	0.00	17,756.40			
	++++++ Contract		FY16 Glenbrook Day 3	BA	4.00	0.00	295.00	Glenbrook Days		
DOUGLKELO00	Douglas, Kelley L	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	5.00	0.00	6,650.00			
DOYLEROB000	Doyle, Robin R	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
	++++++ Salary						500.00	Longevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
	++++++ Salary						2,350.00	Thringe Benefit		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
DRBLICAR000	Drblik, Carolyn M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/20/2015	06/10/2016	188.00	0.50000
	Non-Certified				0.00	0.00	14,331.68			
DREVLTIM000	Drevline, Timothy	EMP	2015-16 Certified St	Teacher/Counselor	Business Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified		FY16 Teacher 180-Day	MA	19.00	30.00	117,925.00			
	+++++ Contract		FY16 Glenbrook Days	MA	19.00	30.00	1,965.00	Glenbrook Days		
	+++++ Salary						2,350.00	Pinge Benefit		
DREVLTIM000	Drevline, Timothy	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
DREVLTIM000	Drevline, Timothy	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor		FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
DRONEMAT000	Drone, Matthew E	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified		FY16 Teacher 180-Day	MA	17.00	60.00	116,729.00			
	+++++ Contract		FY16 Glenbrook Days	MA	17.00	60.00	1,945.00	Glenbrook Days		
	+++++ Salary						7,133.44	Extra Days		
DRONEMAT000	Drone, Matthew E	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
DRUCKCHR000	Drucker, Christine C	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified		FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
	+++++ Salary						500.00	Agevity		
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
	+++++ Salary						2,350.00	Pinge Benefit		
DUFFYLAU000	Duffy, Laura	EMP	2015-16 Certified St	Teacher/Counselor	Health Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified		FY16 Teacher 180-Day	MA	21.00	60.00	102,984.00			
	+++++ Salary						400.00	Agevity		
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	1,716.00	Glenbrook Days		
	+++++ Salary						1,880.00	Pinge Benefit		
DUFFYLAU000	Duffy, Laura	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified		FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00			
	+++++ Salary						100.00	Agevity		
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	429.00	Glenbrook Days		
	+++++ Salary						470.00	Pinge Benefit		
DUFFYLAU000	Duffy, Laura	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor		FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
DUFFYLAU000	Duffy, Laura	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
DUFFYLAU000	Duffy, Laura	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Boys	Glenbrook South	12/01/2015	03/07/2016	70.00	1.00000
	Coach/Sponsor		FY16 Differentials-C	DIV	8.00	0.00	9,456.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
DUL RYA000	Dul, Ryan S	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	87,153.00				
+++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	1,453.00	Glenbrook Days			
DUL RYA000	Dul, Ryan S	EMP	2015-16 Xtra Respons	Head Coach	Gymnastics - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
DUL RYA000	Dul, Ryan S	EMP	2015-16 Xtra Respons	Asst Coach	Gymnastics - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
DUPKESHA000	Dupke, Shane M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook High	08/06/2015	06/24/2016	209.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	20.00	0.00	36,368.41				
DURANMAR001	Duran, Mario	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	0.20767
Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	11,004.43				
DURANMAR001	Duran, Mario	EMP	2015-16 Non-Certifie	Maintenance	Locker Room Attendan	Glenbrook South	07/01/2015	06/30/2016	260.00	0.79233
Non-Certified	Contract	FY16 Custodial/Maint	LR-DS	0.00	0.00	37,174.37				
+++++	Salary	700.00 Old Harmless								
DUSZACHR000	Dusza, Christopher J	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Technology	T2	20.00	0.00	55,603.35				
DUZANCOR000	Duzan, Corey E	EMP	2015-16 Certified St	Teacher/Counselor	Applied Technology	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	17.00	0.00	86,915.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	17.00	0.00	1,449.00	Glenbrook Days			
EATHEPET000	Eatherton, Peter J	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	1.00	60.00	71,194.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	1.00	60.00	1,187.00	Glenbrook Days			
EDISOWIL000	Edison, William F	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categorical	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	7.00	0.00	31,344.80				
+++++	Contract	FY16 Glenbrook Days	MA	7.00	0.00	522.40	Glenbrook Days			
EDISOWIL000	Edison, William F	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	7.00	0.00	31,344.80				
+++++	Contract	FY16 Glenbrook Days	MA	7.00	0.00	522.40	Glenbrook Days			
EDISOWIL000	Edison, William F	EMP	2015-16 Certified St	Teacher/Counselor	Behavior Disorders	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	7.00	0.00	15,672.40				
+++++	Contract	FY16 Glenbrook Days	MA	7.00	0.00	261.00	Glenbrook Days			
EDISOWIL000	Edison, William F	EMP	2015-16 Xtra Respons	Sponsor	Spartans Inspire	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
EGAN KEL000	Egan, Kelsey A	EMP	2015-16 Certified St	Intern	Social Worker	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
				0.00	0.00	4,800.00				
EGEBRDIA000	Egebrecht, Diane L	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	190.00	0.84375
Non-Certified	Contract	FY16 Paraprofessiona	P-17	0.00	0.00	26,607.93				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con					
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
EICHELLE000	Eichler, Ellen E	EMP	2015-16 Certified	St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	45.00	120,094.00					
+++++	Salary					8,386.80	Retirement Enhancement				
+++++	Contract	FY16 Glenbrook Days	MA	19.00	45.00	2,002.00	Glenbrook Days				
+++++	Salary					2,350.00	Hinge Benefit				
+++++	Salary					8,006.22	Extra Days				
EIKE WIL000	Eike, William R	EMP	2015-16 Certified	St	Administrator	Assistant Principal	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	148,040.00					
+++++	Salary					700.00	Hinge Benefit				
+++++	Salary					600.00	Hinge Benefit				
+++++	Contract	FY16 Admin Category	MA	21.00	60.00	12,873.00	Board Paid TRS				
EKSTREMI000	Ekstrand, Emily J	EMP	2015-16 Certified	St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	15.00	100,636.00					
+++++	Contract	FY16 Glenbrook Days	MA	14.00	15.00	1,677.00	Glenbrook Days				
ELLINJAM000	Ellinger-Macon, Jamie E	EMP	2015-16 Certified	St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	0.00	49,021.80					
+++++	Contract	FY16 Glenbrook Days	MA	8.00	0.00	817.00	Glenbrook Days				
ELLINJAM000	Ellinger-Macon, Jamie E	EMP	2015-16 Certified	St	Teacher/Counselor	Debate	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	0.00	32,681.20					
+++++	Contract	FY16 Glenbrook Days	MA	8.00	0.00	544.00	Glenbrook Days				
ELLINJAM000	Ellinger-Macon, Jamie E	EMP	2015-16 Xtra Respons	Sponsor		Gay/Straight Allianc	Glenbrook North	08/24/2015	06/09/2016	178.00	0.66667
Coach/Sponsor				0.00	0.00	1,201.34					
ELLIOAMI000	Elliott, Amie	EMP	2015-16 Certified	St	Teacher/Counselor	Applied Technology	Glenbrook South	08/24/2015	06/09/2016	180.00	0.90000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	113,545.80					
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	1,892.00	Glenbrook Days				
+++++	Salary					2,115.00	Hinge Benefit				
ELLIOAMI000	Elliott, Amie	EMP	2015-16 Certified	St	Teacher/Counselor	Art Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.10000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	12,616.20					
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	210.00	Glenbrook Days				
+++++	Salary					235.00	Hinge Benefit				
ELLIOAMI000	Elliott, Amie	EMP	2015-16 Xtra Respons	Sponsor		Homecoming Float Des	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00					
ENDREKRI000	Endre, Kristin A	EMP	2015-16 Certified	St	Teacher/Counselor	Behavior Disorders	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 32-Step	MA	3.00	0.00	38,718.60					
+++++	Contract	FY16 Glenbrook Day 3	MA	3.00	0.00	645.00	Glenbrook Days				
ENDREKRI000	Endre, Kristin A	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categorical	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 32-Step	MA	3.00	0.00	12,906.20					
+++++	Contract	FY16 Glenbrook Day 3	MA	3.00	0.00	215.00	Glenbrook Days				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
ENDREKRI000	Endre, Kristin A	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000	
Certified	Contract	FY16 Teacher 32-Step	MA	3.00	0.00	12,906.20						
	+++++	Contract	FY16 Glenbrook Day 3	MA	3.00	0.00	215.00					Glenbrook Days
ENGLIMIC000	English, Michael	EMP	2015-16 Certified	St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.70000	
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	81,710.30						
	+++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00	1,361.50					Glenbrook Days
	+++++	Salary					1,645.00					Living Benefit
ENGLIMIC000	English, Michael	EMP	2015-16 Certified	St	Teacher/Counselor	Asst Instructional S	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000	
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	23,345.80						
	+++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00	389.00					Glenbrook Days
	+++++	Salary					470.00					Living Benefit
ENGLIMIC000	English, Michael	EMP	2015-16 Certified	St	Teacher/Counselor	Health Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.10000	
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	11,672.90						
	+++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00	194.50					Glenbrook Days
	+++++	Salary					235.00					Living Benefit
ENGLIMIC000	English, Michael	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor		Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000	
Certified												
					0.00	0.00	1,000.00					
ENGLIMIC000	English, Michael	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Boys		Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00						
ENGLIMIC000	English, Michael	EMP	2015-16 Xtra Respons	Asst Coach	Tennis - Boys		Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00						
ERICKMAR000	Ericksen, Mary Ann	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000	
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00						
	+++++	Salary					500.00					Longevity
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00					Glenbrook Days
	+++++	Salary					2,350.00					Living Benefit
ERWINJAS000	Erwinski, Jason T	EMP	2015-16 Certified	St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000	
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	30.00	40,201.60						
	+++++	Contract	FY16 Glenbrook Days	MA	13.00	30.00	670.00					Glenbrook Days
ERWINJAS000	Erwinski, Jason T	EMP	2015-16 Certified	St	Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000	
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	30.00	20,100.80						
	+++++	Contract	FY16 Glenbrook Days	MA	13.00	30.00	335.00					Glenbrook Days
ERWINJAS000	Erwinski, Jason T	EMP	2015-16 Certified	St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000	
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	30.00	40,201.60						
	+++++	Contract	FY16 Glenbrook Days	MA	13.00	30.00	670.00					Glenbrook Days
ERWINJAS000	Erwinski, Jason T	EMP	2015-16 Xtra Respons	Head Coach	Wrestling		Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00						

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
ESSERALA000	Esser, Alan E	EMP	2015-16 Certified St	Teacher/Counselor	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	7.00	30.00	75,908.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	7.00	30.00	1,265.00	Glenbrook Days			
ETHERCAR000	Etherton, Carol L	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Library Assistant	Glenbrook South	08/06/2015	06/24/2016	209.00	0.68750
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	5.00	0.00	20,256.62				
ETHERERI000	Etherton, Eric T	EMP	2015-16 Certified St	Administrator	Assistant Principal	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	148,040.00				
+++++	Salary					154.00	Long-term Disability			
+++++	Salary					700.00	Singe Benefit			
+++++	Salary					600.00	Singe Benefit			
+++++	Contract	FY16 Admin Category	MA	21.00	60.00	12,873.00	Board Paid TRS			
ETHINBRI000	Ethington, Brittany A	EMP	2015-16 Non-Certifie	Instructional Assist	Swim Pool	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18				
EWEN ROB000	Ewen, Robert E	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	15.00	0.00	51,796.00				
FAGELLAU000	Fagel, Lauren S	EMP	2015-16 Certified St	Administrator	Principal	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	171,726.00				
+++++	Salary					700.00	Singe Benefit			
+++++	Salary					600.00	Singe Benefit			
+++++	Contract	FY16 Admin Category	MA	21.00	60.00	14,933.00	Board Paid TRS			
FARBESTE000	Farber, Stephen M	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	4.00	0.00	55,561.60				
+++++	Contract	FY16 Glenbrook Days	MA	4.00	0.00	926.00	Glenbrook Days			
FARBESTE000	Farber, Stephen M	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	4.00	0.00	13,890.40				
+++++	Contract	FY16 Glenbrook Days	MA	4.00	0.00	231.00	Glenbrook Days			
FARBESTE000	Farber, Stephen M	EMP	2015-16 Xtra Respons	Asst Coach	Golf - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	3.00	0.00	4,930.00				
FASTEANN000	Fastert, Ann M	EMP	2015-16 Xtra Respons	Asst Coach	Golf - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
FASTEMAT000	Fastert, Matthew J	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 32-Step	MA	6.00	0.00	41,411.40				
+++++	Contract	FY16 Glenbrook Day 3	MA	6.00	0.00	690.00	Glenbrook Days			
FASTEMAT000	Fastert, Matthew J	EMP	2015-16 Non-Certifie	Instructional Assist	Swim Pool	Glenbrook North	08/20/2015	06/10/2016	188.00	0.53125
Non-Certified	Contract	FY16 Instruct Asst	IA2	8.00	0.00	16,348.27				
FASTEMAT000	Fastert, Matthew J	EMP	2015-16 Non-Certifie	Support Staff	Fitness Coordinator	Glenbrook North	06/13/2016	06/30/2016	13.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-1	8.00	0.00	2,292.55				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
FASTEMAT000	Fastert, Matthew J	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	0.75000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	4.00	0.00	5,948.25				
FASTEMAT000	Fastert, Matthew J	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	4.00	0.00	7,931.00				
FASTEMEA000	Fastert, Meaghan T	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	4.00	0.00	61,786.00				
+++++	Contract	FY16 Glenbrook Days	BA	4.00	0.00	1,030.00	Glenbrook Days			
FASTEMEA000	Fastert, Meaghan T	EMP	2015-16 Xtra Respons	Asst Coach	Cross Country - Girl	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
FASTEMEA000	Fastert, Meaghan T	EMP	2015-16 Xtra Respons	Sponsor	Student Assistance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor				0.00	0.00	2,000.00				
FASTEMEA000	Fastert, Meaghan T	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
FAULKLAR000	Faulkner, Larry M	EMP	2015-16 Xtra Respons	Asst Coach	Tennis - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
FAULKLAR000	Faulkner, Larry M	EMP	2015-16 Xtra Respons	Head Coach	Tennis - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
FEENEJUL000	Feeney, Julie Ann	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	15.00	115,087.00				
+++++	Contract	FY16 Glenbrook Days	MA	19.00	15.00	1,918.00	Glenbrook Days			
+++++	Salary					2,350.00	Binge Benefit			
FEENEJUL000	Feeney, Julie Ann	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
FEENEJUL000	Feeney, Julie Ann	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
FENDTDAW000	Fendt, Dawn	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
+++++	Salary					24,116.00	Retirement Enhancement			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days			
FENDTDAW000	Fendt, Dawn	EMP	2015-16 Xtra Respons	Asst Coach	Golf - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
FERREJOE000	Ferrer, Joel F	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	203.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	6.00	0.00	32,953.93				
FESTEKAT000	Fester, Katherine L	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 32-Step	MA	1.00	30.00	26,568.80				
+++++	Contract	FY16 Glenbrook Day 3	MA	1.00	30.00	442.00	Glenbrook Days			
FESTEKAT000	Fester, Katherine L	EMP	2015-16 Xtra Respons	Asst Coach	Individual Events	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	6.00	0.00	7,118.00				



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con					
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
FIALAFRA000	Fiala, Frank Anthony	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	99,777.00					
+++++	Salary										
+++++	Contract	FY16 Glenbrook Days	MA	11.00	60.00	1,663.00					
		Retirement Enhancement									
FIELDBRE000	Field, Brenda	EMP	2015-16 Certified	St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	0.00	112,628.00					
+++++	Contract	FY16 Glenbrook Days	MA	19.00	0.00	1,877.00					
		Glenbrook Days									
FIELDBRE000	Field, Brenda	EMP	2015-16 Xtra Respons	Sponsor		Yearbook	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
FIELDMIC001	Field, Michael C	EMP	2015-16 Certified	St	Administrator	Director	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Certified	Contract	FY16 Admin Category	MA	11.00	0.00	99,212.00					
+++++	Salary										
+++++	Salary										
+++++	Contract	FY16 Admin Category	MA	11.00	0.00	8,627.00					
		Board Paid TRS									
FIELDSCO000	Field, Scott	EMP	2015-16 Certified	St	Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	0.00	45,051.20					
+++++	Contract	FY16 Glenbrook Days	MA	19.00	0.00	750.00					
		Glenbrook Days									
FIELDSCO000	Field, Scott	EMP	2015-16 Certified	St	Teacher/Counselor	French Language Inst	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	0.00	67,576.80					
+++++	Contract	FY16 Glenbrook Days	MA	19.00	0.00	1,126.00					
		Glenbrook Days									
FIELDSCO000	Field, Scott	EMP	2015-16 Xtra Respons	Sponsor		Academy	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor				0.00	0.00	3,500.00					
FIGARBET000	Figaro, Beth Ann	EMP	2015-16 Certified	St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00					
		Glenbrook Days									
FINANJOH000	Finan, John Leo	EMP	2015-16 Certified	St	Administrator	Principal	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	171,726.00					
+++++	Salary										
+++++	Salary										
+++++	Contract	FY16 Admin Category	MA	21.00	60.00	14,933.00					
		Board Paid TRS									
FITCHDAN000	Fitch, Danita M	EMP	2015-16 Certified	St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.80000
Certified	Contract	FY16 Admin Category	MA	21.00	45.00	106,814.40					
+++++	Salary										
+++++	Salary										
+++++	Contract	FY16 Admin Category	MA	21.00	45.00	9,288.00					
		Board Paid TRS									
FITCHDAN000	Fitch, Danita M	EMP	2015-16 Certified	St	Administrator	Spanish Language Ins	Glenbrook South	08/06/2015	06/24/2016	203.00	0.20000
Certified	Contract	FY16 Admin Category	MA	21.00	45.00	26,703.60					
+++++	Contract	FY16 Admin Category	MA	21.00	45.00	2,322.00					
		Board Paid TRS									



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
FLUEGDAN000	Fluegge, Danielle K	EMP	2015-16 Certified	St Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	60.00	18,320.20				
+++++	Contract	FY16 Glenbrook Days	MA	8.00	60.00	305.40	Glenbrook Days			
FLUEGDAN000	Fluegge, Danielle K	EMP	2015-16 Xtra Respons	Coordinator	Junior Class	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVII	7.00	0.00	2,858.50				
FLUEGDAN000	Fluegge, Danielle K	EMP	2015-16 Xtra Respons	Head Coach	Basketball - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DI	8.00	0.00	12,849.00				
FOGARGER000	Fogarty, Gerald	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	0.00	40,418.80				
+++++	Contract	FY16 Glenbrook Days	MA	15.00	0.00	673.60	Glenbrook Days			
+++++	Salary					940.00	Hinge Benefit			
FOGARGER000	Fogarty, Gerald	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	0.00	60,628.20				
+++++	Contract	FY16 Glenbrook Days	MA	15.00	0.00	1,010.40	Glenbrook Days			
+++++	Salary					1,410.00	Hinge Benefit			
FOGARGER000	Fogarty, Gerald	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
FOGARGER000	Fogarty, Gerald	EMP	2015-16 Xtra Respons	Sponsor	Key Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
FOGARGER000	Fogarty, Gerald	EMP	2015-16 Xtra Respons	Sponsor	Amnesty Internationa	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
FOSTEBON000	Foster, Bonnie J	EMP	2015-16 Certified	St Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	45.00	77,841.60				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	45.00	1,297.60	Glenbrook Days			
FOSTEBON000	Foster, Bonnie J	EMP	2015-16 Certified	St Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	45.00	19,460.40				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	45.00	324.40	Glenbrook Days			
FOSTERIC000	Foster, Rick T	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	08/24/2015	06/30/2016	222.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	3.00	0.00	33,662.88				
FOURNJOH000	Fournier, John M	EMP	2015-16 Certified	St Teacher/Counselor	Driver Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	45.00	80,025.60				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	45.00	1,333.60	Glenbrook Days			
FOURNJOH000	Fournier, John M	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	45.00	20,006.40				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	45.00	333.40	Glenbrook Days			
FOURNJOH000	Fournier, John M	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
FOURNJOH000	Fournier, John M	EMP	2015-16 Xtra Respons	Asst Coach	Water Polo - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000		
Coach/Sponsor	Contract	FY16	Differentials-C	DVI	8.00	0.00	6,922.00					
FRAHECAR000	Fraher, Carrie J	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16	Teacher 32-Step	MA	17.00	30.00	93,078.00					
+++++	Contract	FY16	Glenbrook Day 3	MA	17.00	30.00	1,551.00					Glenbrook Days
FRANDKRI000	Frandsen, Kris A	EMP	2015-16 Certified St	Administrator	Associate Principal	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
Certified	Contract	FY16	Admin Category	MA	21.00	60.00	153,961.00					
+++++	Salary						700.00					Single Benefit
+++++	Salary						600.00					Single Benefit
+++++	Contract	FY16	Admin Category	MA	21.00	60.00	13,388.00					Board Paid TRS
FRANKDAP000	Frank, Daphne K	EMP	2015-16 Xtra Respons	Asst Director	Swim America	Glenbrook Aquat	07/01/2015	06/30/2016	260.00	1.00000		
Coach/Sponsor	Contract				0.00	0.00	8,064.00					
FRANKSUS000	Frankel, Susan M	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16	Teacher 180-Day	MA	13.00	60.00	105,237.00					
+++++	Contract	FY16	Glenbrook Days	MA	13.00	60.00	1,754.00					Glenbrook Days
+++++	Salary						5,846.50					Extra Days
FRANSDAV000	Franson Jr, David C	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16	Teacher 180-Day	BA	4.00	0.00	61,786.00					
+++++	Contract	FY16	Glenbrook Days	BA	4.00	0.00	1,030.00					Glenbrook Days
FRANSDAV000	Franson Jr, David C	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000		
Coach/Sponsor	Contract	FY16	Differentials-C	DIV	2.00	0.00	6,243.00					
FRANTRIC000	Frantell, Richard P	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
Non-Certified	Contract	FY16	Custodial/Maint	MM-DS	0.00	0.00	68,833.00					
FRASELAU000	Fraser, Lauren	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
Certified	Contract	FY16	Teacher 180-Day	MA	10.00	45.00	37,832.00					
+++++	Contract	FY16	Glenbrook Days	MA	10.00	45.00	630.40					Glenbrook Days
FRASELAU000	Fraser, Lauren	EMP	2015-16 Certified St	Teacher/Counselor	German Language Inst	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000		
Certified	Contract	FY16	Teacher 180-Day	MA	10.00	45.00	56,748.00					
+++++	Contract	FY16	Glenbrook Days	MA	10.00	45.00	945.60					Glenbrook Days
FRASELAU000	Fraser, Lauren	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
Certified	Contract				0.00	0.00	1,000.00					
FRASELAU000	Fraser, Lauren	EMP	2015-16 Xtra Respons	Asst Coach	Academic Bowl	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract				0.00	0.00	1,802.00					
FRASELAU000	Fraser, Lauren	EMP	2015-16 Xtra Respons	Sponsor	German Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract				0.00	0.00	1,802.00					
FRASEVER000	Fraser, Verlin	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16	Teacher 180-Day	MA	14.00	15.00	100,636.00					
+++++	Contract	FY16	Glenbrook Days	MA	14.00	15.00	1,677.00					Glenbrook Days
+++++	Salary						2,350.00					Single Benefit

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
FRASEVER000	Fraser, Verlin	EMP	2015-16 Xtra Respons	Sponsor	Euphonium	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,802.00				
FRENKAT000	French, Kathryn S	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	1.00000
	Certified		FY16 Admin Category	MA	18.00	60.00	126,625.00			
	+++++ Salary					700.00	Hinge Benefit			
	+++++ Salary					600.00	Hinge Benefit			
	+++++ Contract		FY16 Admin Category	MA	18.00	60.00	11,011.00	Board Paid TRS		
FRFUNGAR000	Freund, Gary J	EMP	2015-16 Certified St	Administrator	Associate Principal	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified		FY16 Admin Category	MA	21.00	45.00	150,890.00			
	+++++ Salary					700.00	Hinge Benefit			
	+++++ Salary					600.00	Hinge Benefit			
	+++++ Contract		FY16 Admin Category	MA	21.00	45.00	13,121.00	Board Paid TRS		
FRID ROM000	Frid, Roman	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified		FY16 Custodial/Maint	CU-E	15.00	0.00	51,796.00			
FRIEDJEN000	Friedmann, Jennifer G	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified		FY16 Teacher 180-Day	MA	11.00	0.00	89,866.00			
	+++++ Contract		FY16 Glenbrook Days	MA	11.00	0.00	1,498.00	Glenbrook Days		
FRISKDAV000	Friske, David M	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified		FY16 Custodial/Maint	CU-D	15.00	0.00	51,427.00			
FROEHROB000	Froehlich, Robert J	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified		FY16 Teacher 180-Day	MA	10.00	0.00	87,153.00			
	+++++ Salary					2,078.00	Retirement Enhancement			
	+++++ Contract		FY16 Glenbrook Days	MA	10.00	0.00	1,453.00	Glenbrook Days		
FROEHROB000	Froehlich, Robert J	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
					0.00	0.00	1,000.00			
FROEHROB000	Froehlich, Robert J	EMP	2015-16 Xtra Respons	Sponsor	Gadget	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
FUJA STE000	Fuja, Stephanie R	EMP	2015-16 Certified St	Teacher/Counselor	Art Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified		FY16 Teacher 180-Day	BA	8.00	15.00	61,203.20			
	+++++ Contract		FY16 Glenbrook Days	BA	8.00	15.00	1,020.00	Glenbrook Days		
FUJA STE000	Fuja, Stephanie R	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified		FY16 Teacher 180-Day	BA	8.00	15.00	15,300.80			
	+++++ Contract		FY16 Glenbrook Days	BA	8.00	15.00	255.00	Glenbrook Days		
FURSECAT000	Furse, Catherine F	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	190.00	1.00000
	Non-Certified		FY16 Paraprofessiona	P-13	0.00	0.00	28,963.03			
GABLESUS000	Gabler, Susan R	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Library Assistant	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified		FY16 Info/Data Mgmt	IDS	0.00	0.00	45,663.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
GALE STE000	Gale, Stephen B	EMP	2015-16 Xtra Respons	Head Coach	Golf - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIV		8.00	0.00	9,456.00				
GALE STE000	Gale, Stephen B	EMP	2015-16 Xtra Respons	Head Coach	Gymnastics - Girls	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIII		8.00	0.00	10,395.00				
GALE STE000	Gale, Stephen B	EMP	2015-16 Xtra Respons	Asst Coach	Gymnastics - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DV		8.00	0.00	8,145.00				
GALLAMAR000	Gallagher, Mark P	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day MA		21.00	30.00	123,774.00				
	++++++ Salary					500.00	Longevity			
	++++++ Contract	FY16 Glenbrook Days MA		21.00	30.00	2,063.00	Glenbrook Days			
	++++++ Salary					2,350.00	Single Benefit			
GALLAMAR000	Gallagher, Mark P	EMP	2015-16 Xtra Respons	Sponsor	Interact Club	Glenbrook South	08/24/2015	06/09/2016	178.00	2.00000
Coach/Sponsor				0.00	0.00	3,604.00				
GALLAMAR000	Gallagher, Mark P	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Boys	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIII		8.00	0.00	10,395.00				
GALLAMAR000	Gallagher, Mark P	EMP	2015-16 Xtra Respons	Asst Coach	Baseball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIV		8.00	0.00	9,456.00				
GALLIROB000	Gallivan, Robert M	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day MA		11.00	0.00	53,919.60				
	++++++ Contract	FY16 Glenbrook Days MA		11.00	0.00	898.00	Glenbrook Days			
GALLIROB000	Gallivan, Robert M	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day MA		11.00	0.00	35,946.40				
	++++++ Contract	FY16 Glenbrook Days MA		11.00	0.00	599.00	Glenbrook Days			
GALSOKER000	Galson, Kerry K	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day MA		15.00	45.00	65,024.40				
	++++++ Contract	FY16 Glenbrook Days MA		15.00	45.00	1,083.00	Glenbrook Days			
GALSOKER000	Galson, Kerry K	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day MA		15.00	45.00	43,349.60				
	++++++ Contract	FY16 Glenbrook Days MA		15.00	45.00	722.00	Glenbrook Days			
GALSOKER000	Galson, Kerry K	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
GAMBIGAY000	Gambill, Gayle M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Payroll	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Clerical/Tech CT2-3		26.00	0.00	75,210.00				
	++++++ Salary					3,554.00	Retirement Enhancement			
	++++++ Salary					1,000.00	Add'l Stipend			
GAMBIGAY000	Gambill, Gayle M	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
GAN ALE000	Gan, Alexandra	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Accountant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Business/HR Off	BH2-3	18.00	0.00	42,685.40				
GAN ALE000	Gan, Alexandra	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
GARBEDAV000	Garbe, David W	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	3.00	0.00	66,852.00				
	++++++ Contract	FY16 Glenbrook Days	MA	3.00	0.00	1,114.00	Glenbrook Days			
GARBEDAV000	Garbe, David W	EMP	2015-16 Xtra Respons	Sponsor	Paradox	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
GARRISEA000	Garrison, Sean W	EMP	2015-16 Certified St	Administrator	Associate Dean	Glenbrook South	08/06/2015	06/24/2016	203.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	136,236.00				
	++++++ Salary					700.00	Hinge Benefit			
	++++++ Salary					600.00	Hinge Benefit			
	++++++ Contract	FY16 Admin Category	MA	21.00	60.00	11,847.00	Board Paid TRS			
GARTNPHI000	Gartner, Phillip	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.80000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	108,988.80				
	++++++ Salary					700.00	Hinge Benefit			
	++++++ Salary					600.00	Hinge Benefit			
	++++++ Contract	FY16 Admin Category	MA	21.00	60.00	9,477.00	Board Paid TRS			
GARTNPHI000	Gartner, Phillip	EMP	2015-16 Certified St	Administrator	Mathematics	Glenbrook South	08/06/2015	06/24/2016	203.00	0.20000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	27,247.20				
	++++++ Contract	FY16 Admin Category	MA	21.00	60.00	2,369.00	Board Paid TRS			
GATCHRON000	Gatchalian, Ronald D	EMP	2015-16 Certified St	Teacher/Counselor	Transition Program	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	121,031.00				
	++++++ Contract	FY16 Glenbrook Days	MA	21.00	15.00	2,017.00	Glenbrook Days			
GEALLELA000	Geallis, Elaine M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-3	35.00	0.00	72,809.00				
	++++++ Salary					6,300.00	Add'l Stipend			
GEANCMAR000	Geanconteri, Mary Lou A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX2-3	18.00	0.00	50,552.18				
GEBHAANN000	Gebhardt, Ann	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	60.00	122,638.00				
	++++++ Contract	FY16 Glenbrook Days	MA	19.00	60.00	2,044.00	Glenbrook Days			
	++++++ Salary					8,175.00	22 Extra Days			
GEBHAANN000	Gebhardt, Ann	EMP	2015-16 Xtra Respons	Sponsor	Peer Group	Glenbrook North	07/01/2015	06/30/2016	260.00	0.33333
Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	1.00	0.00	985.66				
GEBHAANN000	Gebhardt, Ann	EMP	2015-16 Xtra Respons	Sponsor	Key Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.80244
Coach/Sponsor				0.00	0.00	1,446.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
GEBHAANN000	Gebhardt, Ann	EMP	2015-16 Xtra Respons	Asst Coach		Basketball - Girls						
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00 10,395.00						
GEDDEKAR000	Geddeis, Karen B	EMP	2015-16 Non-Certifie	Support Staff		Director						
	Non-Certified	Contract	FY16 Technology Supe	TSPR	10.00	0.00 83,551.20						
GEORGJUS000	Georgacakis, Justin S	EMP	2015-16 Certified St	Teacher/Counselor		Physical Education						
	Certified	Contract	FY16 Teacher 180-Day	MA	8.00	0.00 24,510.90						
	+++++	Contract	FY16 Glenbrook Days	MA	8.00	0.00 408.6						Glenbrook Days
GEORGJUS000	Georgacakis, Justin S	EMP	2015-16 Certified St	Teacher/Counselor		Driver Education						
	Certified	Contract	FY16 Teacher 180-Day	MA	8.00	0.00 57,192.10						
	+++++	Contract	FY16 Glenbrook Days	MA	8.00	0.00 953.4						Glenbrook Days
GEORGJUS000	Georgacakis, Justin S	EMP	2015-16 Xtra Respons	Mentor		Tech Mentor						
					0.00	0.00 1,000.00						
GEORGJUS000	Georgacakis, Justin S	EMP	2015-16 Xtra Respons	Asst Coach		Football - Varsity						
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00 10,395.00						
GEORGJUS000	Georgacakis, Justin S	EMP	2015-16 Xtra Respons	Head Coach		Lacrosse - Boys						
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00 10,395.00						
GERBIJUS000	Gerbich, Justin	EMP	2015-16 Certified St	Teacher/Counselor		Guided Studies						
	Certified	Contract	FY16 Teacher 180-Day	MA	20.00	30.00 24,174.60						
	+++++	Contract	FY16 Glenbrook Days	MA	20.00	30.00 403.6						Glenbrook Days
	+++++	Salary										470.8
												Benefit
GERBIJUS000	Gerbich, Justin	EMP	2015-16 Certified St	Teacher/Counselor		Art Instruction						
	Certified	Contract	FY16 Teacher 180-Day	MA	20.00	30.00 96,698.40						
	+++++	Contract	FY16 Glenbrook Days	MA	20.00	30.00 1,612.6						Glenbrook Days
	+++++	Salary										1,880.8
												Benefit
GERBIJUS000	Gerbich, Justin	EMP	2015-16 Xtra Respons	Head Coach		Golf - Boys						
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00 9,456.00						
GIEBENAN000	Giebel, Nancy A	EMP	2015-16 Xtra Respons	Asst Coach		Badminton						
	Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00 6,922.00						
GILBEDEA000	Gilbert, Deana C	EMP	2015-16 Non-Certifie	Secretarial/Clerical		Department Assistant						
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	11.00	0.00 31,108.19						
GINISEMM000	Ginis, Emmanuel G	EMP	2015-16 Xtra Respons	Asst Coach		Badminton						
	Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00 6,922.00						
GLASSSCO000	Glass, Scott	EMP	2015-16 Certified St	Teacher/Counselor		English Instruction						
	Certified	Contract	FY16 Teacher 180-Day	MA	20.00	30.00 120,873.00						
	+++++	Contract	FY16 Glenbrook Days	MA	20.00	30.00 2,015.6						Glenbrook Days
	+++++	Salary										2,350.8
												Benefit
GLASSSCO000	Glass, Scott	EMP	2015-16 Xtra Respons	Mentor		Tech Mentor						
					0.00	0.00 1,000.00						



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
GLYNNJAM000	Glynn Jr, James C	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	116,729.00					
+++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00	1,945.00	Glenbrook Days				
GLYNNJAM000	Glynn Jr, James C	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000	
Certified				0.00	0.00	1,000.00					
GLYNNJAM000	Glynn Jr, James C	EMP	2015-16 Xtra Respons	Sponsor	Project Earth	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000	
Coach/Sponsor				0.00	0.00	1,802.00					
GOERIKAR000	Goering, Karen	EMP	2015-16 Certified	St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	22,754.40					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	379.00	Glenbrook Days				
GOERIKAR000	Goering, Karen	EMP	2015-16 Certified	St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	68,263.20					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,137.60	Glenbrook Days				
GOLDIANN000	Golding, Ann M B	EMP	2015-16 Certified	St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Tchr 180-Day Gr	MA	20.00	0.00	47,380.40					
+++++	Contract	FY16 Glenbrook Day G	MA	20.00	0.00	789.60	Glenbrook Days				
+++++	Salary					940.00	Benefit				
GOLDSAMY000	Goldsmith, Amy B	EMP	2015-16 Certified	St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	0.00	42,713.60					
+++++	Contract	FY16 Glenbrook Days	MA	17.00	0.00	701.00	Glenbrook Days				
+++++	Salary					940.00	Benefit				
GOLDSAMY000	Goldsmith, Amy B	EMP	2015-16 Certified	St	Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	0.00	64,070.40					
+++++	Contract	FY16 Glenbrook Days	MA	17.00	0.00	1,068.00	Glenbrook Days				
+++++	Salary					1,410.00	Benefit				
GOMEZLIL000	Gomez, Lilian Matheson	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categorical	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	15.00	16,835.20					
+++++	Contract	FY16 Glenbrook Days	MA	8.00	15.00	280.00	Glenbrook Days				
GOMEZLIL000	Gomez, Lilian Matheson	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilities	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	15.00	67,340.80					
+++++	Contract	FY16 Glenbrook Days	MA	8.00	15.00	1,122.40	Glenbrook Days				
GOMEZLIL000	Gomez, Lilian Matheson	EMP	2015-16 Xtra Respons	Sponsor	Circle of Friends	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000	
Coach/Sponsor				0.00	0.00	1,802.00					
GONZALOR000	Gonzalez, Lori L	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categorical	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	39,910.80					
+++++	Contract	FY16 Glenbrook Days	MA	11.00	60.00	665.00	Glenbrook Days				
GONZALOR000	Gonzalez, Lori L	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilities	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	59,866.20					
+++++	Contract	FY16 Glenbrook Days	MA	11.00	60.00	997.80	Glenbrook Days				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits							
GONZALOR000	Gonzalez, Lori L	EMP	2015-16 Xtra Respons	Asst Coach		Cross Country - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
GONZALUI000	Gonzalez, Luis B	EMP	2015-16 Non-Certifie	Maintenance		Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-E	3.00	0.00	30,781.83				
GOODMSTE000	Goodman, Stephen Edmond	EMP	2015-16 Certified St	Teacher/Counselor		Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	18.00	45.00	117,162.00				
	+++++	Contract	FY16 Glenbrook Days	MA	18.00	45.00	1,924.00				
GOODMSTE000	Goodman, Stephen Edmond	EMP	2015-16 Xtra Respons	Mentor		Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
					0.00	0.00	1,000.00				
GOODMSTE000	Goodman, Stephen Edmond	EMP	2015-16 Xtra Respons	Mentor		Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00				
GOODMSTE000	Goodman, Stephen Edmond	EMP	2015-16 Xtra Respons	Head Coach		Math Team	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
GOODRMIC000	Goodrich, Michelle A	EMP	2015-16 Non-Certifie	Instructional Assist		Nursery School	Glenbrook South	08/20/2015	06/02/2016	182.00	0.75000
	Non-Certified	Contract	FY16 Instruct Asst	IA2	10.00	0.00	23,432.33				
GOODRSO000	Goodrich, Rosanne	EMP	2015-16 Non-Certifie	Secretarial/Clerical		Department Assistant	Glenbrook South	08/06/2015	06/24/2016	209.00	1.00000
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	28.00	0.00	42,278.29				
GRAHARYA000	Graham, Ryan M	EMP	2015-16 Xtra Respons	Asst Coach		Baseball	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	7.00	0.00	8,836.00				
GRAVERAO000	Gravel III, Raoul J	EMP	2015-16 Certified St	Administrator		Director	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
	Certified	Contract	FY16 Admin Category	MA	10.00	60.00	111,601.00				
	+++++	Salary					700.00				
	+++++	Salary					600.00				
	+++++	Contract	FY16 Admin Category	MA	10.00	60.00	9,704.00				
GRDINMAR000	Grdinic, Marcel A	EMP	2015-16 Certified St	Teacher/Counselor		Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	13.00	30.00	100,504.00				
	+++++	Contract	FY16 Glenbrook Days	MA	13.00	30.00	1,675.00				
GREENALA000	Greenberg, Alan D	EMP	2015-16 Certified St	Teacher/Counselor		Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00	108,079.00				
	+++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00	1,801.00				
GREENALA000	Greenberg, Alan D	EMP	2015-16 Xtra Respons	Asst Coach		Football - Varsity	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
GREENALA000	Greenberg, Alan D	EMP	2015-16 Xtra Respons	Asst Coach		Baseball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
GREENMIC000	Greenstein, Michael B	EMP	2015-16 Certified St	Teacher/Counselor		Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.10000
	Certified	Contract	FY16 Teacher 180-Day	MA	13.00	60.00	10,523.70				
	+++++	Contract	FY16 Glenbrook Days	MA	13.00	60.00	172.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
GREENMIC000	Greenstein, Michael B	EMP	2015-16 Certified St	Teacher/Counselor	Debate	Glenbrook North	08/24/2015	06/09/2016	180.00	0.90000
Certified	Contract	FY16 Teacher 180-Day MA		13.00	60.00	94,713.30				
+++++	Contract	FY16 Glenbrook Days MA		13.00	60.00	1,578.60	Glenbrook Days			
GREENMIC000	Greenstein, Michael B	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
GREENMIC000	Greenstein, Michael B	EMP	2015-16 Xtra Respons	Head Coach	Debate	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIA		8.00	0.00	15,492.00				
GREENSCO000	Greenspan, Scott	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day MA		15.00	0.00	80,837.60				
+++++	Contract	FY16 Glenbrook Days MA		15.00	0.00	1,347.00	Glenbrook Days			
+++++	Salary					1,880.00	Hinge Benefit			
GREENSCO000	Greenspan, Scott	EMP	2015-16 Xtra Respons	Sponsor	Student to Student C	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
GREENSCO000	Greenspan, Scott	EMP	2015-16 Xtra Respons	Asst Coach	Tennis - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DVI		8.00	0.00	6,922.00				
GRIFFANT000	Griffin, Anthony T	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Paraprofessiona P-1		0.00	0.00	20,690.74				
GRIFFPET000	Griffin, Peter D	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst IA2		15.00	0.00	33,500.44				
GRIMAJOH000	Grimaldi IV, John	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step BA		5.00	0.00	60,550.00				
+++++	Contract	FY16 Glenbrook Day 3 BA		5.00	0.00	1,009.00	Glenbrook Days			
GROHORO000	Groholski, Robin S	EMP	2015-16 Non-Certifie	Secretarial/Clerical	College Coordinator	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16 Executive Assis EX1-2		4.00	0.00	33,596.50				
GROSLSTE000	Grosland, Steven	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIII		8.00	0.00	10,395.00				
GROSSMAR001	Grossman, Martin I	EMP	2015-16 Xtra Respons	Director	Marching Band - Perc	Glenbrook North	08/24/2015	06/09/2016	178.00	1.10988
Coach/Sponsor				0.00	0.00	2,000.00				
GROSSSTE000	Gross, Steven G	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIII		8.00	0.00	10,395.00				
GRUBELAU000	Gruber, Lauren E	EMP	2015-16 Certified St	Teacher/Counselor	Library/Media Specia	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step MA		10.00	30.00	80,792.00				
+++++	Contract	FY16 Glenbrook Day 3 MA		10.00	30.00	1,347.00	Glenbrook Days			
GUDMUMAR000	Gudmundsson, Marianne	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day MA		21.00	15.00	121,031.00				
+++++	Contract	FY16 Glenbrook Days MA		21.00	15.00	2,017.00	Glenbrook Days			
+++++	Salary					2,350.00	Hinge Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
GUDMUMAR000	Gudmundsson, Marianne	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
GUERTMAR000	Guertin, Marianne	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Paraprofessiona	P-3	0.00	0.00	21,526.63			
GUILDAND000	Guilde, Andrew R	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IAL	11.00	0.00	29,194.87			
GUILDAND000	Guilde, Andrew R	EMP	2015-16 Xtra Respons	Asst Coach	Wrestling	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-N	DIV	8.00	0.00	8,701.00			
GUTIEKAT000	Gutierrez, Katherine E	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
	+++++	Salary					2,350.00	Pringe Benefit		
GUTIEROB000	Gutierrez, Roberto	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-E	6.00	0.00	32,953.93			
GUZIKKEL000	Guzik, Kellye L	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.80000
	Certified	Contract	FY16 Admin Category	MA	12.00	0.00	78,441.60			
	+++++	Salary					700.00	Pringe Benefit		
	+++++	Salary					600.00	Pringe Benefit		
	+++++	Contract	FY16 Admin Category	MA	12.00	0.00	6,820.00	Board Paid TRS		
GUZIKKEL000	Guzik, Kellye L	EMP	2015-16 Certified St	Administrator	French Language Inst	Glenbrook North	08/06/2015	06/24/2016	203.00	0.20000
	Certified	Contract	FY16 Admin Category	MA	12.00	0.00	19,610.40			
	+++++	Contract	FY16 Admin Category	MA	12.00	0.00	1,705.00	Board Paid TRS		
GUZIKKEL000	Guzik, Kellye L	EMP	2015-16 Xtra Respons	Sponsor	World Language Honor	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
GUZMAROM000	Guzman, Rommel A	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	126,162.00			
	+++++	Salary					23,635.00	Retirement Enhancement		
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	2,103.00	Glenbrook Days		
	+++++	Salary					2,350.00	Pringe Benefit		
GYONDKYL000	Gyondla, Kyle J	EMP	2015-16 Xtra Respons	Director	Variety Show	Glenbrook South	08/24/2015	06/09/2016	178.00	0.40000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	5.00	0.00	3,087.20			
HA SEO000	Ha, Seong Bong	EMP	2015-16 Certified St	Teacher/Counselor	Business Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	13.00	0.00	95,430.00			
	+++++	Contract	FY16 Glenbrook Days	MA	13.00	0.00	1,591.00	Glenbrook Days		
HA SEO000	Ha, Seong Bong	EMP	2015-16 Xtra Respons	Head Coach	Soccer - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00			
HA SEO000	Ha, Seong Bong	EMP	2015-16 Xtra Respons	Head Coach	Soccer - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
HABANPAT000	Haban, Patricia Marie	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	18.00	15.00	112,172.00				
+++++	Contract	FY16 Glenbrook Days	MA	18.00	15.00	1,870.00	Glenbrook Days			
HABANPAT000	Haban, Patricia Marie	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
HAENIJUL000	Haenisch, Julie A	EMP	2015-16 Certified St	Teacher/Counselor	School Nurse	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	11.00	60.00	88,242.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	11.00	60.00	1,471.00	Glenbrook Days			
+++++	Salary					2,451.57	Extra Days			
HAGGIMAT000	Haggis, Matthew G	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook North	09/01/2015	11/30/2015	60.00	0.25000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	7.00	0.00	2,428.75				
HAGGIMAT000	Haggis, Matthew G	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	7.00	0.00	7,614.00				
HAGUEAMY000	Hague, Amy T	EMP	2015-16 Certified St	Teacher/Counselor	Speech Pathologist	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	0.00	101,047.00				
+++++	Contract	FY16 Glenbrook Days	MA	15.00	0.00	1,684.00	Glenbrook Days			
HAGUEAMY000	Hague, Amy T	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
HAJOSSEDW000	Hajost, Edward E	EMP	2015-16 Certified St	Teacher/Counselor	Applied Technology	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	7.00	0.00	69,941.00				
+++++	Contract	FY16 Glenbrook Days	BA	7.00	0.00	1,166.00	Glenbrook Days			
HAJOSSEDW000	Hajost, Edward E	EMP	2015-16 Xtra Respons	Sponsor	After School All Sta	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
HAKE TOM000	Hake, Tom D	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	5.00	0.00	6,650.00				
HALL DAW000	Hall, Dawn R	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.60000
Certified	Contract	FY16 Admin Category	MA	17.00	30.00	71,134.80				
+++++	Salary					700.00	Single Benefit			
+++++	Salary					600.00	Single Benefit			
+++++	Contract	FY16 Admin Category	MA	17.00	30.00	6,185.00	Board Paid TRS			
HALL DAW000	Hall, Dawn R	EMP	2015-16 Certified St	Administrator	Business Education	Glenbrook South	08/06/2015	06/24/2016	203.00	0.40000
Certified	Contract	FY16 Admin Category	MA	17.00	30.00	47,423.20				
+++++	Contract	FY16 Admin Category	MA	17.00	30.00	4,123.00	Board Paid TRS			
HALL SUS000	Hall, Susan S	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/24/2015	06/09/2016	180.00	0.12500
Non-Certified				0.00	0.00	9,540.00				
HALM ALI000	Halm, Alison E	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	12.00	0.00	31,227.09				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
HALM STE000	Halm, Steven V	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750		
Non-Certified	Contract	FY16 Instruct Asst	IA2	17.00	0.00	34,491.96						
HALPEBRY000	Halpern, Bryan	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000		
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	45.00	96,075.20						
	+++++ Contract	FY16 Glenbrook Days	MA	19.00	45.00	1,601.60						Glenbrook Days
	+++++ Salary					1,880.00						Ring Benefit
HALPEBRY000	Halpern, Bryan	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	45.00	24,018.80						
	+++++ Contract	FY16 Glenbrook Days	MA	19.00	45.00	400.40						Glenbrook Days
	+++++ Salary					470.00						Ring Benefit
HALPEBRY000	Halpern, Bryan	EMP	2015-16 Xtra Respons	Sponsor	Newspaper	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00						
HALPEBRY000	Halpern, Bryan	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Boys	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00						
HALPEMAR000	Halpern, Margot E	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Attendance Specialis	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000		
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	20.00	0.00	35,324.34						
HAMMELIN000	Hammer, Linda S	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750		
Non-Certified	Contract	FY16 Instruct Asst	IA1	17.00	0.00	33,427.03						
HANSETOD000	Hansen, Todd	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	48,412.40						
	+++++ Salary					9,069.20						Retirement Enhancement
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	15.00	806.80						Glenbrook Days
	+++++ Salary					940.00						Ring Benefit
HANSETOD000	Hansen, Todd	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categorical	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	72,618.60						
	+++++ Salary					13,603.20						Retirement Enhancement
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	15.00	1,210.00						Glenbrook Days
	+++++ Salary					1,410.00						Ring Benefit
HARGEKAT000	Hargesheimer, Kathleen	EMP	2015-16 Non-Certifie	Secretarial/Clerical	College Coordinator	Glenbrook South	07/01/2015	06/30/2016	239.00	1.00000		
Non-Certified	Contract	FY16 Executive Assis	EX1-2	20.00	0.00	52,079.94						
HARNAPAM000	Harnack, Pamela A	EMP	2015-16 Xtra Respons	Asst Coach	Golf - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00						
HARPELIS000	Harper, Lisa E	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	30.00	94,826.00						
	+++++ Contract	FY16 Glenbrook Days	MA	11.00	30.00	1,580.00						Glenbrook Days
	+++++ Salary					5,268.10						Extra Days
HARRICAS000	Harrigan, Casey D	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	4,728.00						

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
HARRIMAR000	Harris, Marshall J	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	15.00	106,350.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	15.00	1,772.00	Glenbrook Days			
HARRIMAR000	Harris, Marshall J	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
HARRIMAR000	Harris, Marshall J	EMP	2015-16 Xtra Respons	Sponsor	Newspaper	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIV		8.00	0.00	9,456.00				
HARRIMIC000	Harrison, Michael E	EMP	2015-16 Xtra Respons	Asst Coach	Football - Varsity	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIII		8.00	0.00	10,395.00				
HARRIRAC000	Harrington, Rachel M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Attendance Specialis	Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	1.00	0.00	24,402.78				
HARRITER000	Harris, Terry	EMP	2015-16 Certified	St Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	30.00	44,810.40				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	30.00	746.80	Glenbrook Days			
HARRITER000	Harris, Terry	EMP	2015-16 Certified	St Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	30.00	67,215.60				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	30.00	1,120.00	Glenbrook Days			
HART ANN000	Hart, Annahi	EMP	2015-16 Certified	St Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	121,031.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	15.00	2,017.00	Glenbrook Days			
+++++	Salary					2,350.00	Single Benefit			
HART ANN000	Hart, Annahi	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
HART ANN000	Hart, Annahi	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
HARTMDAV000	Hartman, David P	EMP	2015-16 Certified	St Teacher/Counselor	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	60.00	102,516.00				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	60.00	1,709.00	Glenbrook Days			
HARTMDAV000	Hartman, David P	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
HASENKUR000	Hasenstein, Kurt W	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	121,031.00				
+++++	Salary					500.00	Longevity			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	15.00	2,017.00	Glenbrook Days			
+++++	Salary					2,350.00	Single Benefit			
HASENKUR000	Hasenstein, Kurt W	EMP	2015-16 Xtra Respons	Head Coach	Cross Country - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DIII		8.00	0.00	10,395.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
HASENKUR000	Hasenstein, Kurt W	EMP	2015-16 Xtra Respons	Head Coach	Track - Boys	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C	DI	8.00	0.00	12,849.00			
HASNAKIM000	Hasnas, Kimberly R	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16	Instruct Asst	IA2	6.00	0.00	27,732.91			
HAUGESAM000	Haugen, Samantha R	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day	MA	6.00	0.00	75,638.00			
+++++	Contract	FY16	Glenbrook Days	MA	6.00	0.00	1,261.00	Glenbrook Days		
HAUGESAM000	Haugen, Samantha R	EMP	2015-16 Xtra Respons	Director	DECA	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16	Differentials-C	DVII	2.00	0.00	2,018.00			
HAUGESAM000	Haugen, Samantha R	EMP	2015-16 Xtra Respons	Asst Director	DECA	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16	Differentials-C	DIX	2.00	0.00	1,145.00			
HAYNEJEN000	Hayner, Jennifer	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day	MA	21.00	30.00	123,774.00			
+++++	Contract	FY16	Glenbrook Days	MA	21.00	30.00	2,063.00	Glenbrook Days		
HELLELIN000	Heller, Lindsey R	EMP	2015-16 Xtra Respons	Asst Coach	Tennis - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C	DVI	3.00	0.00	4,930.00			
HEMESCHR000	Hemesath, Christy	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day	MA	21.00	45.00	126,162.00			
+++++	Contract	FY16	Glenbrook Days	MA	21.00	45.00	2,103.00	Glenbrook Days		
+++++	Salary						2,350.00	Hinge Benefit		
+++++	Salary						7,009.00	Extra Days		
HENDESAD000	Henderson, Sade	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16	Paraprofessiona	P-1	1.00	0.00	20,690.74			
HENDETHO000	Henderson, Thomas J	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day	MA	21.00	60.00	128,730.00			
+++++	Salary						500.00	Longevity		
+++++	Contract	FY16	Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
+++++	Salary						2,350.00	Hinge Benefit		
HENDETHO000	Henderson, Thomas J	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified					0.00	0.00	1,000.00			
HENRIERI000	Henrich, Erica A	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16	Teacher 180-Day	MA	12.00	0.00	74,120.00			
+++++	Contract	FY16	Glenbrook Days	MA	12.00	0.00	1,235.00	Glenbrook Days		
HENRIERI000	Henrich, Erica A	EMP	2015-16 Certified St	Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16	Teacher 180-Day	MA	12.00	0.00	18,530.00			
+++++	Contract	FY16	Glenbrook Days	MA	12.00	0.00	308.00	Glenbrook Days		
HENRIJEA000	Henriot, Jean-Louis G	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16	Custodial/Maint	MM-E	26.00	0.00	67,657.00			



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
HESLROS000	Hessler, Ross F	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	6.00	0.00	42,207.00				
HICKMPAT001	Hickman, Patrick W	EMP	2015-16 Non-Certifie	Maintenance	Grounds	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	GR-DS	0.00	0.00	52,619.00				
	+++++ Salary					215.00				
	+++++ Salary					700.00				
HICKSDAN001	Hicks, Daniel	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00				
	+++++ Salary					2,350.00				
HIGGIHEA000	Higgins, Heather	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00				
	+++++ Salary					2,350.00				
	+++++ Salary					7,151.50				
HIGGISAR000	Higgins, Sarah A	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	4.00	0.00	6,216.00				
HILVECHR000	Hilvert, Christopher M	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.25000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	32,182.50				
	+++++ Salary					125.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	536.00				
	+++++ Salary					587.50				
HILVECHR000	Hilvert, Christopher M	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.75000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	96,547.50				
	+++++ Salary					375.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,609.00				
	+++++ Salary					1,762.50				
HILVECHR000	Hilvert, Christopher M	EMP	2015-16 Xtra Respons	Coordinator	Senior Class	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
HILVECHR000	Hilvert, Christopher M	EMP	2015-16 Xtra Respons	Director	Intramurals	Glenbrook South	08/24/2015	06/09/2016	178.00	2.85516
Coach/Sponsor				0.00	0.00	5,145.00				
HILVECHR000	Hilvert, Christopher M	EMP	2015-16 Xtra Respons	Asst Coach	Cross Country - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
HILVECHR000	Hilvert, Christopher M	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
HINCHDEB000	Hinchey, Debra	EMP	2015-16 Certified St	Teacher/Counselor	Guided Studies	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	18.00	60.00	71,789.40				
	+++++ Contract	FY16 Glenbrook Days	MA	18.00	60.00	1,196.00				
	+++++ Salary					1,410.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
HIRSCALA000	Hirsch, Alan S	EMP	2015-16 Xtra Respons	Asst Coach	Gymnastics - Girls	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
HOEFTPAN000	Hoef, Pantra	EMP	2015-16 Certified St	Teacher/Counselor	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	30.00	86,655.00				
+++++	Contract	FY16 Glenbrook Days	MA	8.00	30.00	1,444.00	Glenbrook Days			
HOEFTPAN000	Hoef, Pantra	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
HOEFTTAR000	Hoef-Runde, Tara	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	116,729.00				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00	1,945.00	Glenbrook Days			
HOLDEDAN000	Holden, Danielle	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	15.00	63,810.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	15.00	1,063.00	Glenbrook Days			
HOLECMAR001	Holecek, Marketa	EMP	2015-16 Certified St	Teacher/Counselor	Broadcasting	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	102,984.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,716.00	Glenbrook Days			
+++++	Salary					1,880.00	Hinge Benefit			
HOLECMAR001	Holecek, Marketa	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	429.00	Glenbrook Days			
+++++	Salary					470.00	Hinge Benefit			
HOLECMAR001	Holecek, Marketa	EMP	2015-16 Xtra Respons	Coordinator	FCC Radio Respons.	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DIX	8.00	0.00	1,728.00				
HOLECMAR001	Holecek, Marketa	EMP	2015-16 Xtra Respons	Director	Radio TV	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
HOLECMAR001	Holecek, Marketa	EMP	2015-16 Xtra Respons	Head Coach	Tennis - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
HOLECMAR001	Holecek, Marketa	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
HOLMBJON000	Holmblad, Jonathan A	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	08/06/2015	06/16/2016	203.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	5.00	0.00	32,213.76				
HOLMBJUL000	Holmbeck, Julie A	EMP	2015-16 Xtra Respons	Head Coach	Gymnastics - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
HOOLEWIL000	Hooley, William Carson	EMP	2015-16 Xtra Respons	Sponsor	Marching Band	Glenbrook South	08/24/2015	06/09/2016	178.00	1.10988
Coach/Sponsor				0.00	0.00	2,000.00				
HOOVEJAM000	Hoover Jr, James B	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	45.00	35,650.40				
+++++	Contract	FY16 Glenbrook Days	MA	8.00	45.00	594.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
HOOVEJAM000	Hoover Jr, James B	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	45.00	35,650.40				
+++++	Contract	FY16 Glenbrook Days	MA	8.00	45.00	594.00	Glenbrook Days			
HOOVEJAM000	Hoover Jr, James B	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	45.00	17,825.20				
+++++	Contract	FY16 Glenbrook Days	MA	8.00	45.00	297.00	Glenbrook Days			
HOOVEJAM000	Hoover Jr, James B	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified					0.00	0.00	1,000.00			
HOOVEJAM000	Hoover Jr, James B	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
HOOVEKAT000	Hoover, Katie	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	69,722.40				
+++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	1,162.40	Glenbrook Days			
HOOVEKAT000	Hoover, Katie	EMP	2015-16 Xtra Respons	Head Coach	Volleyball - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
HOPKIROB000	Hopkins, Robert	EMP	2015-16 Certified St	Teacher/Counselor	Special Instruction	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.15000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	136,344.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	2,272.40	Glenbrook Days			
HOPKIROB000	Hopkins, Robert	EMP	2015-16 Xtra Respons	Asst Coach	Softball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
HOROWELA000	Horowitz, Elana M	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	44,228.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	736.80	Glenbrook Days			
HOROWELA000	Horowitz, Elana M	EMP	2015-16 Xtra Respons	Asst Director	Modern Dance Show	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	1.00	0.00	4,036.00				
HORVAEMI000	Horvath, Emily	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	60.00	75,349.80				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	60.00	1,255.80	Glenbrook Days			
+++++	Salary					1,410.00	Single Benefit			
HORVAEMI000	Horvath, Emily	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	60.00	50,233.20				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	60.00	837.00	Glenbrook Days			
+++++	Salary					940.00	Single Benefit			
HORVAEMI000	Horvath, Emily	EMP	2015-16 Xtra Respons	Sponsor	Hellenic Club	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor					0.00	0.00	1,802.00			
HOWIEJIM000	Howie, Jim	EMP	2015-16 Certified St	Teacher/Counselor	Applied Technology	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00				
+++++	Salary					17,160.00	Retirement Enhancement			
+++++	Salary					500.00	Longevity			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00	Glenbrook Days			
+++++	Salary					2,350.00	Single Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
HOWIEJIM000	Howie, Jim	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
HOYNEJER000	Hoynes, Jerome P	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00	Glenbrook Days			
+++++	Salary					2,350.00	Pinge Benefit			
HOYNEJER000	Hoynes, Jerome P	EMP	2015-16 Xtra Respons	Sponsor	Model United Nations	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
HUDSODAN000	Hudson, Daniel	EMP	2015-16 Certified St	Teacher/Counselor	Behavior Disorders	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	77,238.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,287.60	Glenbrook Days			
HUDSODAN000	Hudson, Daniel	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	51,492.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	858.40	Glenbrook Days			
HUDSODAN000	Hudson, Daniel	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
HUEBNLYN000	Huebner, Lynette M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/06/2015	06/24/2016	209.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	27.00	0.00	41,489.72				
HUGHEBRY000	Hughey, Bryan W	EMP	2015-16 Xtra Respons	Sponsor	Marching Band	Glenbrook South	08/24/2015	06/09/2016	178.00	0.83241
Coach/Sponsor				0.00	0.00	1,500.00				
HUGUELOR000	Huguelet, Lorena Sue	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	15.00	34,760.00				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	15.00	579.20	Glenbrook Days			
HUGUELOR000	Huguelet, Lorena Sue	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	15.00	34,760.00				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	15.00	579.20	Glenbrook Days			
HUGUELOR000	Huguelet, Lorena Sue	EMP	2015-16 Certified St	Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	15.00	17,380.00				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	15.00	289.60	Glenbrook Days			
HUGUELOR000	Huguelet, Lorena Sue	EMP	2015-16 Xtra Respons	Sponsor	Lit Magazine	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	7.00	0.00	2,476.00				
HUSSMBEN000	Hussmann, Benedict	EMP	2015-16 Certified St	Teacher/Counselor	GEA	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00				
+++++	Salary					100.00	Longevity			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	429.20	Glenbrook Days			
+++++	Salary					470.00	Pinge Benefit			
HUSSMBEN000	Hussmann, Benedict	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	102,984.00				
+++++	Salary					400.00	Longevity			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,716.80	Glenbrook Days			
+++++	Salary					1,880.00	Pinge Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
IBARRANG000	Ibarra, Angelica	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Library Assistant	Glenbrook North	07/01/2015	06/30/2016	239.00	0.50000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	18.00	0.00	20,184.47				
IBARRANG000	Ibarra, Angelica	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Library Assistant	Glenbrook South	07/01/2015	06/30/2016	239.00	0.50000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	18.00	0.00	20,184.47				
IBARRANG000	Ibarra, Angelica	EMP	2015-16 Xtra Respons	Sponsor	Wellness	Glenbrook High	08/24/2015	06/09/2016	178.00	0.93562
Coach/Sponsor				0.00	0.00	1,685.99				
IJAZ IMR000	Ijaz, Imran	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Paraprofessiona	P-18	0.00	0.00	30,155.02				
ILIE SAR000	Ilie, Sarah H	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	15.00	78,108.00				
+++++	Contract	FY16 Glenbrook Days	MA	6.00	15.00	1,302.00	Glenbrook Days			
ILIE SAR000	Ilie, Sarah H	EMP	2015-16 Xtra Respons	Head Coach	Individual Events	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
IMBO RAL000	Imbo, Ralph T	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	MM-E	20.00	0.00	59,288.00				
INGAUNAT000	Ingaunis, Natalie Ann	EMP	2015-16 Certified St	Teacher/Counselor	Art Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	76,504.00				
+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	1,275.00	Glenbrook Days			
+++++	Salary					2,350.00	Spinge Benefit			
INGERMIN000	Ingersoll, Mindy B	EMP	2015-16 Certified St	Teacher/Counselor	Business Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	15.00	69,520.00				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	15.00	1,158.00	Glenbrook Days			
INGERMIN000	Ingersoll, Mindy B	EMP	2015-16 Certified St	Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	15.00	17,380.00				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	15.00	289.00	Glenbrook Days			
INGERMIN000	Ingersoll, Mindy B	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
INGERMIN000	Ingersoll, Mindy B	EMP	2015-16 Xtra Respons	Sponsor	Student Assistance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor				0.00	0.00	2,000.00				
INGRATHO000	Ingram, Thomas D	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18				
IRIARMIG000	Iriarte, Miguel A	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	08/06/2015	06/16/2016	203.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	5.00	0.00	32,213.76				
IRIARRAF000	Iriarte, Rafael B	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Technology	T2	24.00	0.00	65,476.00				
IRIARRAF000	Iriarte, Rafael B	EMP	2015-16 Xtra Respons	Sponsor	Hip Hop Coffee House	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	855.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con					
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
IZENSMAT000	Izenstark, Matthew	EMP	2015-16 Certified	St	Teacher/Counselor	Behavior Disorders	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	42,485.20					
+++++	Contract	FY16 Glenbrook Days	MA	15.00	30.00	708.00	Glenbrook Days				
IZENSMAT000	Izenstark, Matthew	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categori	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	21,242.60					
+++++	Contract	FY16 Glenbrook Days	MA	15.00	30.00	354.00	Glenbrook Days				
IZENSMAT000	Izenstark, Matthew	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	42,485.20					
+++++	Contract	FY16 Glenbrook Days	MA	15.00	30.00	708.00	Glenbrook Days				
IZENSMAT000	Izenstark, Matthew	EMP	2015-16 Xtra Respons		Head Coach	Bowling - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
IZENSMAT000	Izenstark, Matthew	EMP	2015-16 Xtra Respons		Asst Coach	Baseball	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
JACOBKRI000	Jacobson, Kristen K	EMP	2015-16 Certified	St	Teacher/Counselor	Library/Media Specia	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00	Glenbrook Days				
JACOBLES000	Jacob, Leslie C	EMP	2015-16 Non-Certifie		Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	2.00	0.00	25,634.11					
JACOBLES000	Jacob, Leslie C	EMP	2015-16 Xtra Respons		Asst Coach	Individual Events	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DV	3.00	0.00	5,343.00					
JERVAMIA000	Jerva, Mia C	EMP	2015-16 Non-Certifie		Secretarial/Clerical	Receptionist	Glenbrook South	08/11/2015	06/24/2016	206.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	1.00	0.00	26,882.21					
JOHLIMAT000	Johlie, Matthew	EMP	2015-16 Certified	St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	126,162.00					
+++++	Salary					500.00	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	2,103.00	Glenbrook Days				
+++++	Salary					2,350.00	Singe Benefit				
JOHLIMAT000	Johlie, Matthew	EMP	2015-16 Xtra Respons		Head Coach	Football - Freshman	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00					
JOHNSGRE000	Johnson, Gregory	EMP	2015-16 Non-Certifie		Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00					
JOHNSTRA000	Johnston, Traci A	EMP	2015-16 Non-Certifie		Secretarial/Clerical	Department Assistant	Glenbrook North	08/06/2015	06/24/2016	209.00	0.75000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	27.00	0.00	31,117.29					
JOHNSTRA000	Johnston, Traci A	EMP	2015-16 Non-Certifie		Secretarial/Clerical	Department Assistant	Glenbrook North	08/06/2015	06/24/2016	209.00	0.25000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	27.00	0.00	10,372.43					
JOHNSTRA000	Johnston, Traci A	EMP	2015-16 Xtra Respons		Asst Coach	Swimming - Boys	Glenbrook North	12/01/2015	03/07/2016	70.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	8.00	0.00	8,701.00					

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
JORDAJEA000	Jordan, Jeanette L	EMP	2015-16 Certified	St Administrator	Associate Dean	Glenbrook North	08/06/2015	06/24/2016	203.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	136,236.00				
+++++	Salary					700.00				
+++++	Salary					600.00				
+++++	Contract	FY16 Admin Category	MA	21.00	60.00	11,847.50				
						Board Paid TRS				
JORDAJEA000	Jordan, Jeanette L	EMP	2015-16 Xtra Respons	Coordinator	Senior Class	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	4.00	0.00	2,639.50				
JORDAJEF000	Jordan, Jeff K	EMP	2015-16 Certified	St Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.75000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	96,547.50				
+++++	Salary					375.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,609.50				
+++++	Salary					1,762.50				
JORDAJEF000	Jordan, Jeff K	EMP	2015-16 Certified	St Teacher/Counselor	Asst Instructional S	Glenbrook North	08/24/2015	06/09/2016	180.00	0.25000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	32,182.50				
+++++	Salary					125.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	536.50				
+++++	Salary					587.50				
JORDAJEF000	Jordan, Jeff K	EMP	2015-16 Xtra Respons	Head Coach	Tennis - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
JOSHIPA'000	Joshi, Pa'al Chaand	EMP	2015-16 Certified	St Teacher/Counselor	Special Instruction	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	45.00	100,032.00				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	45.00	1,667.00				
						Glenbrook Days				
JOSHIPA'000	Joshi, Pa'al Chaand	EMP	2015-16 Xtra Respons	Head Coach	Glenbrook United	Glenbrook Off C	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
JOSHIPA'000	Joshi, Pa'al Chaand	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
JOST JOH000	Jost, John J	EMP	2015-16 Non-Certifie	Maintenance	Locker Room Attendan	Glenbrook North	08/03/2015	06/15/2016	206.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	LR-DS	0.00	0.00	37,173.49				
+++++	Salary					4,975.50				
+++++	Salary					700.00				
JOU-KCHR000	Jou-Kim, Christina S	EMP	2015-16 Certified	St Teacher/Counselor	ESL Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 32-Step	BA	4.00	0.00	11,837.60				
+++++	Contract	FY16 Glenbrook Day 3	BA	4.00	0.00	197.00				
						Glenbrook Days				
JOU-KCHR000	Jou-Kim, Christina S	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.87500
Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	24,884.21				
JOZWITER000	Jozwik, Terrence M	EMP	2015-16 Certified	St Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.80000
Certified	Contract	FY16 Admin Category	MA	21.00	15.00	121,352.80				
+++++	Salary					700.00				
+++++	Salary					600.00				
+++++	Salary					10,552.80				
						Board Paid TRS				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
JOZWITER000	Jozwik, Terrence M	EMP	2015-16 Certified	St Administrator	Social Studies Instr	Glenbrook South	08/06/2015	06/24/2016	203.00	0.20000
Certified	Contract	FY16 Admin Category	MA	21.00	15.00	30,338.20				
+++++	Salary					2,638.00		Board Paid TRS		
JULIEBRI000	Julien, Brian K	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00				
KAHLEKEV000	Kahler, Kevin E	EMP	2015-16 Certified	St Intern	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
				0.00	0.00	12,000.00				
KAIN BAR000	Kain, Barbara A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook North	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX1-2	4.00	0.00	39,554.50				
KALLAJEF000	Kallay, Jeff A	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00				
+++++	Salary					500.00		Longevity		
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00		Glenbrook Days		
+++++	Salary					2,350.00		Single Benefit		
KALLAJEF000	Kallay, Jeff A	EMP	2015-16 Xtra Respons	Coordinator	Freshman Class	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	8.00	0.00	5,293.00				
KALLAJEF000	Kallay, Jeff A	EMP	2015-16 Xtra Respons	Sponsor	Environmental Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
KALTMSHA000	Kaltman, Sharon L	EMP	2015-16 Certified	St Teacher/Counselor	ESL Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	0.00	15,127.60				
+++++	Contract	FY16 Glenbrook Days	MA	6.00	0.00	252.00		Glenbrook Days		
KALTMSHA000	Kaltman, Sharon L	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	0.00	60,510.40				
+++++	Contract	FY16 Glenbrook Days	MA	6.00	0.00	1,008.00		Glenbrook Days		
KALTMSHA000	Kaltman, Sharon L	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
KALTMSHA000	Kaltman, Sharon L	EMP	2015-16 Xtra Respons	Sponsor	Paradox	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
KALYUOLE000	Kalyuzhnyy, Oleksandr Sasha	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	1.00	0.00	37,533.00				
KAMINNAT000	Kaminski, Natalie A	EMP	2015-16 Certified	St Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	22,114.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	368.00		Glenbrook Days		
KAMINNAT000	Kaminski, Natalie A	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/24/2015	06/10/2016	186.00	0.23333
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	6,471.76				
KANE DAV000	Kane, David W	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	15.00	84,176.00				
+++++	Contract	FY16 Glenbrook Days	MA	8.00	15.00	1,403.00		Glenbrook Days		



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
KANE HIL000	Kane, Hillary A	EMP	2015-16 Certified	St Teacher/Counselor	ESL Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	18.00	0.00	21,933.60				
++++++	Contract	FY16 Glenbrook Days	MA	18.00	0.00	365.60	Glenbrook Days			
KANE HIL000	Kane, Hillary A	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	18.00	0.00	87,734.40				
++++++	Contract	FY16 Glenbrook Days	MA	18.00	0.00	1,462.40	Glenbrook Days			
KANG HAN000	Kang, Hannah Min	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	42,485.20				
++++++	Contract	FY16 Glenbrook Days	MA	15.00	30.00	708.00	Glenbrook Days			
KANG HAN000	Kang, Hannah Min	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	42,485.20				
++++++	Contract	FY16 Glenbrook Days	MA	15.00	30.00	708.00	Glenbrook Days			
KANG HAN000	Kang, Hannah Min	EMP	2015-16 Certified	St Teacher/Counselor	Academic Resource Ce	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	21,242.60				
++++++	Contract	FY16 Glenbrook Days	MA	15.00	30.00	354.00	Glenbrook Days			
KAPLAAAR000	Kaplan, Aaron S	EMP	2015-16 Certified	St Teacher/Counselor	Music Instruction -	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	3.00	0.00	40,111.20				
++++++	Contract	FY16 Glenbrook Days	MA	3.00	0.00	668.40	Glenbrook Days			
KAPLAAAR000	Kaplan, Aaron S	EMP	2015-16 Certified	St Teacher/Counselor	Music Instruction -	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	3.00	0.00	26,740.80				
++++++	Contract	FY16 Glenbrook Days	MA	3.00	0.00	445.60	Glenbrook Days			
KAPLAAAR000	Kaplan, Aaron S	EMP	2015-16 Xtra Respons	Director	District Orchestra	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	3.00	0.00	3,370.00				
KAPLAAAR000	Kaplan, Aaron S	EMP	2015-16 Xtra Respons	Asst Director	District Orchestra	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	3.00	0.00	2,465.00				
KARCHLUK000	Karch, Lukas F	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	33,171.00				
++++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	552.60	Glenbrook Days			
KARCHLUK000	Karch, Lukas F	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.53125
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	14,814.47				
KARLOJOS000	Karloovsky, Joseph F	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	0.00	57,258.00				
++++++	Contract	FY16 Glenbrook Days	MA	13.00	0.00	954.60	Glenbrook Days			
KARLOJOS000	Karloovsky, Joseph F	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	0.00	38,172.00				
++++++	Contract	FY16 Glenbrook Days	MA	13.00	0.00	636.40	Glenbrook Days			
KARLOJOS000	Karloovsky, Joseph F	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
					0.00	0.00	1,000.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
KARLOJOS000	Karlovsky, Joseph F	EMP	2015-16 Xtra Respons	Asst Coach	Math Team	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00						
KARP KAR000	Karp, Karen L	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
Non-Certified	Contract	FY16 Executive Assis	EX12S	0.00	0.00	57,506.00						
KARP KAR000	Karp, Karen L	EMP	2015-16 Xtra Respons	Manager	Events Manager	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-N	DV	8.00	0.00	7,494.00						
KARZEKIM000	Karzen, Kimberly G	EMP	2015-16 Certified St	Teacher/Counselor	Business Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.50000		
Certified	Contract	FY16 Teacher 32-Step	MA	19.00	0.00	45,302.50						
	+++++	Contract	FY16 Glenbrook Day 3	MA	19.00	0.00	755.00					Glenbrook Days
KATAHRUS000	Katahira, Russell	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00						
	+++++	Salary				23,188.00						Retirement Enhancement
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.00					Glenbrook Days
	+++++	Salary				6,876.30						Extra Days
KATS ANA000	Kats, Anatoliy	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
Non-Certified	Contract	FY16 Custodial/Maint	CU-DS	0.00	0.00	52,619.00						
KATZ TAR000	Katz, Tara R	EMP	2015-16 Certified St	Teacher/Counselor	Reading Improvement	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000		
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	30.00	82,655.20						
	+++++	Contract	FY16 Glenbrook Days	MA	14.00	30.00	1,377.60					Glenbrook Days
KATZ TAR000	Katz, Tara R	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	30.00	20,663.80						
	+++++	Contract	FY16 Glenbrook Days	MA	14.00	30.00	344.40					Glenbrook Days
KATZ TAR000	Katz, Tara R	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
Certified				0.00	0.00	1,000.00						
KATZ TAR000	Katz, Tara R	EMP	2015-16 Xtra Respons	Sponsor	Tutoring Project (On	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000		
Coach/Sponsor				0.00	0.00	901.00						
KEADYMIC000	Keady, Michael J	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	188.00	1.00000		
Non-Certified	Contract	FY16 Paraprofessiona	P-10	0.00	0.00	26,765.62						
KEELETOD000	Keeler, Todd	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	116,729.00						
	+++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00	1,945.00					Glenbrook Days
KEELETOD000	Keeler, Todd	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
Certified				0.00	0.00	1,000.00						
KEELETOD000	Keeler, Todd	EMP	2015-16 Xtra Respons	Sponsor	World Language Honor	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor				0.00	0.00	1,802.00						
KENNEJOA000	Kennedy, Joanne M	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000		
Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	28,439.10						

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
KERR MAR000	Kerr, Marianne	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00		116,729.00				
	++++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00		1,945.00				Glenbrook Days
KERR MAR000	Kerr, Marianne	EMP	2015-16 Xtra Respons	Sponsor	Student to Student C	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
KHACHSHA000	Khachik, Shacky W	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/21/2015	06/10/2016	187.00	1.00000		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00		27,811.29				
KIM ANN000	Kim, Annie I	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000		
	Certified	Contract	FY16 Teacher 180-Day	MA	4.00	0.00		55,561.60				
	++++++	Contract	FY16 Glenbrook Days	MA	4.00	0.00		926.40				Glenbrook Days
KIM ANN000	Kim, Annie I	EMP	2015-16 Certified	St Teacher/Counselor	ESL Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
	Certified	Contract	FY16 Teacher 180-Day	MA	4.00	0.00		13,890.40				
	++++++	Contract	FY16 Glenbrook Days	MA	4.00	0.00		231.60				Glenbrook Days
KIM ANN000	Kim, Annie I	EMP	2015-16 Xtra Respons	Sponsor	Korean Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
KIM JIY000	Kim, Jiyoung	EMP	2015-16 Non-Certifie	Instructional Assist	Korean Liasion	Glenbrook South	08/10/2015	06/09/2016	195.00	0.93750		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	2.00	0.00		26,733.70				
KIM TIF000	Kim, Tiffany S	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	5.00	0.00		72,917.00				
	++++++	Contract	FY16 Glenbrook Days	MA	5.00	0.00		1,215.00				Glenbrook Days
KIM TIF000	Kim, Tiffany S	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00		8,145.00				
KIM TIF000	Kim, Tiffany S	EMP	2015-16 Xtra Respons	Head Coach	Badminton	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00		9,456.00				
KIMURTER000	Kimura, Teresa	EMP	2015-16 Xtra Respons	Head Coach	Badminton	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00		9,456.00				
KINSEKAT000	Kinsella, Kathleen M	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	11.00	15.00		92,346.00				
	++++++	Contract	FY16 Glenbrook Days	MA	11.00	15.00		1,539.00				Glenbrook Days
KINSEKAT000	Kinsella, Kathleen M	EMP	2015-16 Xtra Respons	Sponsor	Yearbook	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00		9,456.00				
KINSERYA000	Kinsella, Ryan L	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	13.00	15.00		97,798.00				
	++++++	Contract	FY16 Glenbrook Days	MA	13.00	15.00		1,630.00				Glenbrook Days
KINSERYA000	Kinsella, Ryan L	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
	Certified				0.00	0.00		1,000.00				
KIRALKIM000	Kiraly, Kimberly A	EMP	2015-16 Certified	St Teacher/Counselor	Family/Consumer Scie	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	8.00	0.00		81,703.00				
	++++++	Contract	FY16 Glenbrook Days	MA	8.00	0.00		1,362.00				Glenbrook Days

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
KIRALKIM000	Kiraly, Kimberly A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
KIRALKIM000	Kiraly, Kimberly A	EMP	2015-16 Xtra Respons	Asst Director	Modern Dance Show	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor	Contract	FY16 Differentials-C	DVI	3.00	0.00	2,465.00			
KIRALKIM000	Kiraly, Kimberly A	EMP	2015-16 Xtra Respons	Asst Sponsor	DeLaCru Dance	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
KIRALKIM000	Kiraly, Kimberly A	EMP	2015-16 Xtra Respons	Sponsor	Homecoming Dance	Glenbrook South	08/24/2015	06/09/2016	178.00	0.51443
	Coach/Sponsor				0.00	0.00	927.00			
KIRALKIM000	Kiraly, Kimberly A	EMP	2015-16 Xtra Respons	Sponsor	Turnabout Dance	Glenbrook South	08/24/2015	06/09/2016	178.00	0.28191
	Coach/Sponsor				0.00	0.00	508.00			
KIRALKIM000	Kiraly, Kimberly A	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	5.00	0.00	7,718.00			
KIRBYALL000	Kirby, Allison R	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	11.00	0.00	31,108.19			
KIRCHBER000	Kirchler, Bernice A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Executive Assis	EX23S	0.00	0.00	65,758.00			
KIRCHKAR000	Kirch, Karin E	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Executive Assis	EX2-3	27.00	0.00	62,324.00			
KIRCHKAR000	Kirch, Karin E	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
					0.00	0.00	1,000.00			
KIRCHKAR000	Kirch, Karin E	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor	Contract	FY16 Differentials-N	DIV	8.00	0.00	4,350.50			
KLAHNCAT000	Klahn, Catherine C	EMP	2015-16 Certified St	Teacher/Counselor	French Language Inst	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	126,162.00			
	++++++ Salary						500.00	Longevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	45.00	2,103.00	Glenbrook Days		
KLAHNCAT000	Klahn, Catherine C	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
KLARIALL000	Klaric, Allison M	EMP	2015-16 Certified St	Teacher/Counselor	Special Instruction	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	9.00	0.00	84,421.00			
	++++++ Contract		FY16 Glenbrook Days	MA	9.00	0.00	1,407.00	Glenbrook Days		
KLASEJOH000	Klasen, John	EMP	2015-16 Certified St	Teacher/Counselor	College Counselor	Glenbrook South	08/13/2015	06/17/2016	193.00	1.00000
	Certified	Contract	FY16 Admin Category	MA	19.00	60.00	122,185.00			
	++++++ Salary						700.00	Single Benefit		
	++++++ Salary						600.00	Single Benefit		
	++++++ Contract		FY16 Admin Category	MA	19.00	60.00	10,625.00	Board Paid TRS		
KLASEJOH000	Klasen, John	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Girls	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
KLBBKAR000	Klebba, Karen E	EMP	2015-16 Certified	St Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	60.00	125,583.00						
	+++++	Contract	FY16 Glenbrook Days	MA	20.00	60.00	2,093.00	Glenbrook Days				
	+++++	Salary					8,372.20	Extra Days				
KLIMKBRA000	Klimkowski, Brad M	EMP	2015-16 Certified	St Teacher/Counselor	Applied Technology	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 32-Step	BA	6.00	0.00	61,882.00						
	+++++	Contract	FY16 Glenbrook Day 3	BA	6.00	0.00	1,031.00	Glenbrook Days				
KLOPPMAR000	Klopp, Mark S	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
Non-Certified	Contract	FY16 Custodial/Maint	MM-DS	0.00	0.00	68,833.00						
KNAPPSCO000	Knapp, Scott A	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000		
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	0.00	60,628.20						
	+++++	Contract	FY16 Glenbrook Days	MA	15.00	0.00	1,010.40	Glenbrook Days				
KNIGHJOH000	Knight, John R	EMP	2015-16 Certified	St Teacher/Counselor	Broadcasting	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	23,712.00						
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	395.00	Glenbrook Days				
KNIGHJOH000	Knight, John R	EMP	2015-16 Certified	St Teacher/Counselor	Drama	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	23,712.00						
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	395.00	Glenbrook Days				
KNIGHJOH000	Knight, John R	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	71,136.00						
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,185.60	Glenbrook Days				
KNIGHJOH000	Knight, John R	EMP	2015-16 Xtra Respons	Director	Play - Fall	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00						
KNIGHJOH000	Knight, John R	EMP	2015-16 Xtra Respons	Director	Play - Spring	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00						
KNIGHJOH000	Knight, John R	EMP	2015-16 Xtra Respons	Sponsor	Drama Club	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000		
Coach/Sponsor				0.00	0.00	901.00						
KNIGHMIC000	Knight, Michelle E	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook North	08/20/2015	08/31/2015	8.00	0.93750		
Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	1,000.71						
KNOEPMAR000	Knoeppel, Mark J	EMP	2015-16 Certified	St Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000		
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	33,171.00						
	+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	552.60	Glenbrook Days				
KNOEPMAR000	Knoeppel, Mark J	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.37500		
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	10,457.27						
KNUDSDAV000	Knudson, David A	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	0.00	89,866.00						
	+++++	Contract	FY16 Glenbrook Days	MA	11.00	0.00	1,498.00	Glenbrook Days				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
KNUSDAV000	Knudson, David A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	1,000.00				
KNUSDAV000	Knudson, David A	EMP	2015-16 Xtra Respons	Program Liaison	Swim America	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Coach/Sponsor				0.00	6,740.00				
KNUSDAV000	Knudson, David A	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C DIV		8.00	9,456.00				
KNUSDAV000	Knudson, David A	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Boys	Glenbrook South	12/01/2015	03/07/2016	70.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C DIV		8.00	9,456.00				
KOCH SHE000	Koch, Sherry G	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
	Non-Certified Contract		FY16 Instruct Asst IALS		0.00	34,308.59				
KOCH SHE000	Koch, Sherry G	EMP	2015-16 Xtra Respons	Sponsor	Circle of Friends	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,710.00				
KOCIAFRE000	Kocian, Frederick M	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract		FY16 Teacher 180-Day MA		21.00	118,560.00				
	++++++ Salary					16,054.80				
	++++++ Contract		FY16 Glenbrook Days MA		21.00	1,976.00				
	++++++ Salary					2,350.00				
KOCIAFRE000	Kocian, Frederick M	EMP	2015-16 Xtra Respons	Head Coach	Cross Country - Girl	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C DIII		8.00	10,395.00				
KOCIAFRE000	Kocian, Frederick M	EMP	2015-16 Xtra Respons	Head Coach	Track - Girls	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C DI		8.00	12,849.00				
KOCIALIN000	Kocian, Linda M	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract		FY16 Teacher 180-Day MA		11.00	89,866.00				
	++++++ Contract		FY16 Glenbrook Days MA		11.00	1,498.00				
KOEHLAU000	Koehler, Laura M	EMP	2015-16 Xtra Respons	Asst Coach	Gymnastics - Girls	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C DV		8.00	8,145.00				
KOEPPSHE000	Koeppen, Sherri M	EMP	2015-16 Certified St	Teacher/Counselor	Academic Resource Ce	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day MA		21.00	51,492.00				
	++++++ Salary					200.00				
	++++++ Contract		FY16 Glenbrook Days MA		21.00	858.40				
KOEPPSHE000	Koeppen, Sherri M	EMP	2015-16 Certified St	Teacher/Counselor	Library/Media Specia	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified Contract		FY16 Teacher 180-Day MA		21.00	77,238.00				
	++++++ Salary					300.00				
	++++++ Contract		FY16 Glenbrook Days MA		21.00	1,287.60				
	++++++ Salary					7,151.56				
KOESTSHA000	Koester, Shannon E	EMP	2015-16 Certified St	Intern	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
					0.00	4,800.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
KOLIOIRE000	Koliopoulos, Irene	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified Contract	FY16 Instruct Asst	IA2	11.00	0.00	30,614.47				
KOLOS000	Kolos, Dariusz	EMP	2015-16 Non-Certifie	Maintenance	Asst Plant Operator	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified Contract	FY16 Exempt	X-3	23.00	0.00	60,898.00				
KOO JOS000	Koo, Joshua J	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000
	Certified Contract	FY16 Teacher 180-Day	BA	5.00	15.00	34,232.50				
	+++++ Contract	FY16 Glenbrook Days	BA	5.00	15.00	570.60	Glenbrook Days			
KOO JOS000	Koo, Joshua J	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000
	Certified Contract	FY16 Teacher 180-Day	BA	5.00	15.00	34,232.50				
	+++++ Contract	FY16 Glenbrook Days	BA	5.00	15.00	570.60	Glenbrook Days			
KOO JOS000	Koo, Joshua J	EMP	2015-16 Xtra Respons	Sponsor	Key Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor									
				0.00	0.00	1,802.00				
KORBAJEN000	Korbar, Jennifer J	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000
	Certified Contract	FY16 Teacher 180-Day	MA	8.00	60.00	45,800.50				
	+++++ Contract	FY16 Glenbrook Days	MA	8.00	60.00	763.60	Glenbrook Days			
	+++++ Salary					2,544.40	Extra Days			
KORBAJEN000	Korbar, Jennifer J	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000
	Certified Contract	FY16 Teacher 180-Day	MA	8.00	60.00	45,800.50				
	+++++ Contract	FY16 Glenbrook Days	MA	8.00	60.00	763.60	Glenbrook Days			
	+++++ Salary					2,544.40	Extra Days			
KORSHIGO000	Korshukov, Igor N	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified Contract	FY16 Custodial/Maint	CU-D	17.00	0.00	51,427.00				
KOSIRMAR000	Kosirog, Mary C	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.60000
	Certified Contract	FY16 Admin Category	MA	21.00	60.00	81,741.60				
	+++++ Salary					700.00	Single Benefit			
	+++++ Salary					600.00	Single Benefit			
	+++++ Contract	FY16 Admin Category	MA	21.00	60.00	7,108.60	Board Paid TRS			
KOSIRMAR000	Kosirog, Mary C	EMP	2015-16 Certified St	Administrator	Business Education	Glenbrook North	08/06/2015	06/24/2016	203.00	0.40000
	Certified Contract	FY16 Admin Category	MA	21.00	60.00	54,494.40				
	+++++ Contract	FY16 Admin Category	MA	21.00	60.00	4,738.60	Board Paid TRS			
KOSIRMAR000	Kosirog, Mary C	EMP	2015-16 Xtra Respons	Sponsor	National Honor Socie	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor									
				0.00	0.00	1,802.00				
KOTWIKER000	Kotwica, Kerri A	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified Contract	FY16 Teacher 32-Step	MA	1.00	45.00	41,284.80				
	+++++ Contract	FY16 Glenbrook Day 3	MA	1.00	45.00	688.00	Glenbrook Days			
	+++++ Salary					2,293.60	Extra Days			
KOTWIKER000	Kotwica, Kerri A	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract	FY16 Teacher 32-Step	MA	1.00	45.00	27,523.20				
	+++++ Contract	FY16 Glenbrook Day 3	MA	1.00	45.00	458.80	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
KOZELCYN000	Kozeluh, Cynthia J	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Executive Assis	EX23S	0.00	0.00	65,758.00			
KOZELCYN000	Kozeluh, Cynthia J	EMP	2015-16 Xtra Respons	Sponsor	V-Show Tickets	Glenbrook North	08/24/2015	06/09/2016	178.00	0.05866
	Coach/Sponsor	Contract	FY16 Differentials-N	DVI	8.00	0.00	373.55			
KOZUCJEN000	Kozuch, Jennifer M	EMP	2015-16 Non-Certifie	Instructional Assist	Nursery School	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18			
KRAKAMEL000	Krakauer, Melanie R	EMP	2015-16 Non-Certifie	Support Staff	Public Relations	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified	Contract	FY16 Technology	T2	14.00	0.00	49,375.56			
KRICKJOH000	Krickl, John J	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	87,153.00			
	+++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	1,453.00	Glenbrook Days		
KRICKJOH000	Krickl, John J	EMP	2015-16 Xtra Respons	Asst Coach	Math Team	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	4.00	0.00	6,216.00			
KUCHATHO000	Kucharski, Thomas E	EMP	2015-16 Certified St	Administrator	English Instruction	Glenbrook South	08/06/2015	06/24/2016	203.00	0.20000
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00	27,247.20			
	+++++	Contract	FY16 Admin Category	MA	21.00	60.00	2,369.40	Board Paid TRS		
KUCHATHO000	Kucharski, Thomas E	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.80000
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00	108,988.80			
	+++++	Salary					700.00	Singe Benefit		
	+++++	Salary					600.00	Singe Benefit		
	+++++	Contract	FY16 Admin Category	MA	21.00	60.00	9,477.50	Board Paid TRS		
KUDERGRA000	Kudert, Grant M	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	26,661.65			
KUJAWPHI000	Kujawinski, Phillip	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified	Contract	FY16 Technology	T2	19.00	0.00	54,513.14			
KURTIDAV000	Kurtis, David M	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	6.00	0.00	9,078.00			
KUS ALI000	Kus, Alice T	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified	Contract	FY16 Business/HR Off	BH1-2	10.00	0.00	36,538.50			
KUS ALI000	Kus, Alice T	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
					0.00	0.00	1,000.00			
KUSEKJIL000	Kusek, Jill M	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	26,661.65			
LAMIEBRA000	LaMie, Brad J	EMP	2015-16 Non-Certifie	Instructional Assist	Fitness Center	Glenbrook North	08/20/2015	06/10/2016	190.00	0.93750
	Non-Certified				0.00	0.00	32,000.00			
LAMPEMAR000	Lampert, Marla	EMP	2015-16 Xtra Respons	Director	Variety Show	Glenbrook South	08/24/2015	06/09/2016	178.00	0.60000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	5,673.60			



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
LANGEWIL000	Lange, William A	EMP	2015-16 Xtra Respons	Asst Coach	Tennis - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C	DVI	8.00	0.00	6,922.00			
LARA RAY000	Lara, Raymond G	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16	Teacher 32-Step	BA	6.00	15.00	26,006.80			
+++++	Contract	FY16	Glenbrook Day 3	BA	6.00	15.00	433.60	Glenbrook Days		
LARA RAY000	Lara, Raymond G	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16	Teacher 32-Step	BA	6.00	15.00	39,010.20			
+++++	Contract	FY16	Glenbrook Day 3	BA	6.00	15.00	650.40	Glenbrook Days		
LARA RAY000	Lara, Raymond G	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C	DV	6.00	0.00	7,118.00			
LARSEKIM000	Larsen, Kimberly H	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16	Teacher 180-Day	MA	19.00	60.00	98,110.40			
+++++	Contract	FY16	Glenbrook Days	MA	19.00	60.00	1,635.20	Glenbrook Days		
+++++	Salary						1,880.00	Pinge Benefit		
+++++	Salary						5,450.58	Extra Days		
LASKYBON000	Lasky, Bonnie	EMP	2015-16 Xtra Respons	Sponsor	Orchesis	Glenbrook South	08/24/2015	06/09/2016	178.00	2.00000
Coach/Sponsor	Contract				0.00	0.00	3,604.00			
LASKYSCO000	Lasky, Scott M	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16	Instruct Asst	IA2	10.00	0.00	30,014.62			
LASKYSCO000	Lasky, Scott M	EMP	2015-16 Xtra Respons	Head Coach	Track - Boys	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-N	DI	8.00	0.00	11,821.00			
LAUDAJEN000	Laudadio, Jennifer A	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16	Teacher 180-Day	MA	17.00	60.00	46,691.60			
+++++	Contract	FY16	Glenbrook Days	MA	17.00	60.00	778.00	Glenbrook Days		
LAUDAJEN000	Laudadio, Jennifer A	EMP	2015-16 Certified St	Teacher/Counselor	ESL Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16	Teacher 180-Day	MA	17.00	60.00	70,037.40			
+++++	Contract	FY16	Glenbrook Days	MA	17.00	60.00	1,167.00	Glenbrook Days		
LAUDAJEN000	Laudadio, Jennifer A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract				0.00	0.00	1,000.00			
LAUDAJEN000	Laudadio, Jennifer A	EMP	2015-16 Xtra Respons	Sponsor	Interact Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract				0.00	0.00	901.00			
LAZZAAMA000	Lazzaro, Amanda E	EMP	2015-16 Certified St	Teacher/Counselor	RTI Coordinator	Glenbrook North	08/24/2015	06/09/2016	180.00	0.50000
Certified	Contract	FY16	Teacher 180-Day	MA	6.00	60.00	42,762.50			
+++++	Contract	FY16	Glenbrook Days	MA	6.00	60.00	712.50	Glenbrook Days		
+++++	Salary						2,375.10	Extra Days		
LAZZAAMA000	Lazzaro, Amanda E	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16	Teacher 180-Day	MA	6.00	60.00	34,210.00			
+++++	Contract	FY16	Glenbrook Days	MA	6.00	60.00	570.00	Glenbrook Days		
+++++	Salary						1,900.56	Extra Days		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
LAZZAAMA000	Lazzaro, Amanda E	EMP	2015-16 Certified	St Teacher/Counselor	Psychologist	Glenbrook North	08/24/2015	06/09/2016	180.00	0.10000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	60.00	8,552.50				
+++++	Contract	FY16 Glenbrook Days	MA	6.00	60.00	142.50	Glenbrook Days			
+++++	Salary					475.10	Extra Days			
LAZZAAMA000	Lazzaro, Amanda E	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
LAZZAAMA000	Lazzaro, Amanda E	EMP	2015-16 Xtra Respons	Sponsor	Spartans Inspire	Glenbrook North	08/24/2015	06/09/2016	178.00	0.61987
Coach/Sponsor				0.00	0.00	1,117.01				
LAZZATRI000	Lazzaro, Tricia M	EMP	2015-16 Certified	St Teacher/Counselor	Special Instruction	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	45.00	94,580.00				
+++++	Contract	FY16 Glenbrook Days	MA	10.00	45.00	1,576.00	Glenbrook Days			
LAZZATRI000	Lazzaro, Tricia M	EMP	2015-16 Xtra Respons	Sponsor	Spartans Inspire	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
LEBLAKAT000	LeBlanc, Katrina L	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	60.00	102,516.00				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	60.00	1,709.00	Glenbrook Days			
LEBLAKAT000	LeBlanc, Katrina L	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
LEBLAROB000	LeBlanc, Robert	EMP	2015-16 Certified	St Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00	108,079.00				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00	1,801.00	Glenbrook Days			
LEBLAROB000	LeBlanc, Robert	EMP	2015-16 Xtra Respons	Head Coach	Cross Country - Girl	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
LEDUCMIC000	LeDuc, Michael J	EMP	2015-16 Certified	St Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	56,557.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	943.00	Glenbrook Days			
LEDUCMIC000	LeDuc, Michael J	EMP	2015-16 Xtra Respons	Sponsor	Horticulture Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
LEE PEA000	Lee, Pearl	EMP	2015-16 Certified	St Teacher/Counselor	Behavior Disorders	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00	21,615.80				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00	360.00	Glenbrook Days			
LEE PEA000	Lee, Pearl	EMP	2015-16 Certified	St Teacher/Counselor	GEA	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00	21,615.80				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00	360.00	Glenbrook Days			
LEE PEA000	Lee, Pearl	EMP	2015-16 Certified	St Teacher/Counselor	DLS Cross Categori	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00	21,615.80				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00	360.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
LEE PEA000	Lee, Pearl	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00	43,231.60				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00	720.00	Glenbrook Days			
LEE PEA000	Lee, Pearl	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
LEE PEA000	Lee, Pearl	EMP	2015-16 Xtra Respons	Sponsor	SpEd Liasion	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract			0.00	0.00	1,802.00				
LEE SAR000	Lee, Sarah H	EMP	2015-16 Non-Certifie	Instructional Assist	Behavior Disorders	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	6.00	0.00	27,732.91				
LEE SHA000	Lee, Sharon	EMP	2015-16 Certified St	Intern	Psychologist	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
				0.00	0.00	12,000.00				
LEIPEAN000	Leipert, Daniel J	EMP	2015-16 Certified St	Teacher/Counselor	Applied Technology	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	5.00	0.00	65,000.00				
+++++	Contract	FY16 Glenbrook Days	BA	5.00	0.00	1,083.00	Glenbrook Days			
LEIPEAN000	Leipert, Daniel J	EMP	2015-16 Xtra Respons	Head Coach	Lacrosse - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	6.00	0.00	9,078.00				
LEMPACOL000	Lempa, Colleen N	EMP	2015-16 Non-Certifie	Support Staff	Asst Athletic Traine	Glenbrook North	08/03/2015	05/31/2016	196.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-2	30.00	0.00	51,251.74				
LESCHANN000	Lesch, Anne C	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	1.00	60.00	71,194.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	1.00	60.00	1,187.00	Glenbrook Days			
+++++	Salary					3,955.00	Extra Days			
LESCHANN000	Lesch, Anne C	EMP	2015-16 Xtra Respons	Head Coach	Lacrosse - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
LEVCHELI000	Levchenko, Elizabeth E	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Test Coordinator	Glenbrook North	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	24.00	0.00	44,841.00				
LEVY ADA000	Levy, Adam B	EMP	2015-16 Xtra Respons	Asst Sponsor	Chess Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.73252
Coach/Sponsor	Contract			0.00	0.00	1,320.00				
LEWISJOH000	Lewis, John P	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
+++++	Salary					24,116.00	Retirement Enhancement			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days			
+++++	Salary					2,350.00	Singe Benefit			
LEWISMAR000	Lewis, Mark B	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
+++++	Salary					500.00	Longevity			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days			
+++++	Salary					2,350.00	Singe Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
LEWISMAR000	Lewis, Mark B	EMP	2015-16 Xtra Respons	Asst Coach	Math Team	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00					
LIALINIC000	Lialios, Nickolas G	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	0.75000		
	Non-Certified	Contract	FY16 Paraprofessiona	P-1	0.00	0.00	16,552.59					
LIEBEDAV000	Lieberman, David	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	16.00	15.00	106,350.00					
	+++++	Contract	FY16 Glenbrook Days	MA	16.00	15.00	1,772.00					Glenbrook Days
LIEBEDAV000	Lieberman, David	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Boys	Glenbrook South	12/01/2015	03/07/2016	70.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
LIEBEDAV000	Lieberman, David	EMP	2015-16 Xtra Respons	Head Coach	Water Polo - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
LINDLDAV000	Lindley, David	EMP	2015-16 Xtra Respons	Asst Coach	Baseball	Glenbrook North	03/01/2016	05/31/2016	60.00	0.66000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	6,240.96					
LOCH CRA000	Loch, Craig T	EMP	2015-16 Certified St	Teacher/Counselor	Family/Consumer Scie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000		
	Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	61,203.20					
	+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	1,020.00					Glenbrook Days
LOCH CRA000	Loch, Craig T	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000		
	Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	15,300.80					
	+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	255.00					Glenbrook Days
LOCH CRA000	Loch, Craig T	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
LOCH CRA000	Loch, Craig T	EMP	2015-16 Xtra Respons	Head Coach	Soccer - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00					
LONGOMAU000	Longo, Maureen E	EMP	2015-16 Xtra Respons	Director	Marching Band - Perc	Glenbrook North	08/24/2015	06/09/2016	178.00	1.10988		
	Coach/Sponsor				0.00	0.00	2,000.00					
LOPEZART000	Lopez-Ramirez, Arturo	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00					
LOPEZRAF000	Lopez, Rafael R	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00					
LOPEZRAU000	Lopez-Ramirez, Raul	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00					
LOPEZVIC000	Lopez Jr, Victor A	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook Eveni	09/15/2015	06/02/2016	128.00	1.00000		
	Non-Certified	Contract	FY16 Paraprofessiona	P-7	0.00	0.00	12,868.43					
LOWERKEL000	Lowery, Kelly	EMP	2015-16 Certified St	Teacher/Counselor	Physically Handicapp	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	45.00	37,832.00					
	+++++	Contract	FY16 Glenbrook Days	MA	10.00	45.00	630.00					Glenbrook Days
LOWERKEL000	Lowery, Kelly	EMP	2015-16 Certified St	Teacher/Counselor	Assistant Dean	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	45.00	37,832.00					
	+++++	Contract	FY16 Glenbrook Days	MA	10.00	45.00	630.00					Glenbrook Days

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
LOWERKEL000	Lowery, Kelly	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	45.00	18,916.00				
+++++	Contract	FY16 Glenbrook Days	MA	10.00	45.00	315.00	Glenbrook Days			
LOWERKEL000	Lowery, Kelly	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
LOWERKEL000	Lowery, Kelly	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
LOWERKEL000	Lowery, Kelly	EMP	2015-16 Xtra Respons	Coordinator	Freshman Class	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	1.00	0.00	2,957.00				
LOWERKEL000	Lowery, Kelly	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Girls	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
LUDOLAMY000	Ludolph, Amy E	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	15.00	92,346.00				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	15.00	1,539.00	Glenbrook Days			
LUDOLAMY000	Ludolph, Amy E	EMP	2015-16 Xtra Respons	Sponsor	Wellness	Glenbrook High	08/24/2015	06/09/2016	178.00	0.93562
Coach/Sponsor				0.00	0.00	1,685.99				
LUKASRHO000	Lukas, Rhonda D	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX2-3	19.00	0.00	55,819.00				
LUPFELI000	Lupfer, Elizabeth	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days			
+++++	Salary					2,350.00	Singe Benefit			
LUTZ MAR001	Lutz, Mary Kay	EMP	2015-16 Non-Certifie	Instructional Assist	School Nurse	Glenbrook North	08/28/2015	06/10/2016	182.00	0.81250
Non-Certified	Contract	FY16 Exempt	X-3	21.00	0.00	33,394.87				
LYON WIL000	Lyon, William J	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	79,821.60				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	60.00	1,330.00	Glenbrook Days			
LYON WIL000	Lyon, William J	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	19,955.40				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	60.00	332.00	Glenbrook Days			
LYON WIL000	Lyon, William J	EMP	2015-16 Xtra Respons	Sponsor	Interact Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
MACDOKEI000	MacDonald, Keith K	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00	Glenbrook Days			
MACDOKEI000	MacDonald, Keith K	EMP	2015-16 Xtra Respons	Director	Life Saving	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIX	8.00	0.00	3,456.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MACDOKEI000	MacDonald, Keith K	EMP	2015-16 Xtra Respons	Head Coach	Swimming - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00				
MACDOKEI000	MacDonald, Keith K	EMP	2015-16 Xtra Respons	Head Coach	Swimming - Boys	Glenbrook South	12/01/2015	03/07/2016	70.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00				
MACFAMIC000	Macfadden, Michael J	EMP	2015-16 Certified	St Teacher/Counselor	Business Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	8.00	15.00	74,720.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	8.00	15.00	1,245.00	Glenbrook Days			
MACFAMIC000	Macfadden, Michael J	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
MACFAMIC000	Macfadden, Michael J	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	4.00	0.00	6,216.00				
MACKIROS000	Mackie, Rosanne	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-2S	0.00	0.00	69,007.00				
MAHERJOY000	Maher, Joy M	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	18.00	60.00	119,649.00				
+++++	Contract	FY16 Glenbrook Days	MA	18.00	60.00	1,994.00	Glenbrook Days			
MAIERLIS000	Maier, Lisa A	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	BA	4.00	0.00	59,188.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	4.00	0.00	986.00	Glenbrook Days			
MAIERLIS000	Maier, Lisa A	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
MAJORSAC000	Majoros, Sachiko	EMP	2015-16 Certified	St Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	116,729.00				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	60.00	1,945.00	Glenbrook Days			
MAKITYAS000	Makita-Discekici, Yasuko	EMP	2015-16 Certified	St Teacher/Counselor	Japanese Language In	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	60.00	125,583.00				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	60.00	2,093.00	Glenbrook Days			
MAKITYAS000	Makita-Discekici, Yasuko	EMP	2015-16 Xtra Respons	Sponsor	Japanese Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
MALONANN000	Maloney, Annette	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook South	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX1-2	5.00	0.00	40,346.88				
MALONANN000	Maloney, Annette	EMP	2015-16 Xtra Respons	Sponsor	Hip Hop Coffee House	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	855.00				
MALTEROS000	Maltese, Rose	EMP	2015-16 Certified	St Teacher/Counselor	Psychologist	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	7.00	60.00	88,245.00				
+++++	Contract	FY16 Glenbrook Days	MA	7.00	60.00	1,471.00	Glenbrook Days			
+++++	Salary					4,902.50	Extra Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits						
MANCIPED000	Mancilla Garcia, Pedro	EMP	2015-16 Non-Certifie	Maintenance		Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	203.00	1.00000
	Non-Certified Contract	FY16 Custodial/Maint	CU-E	6.00	0.00	32,953.93					
MANDADES000	Mandarino, Despina	EMP	2015-16 Certified St	Teacher/Counselor		Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00					
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.00	Glenbrook Days				
	+++++ Salary					2,350.00	Spinge Benefit				
MANDADES000	Mandarino, Despina	EMP	2015-16 Xtra Respons	Mentor		Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00					
MANDADES000	Mandarino, Despina	EMP	2015-16 Xtra Respons	Mentor		Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	1,000.00					
MANLYRYA000	Manly, Ryan M	EMP	2015-16 Non-Certifie	Support Staff		Technology	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified Contract	FY16 Technology	T4	42.00	0.00	83,463.40					
MARABKAT000	Marabella, Kathleen	EMP	2015-16 Certified St	Teacher/Counselor		Speech Pathologist	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract	FY16 Teacher 180-Day	MA	20.00	60.00	125,583.00					
	+++++ Contract	FY16 Glenbrook Days	MA	20.00	60.00	2,093.00	Glenbrook Days				
MARANMAR000	Maranto, Mark C	EMP	2015-16 Certified St	Teacher/Counselor		English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract	FY16 Teacher 180-Day	MA	18.00	30.00	114,937.00					
	+++++ Contract	FY16 Glenbrook Days	MA	18.00	30.00	1,916.00	Glenbrook Days				
MARANMAR000	Maranto, Mark C	EMP	2015-16 Xtra Respons	Mentor		Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	1,000.00					
MARKSSTE000	Marks, Stevi A	EMP	2015-16 Xtra Respons	Director		Modern Dance Show	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
MARSHLYN000	Marshall, Lynn	EMP	2015-16 Non-Certifie	Instructional Assist		Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified Contract	FY16 Instruct Asst	IA2	2.00	0.00	25,634.11					
MARUSLYD000	Marushka, Lydia D	EMP	2015-16 Non-Certifie	Instructional Assist		Transition Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified Contract	FY16 Instruct Asst	IA2	15.00	0.00	33,145.00					
MASCIPET000	Masciopinto, Peter P	EMP	2015-16 Certified St	Teacher/Counselor		Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00					
	+++++ Salary					24,116.00	Retirement Enhancement				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days				
	+++++ Salary					2,350.00	Spinge Benefit				
MASKIDEB000	Maskin, Debra R	EMP	2015-16 Non-Certifie	Secretarial/Clerical		Registrar	Glenbrook North	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified Contract	FY16 Executive Assis	EX2-3	22.00	0.00	53,575.53					
MASKIDEB000	Maskin, Debra R	EMP	2015-16 Xtra Respons	Asst Sponsor		Graduation	Glenbrook North	08/24/2015	06/09/2016	178.00	0.59357
	Coach/Sponsor				0.00	1,015.00					
MATHIFRA000	Mathieu, Francis P	EMP	2015-16 Certified St	Teacher/Counselor		Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00					
	+++++ Salary					11,054.00	Retirement Enhancement				
	+++++ Salary					500.00	Longevity				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00	Glenbrook Days				
	+++++ Salary					2,350.00	Spinge Benefit				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MATHIFRA000	Mathieu, Francis P	EMP	2015-16 Xtra Respons	Sponsor	Environmental Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor				0.00	901.00				
MATHIFRA000	Mathieu, Francis P	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C DIV		8.00	9,456.00				
MATHIFRA000	Mathieu, Francis P	EMP	2015-16 Xtra Respons	Asst Coach	Water Polo - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C DVI		8.00	6,922.00				
MATS STE000	Mats, Stephanie L	EMP	2015-16 Xtra Respons	Head Coach	Tennis - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C DIV		8.00	9,456.00				
MATSUBRI000	Matsunaga, Bridget M	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day BA		4.00	37,071.60				
	+++++	Contract	FY16 Glenbrook Days BA		4.00	618.00	Glenbrook Days			
MATSUBRI000	Matsunaga, Bridget M	EMP	2015-16 Certified St	Teacher/Counselor	Health Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day BA		4.00	24,714.40				
	+++++	Contract	FY16 Glenbrook Days BA		4.00	412.00	Glenbrook Days			
MATSUBRI000	Matsunaga, Bridget M	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	0.75000
	Coach/Sponsor	Contract	FY16 Differentials-C DIII		4.00	5,948.25				
MATSUBRI000	Matsunaga, Bridget M	EMP	2015-16 Xtra Respons	Asst Coach	Softball	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C DIV		5.00	7,718.00				
MATTHJES000	Matthiesen, Jessica K	EMP	2015-16 Non-Certifie	Instructional Assist	School Nurse	Glenbrook North	08/12/2015	06/10/2016	194.00	1.00000
	Non-Certified	Contract	FY16 Exempt X-3		24.00	46,093.19				
MATTHSCO000	Matthews, Scott W	EMP	2015-16 Certified St	Teacher/Counselor	ESL Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day MA		13.00	95,430.00				
	+++++	Contract	FY16 Glenbrook Days MA		13.00	1,591.00	Glenbrook Days			
MATTHSCO000	Matthews, Scott W	EMP	2015-16 Xtra Respons	Sponsor	Latinos Unidas	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor				0.00	901.00				
MAU ERI000	Mau, Eric J	EMP	2015-16 Xtra Respons	Asst Coach	Softball	Glenbrook North	03/01/2016	05/31/2016	60.00	0.50000
	Coach/Sponsor	Contract	FY16 Differentials-C DIV		8.00	4,728.00				
MAU JEN000	Mau, Jennifer Marie	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day MA		11.00	59,866.20				
	+++++	Contract	FY16 Glenbrook Days MA		11.00	997.00	Glenbrook Days			
MAU JEN000	Mau, Jennifer Marie	EMP	2015-16 Certified St	Teacher/Counselor	Health Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day MA		11.00	39,910.80				
	+++++	Contract	FY16 Glenbrook Days MA		11.00	665.00	Glenbrook Days			
MAU JEN000	Mau, Jennifer Marie	EMP	2015-16 Xtra Respons	Head Coach	Softball	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C DII		8.00	11,609.00				
MAY CAR000	May, Carol S	EMP	2015-16 Certified St	Teacher/Counselor	Library/Media Specia	Glenbrook South	08/24/2015	05/12/2016	161.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day MA		21.00	115,141.83				
	+++++	Salary				8,646.00	Retirement Enhancement			
	+++++	Salary				2,146.00	Glenbrook Days			
	+++++	Salary				2,101.00	Singe Benefit			



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MAY CAR000	May, Carol S	EMP	2015-16 Xtra Respons	Sponsor	Japanese Animated Ar	Glenbrook South	08/24/2015	06/09/2016	178.00	0.06743
Coach/Sponsor				0.00	0.00	121.51				
MAY CAR000	May, Carol S	EMP	2015-16 Xtra Respons	Sponsor	Student to Student C	Glenbrook South	08/24/2015	06/09/2016	178.00	0.10114
Coach/Sponsor				0.00	0.00	182.25				
MCBRIERI000	McBride, Erin D	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.25000
Certified	Contract		FY16 Teacher 32-Step	MA	1.00	0.00	15,415.25			
+++++	Contract		FY16 Glenbrook Day 3	MA	1.00	0.00	257.00	Glenbrook Days		
MCBRIERI000	McBride, Erin D	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.62500
Certified	Contract		FY16 Teacher 32-Step	MA	1.00	0.00	38,538.13			
+++++	Contract		FY16 Glenbrook Day 3	MA	1.00	0.00	642.00	Glenbrook Days		
MCBRIERI000	McBride, Erin D	EMP	2015-16 Xtra Respons	Sponsor	Horticulture Nationa	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
MCBRIMOL000	McBride, Molly M	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	17.00	60.00	116,729.00			
+++++	Contract		FY16 Glenbrook Days	MA	17.00	60.00	1,945.00	Glenbrook Days		
+++++	Salary						7,133.44	Extra Days		
MCBRIMOL000	McBride, Molly M	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
MCBRIMOL000	McBride, Molly M	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DV	8.00	0.00	8,145.00			
MCCAFKEV000	McCaffrey, Kevin M	EMP	2015-16 Non-Certifie	Instructional Assist	LAC	Glenbrook North	08/20/2015	06/10/2016	188.00	0.87500
Non-Certified	Contract		FY16 Instruct Asst	IA2	2.00	0.00	23,925.17			
MCCAFKEV000	McCaffrey, Kevin M	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-N	DIV	8.00	0.00	8,701.00			
MCCUEDEV000	McCue, Devin A	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DV	8.00	0.00	8,145.00			
MCDERJUL000	McDermott, Julie T	EMP	2015-16 Certified St	Teacher/Counselor	Transition Program	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	BA	7.00	0.00	69,941.00			
+++++	Contract		FY16 Glenbrook Days	BA	7.00	0.00	1,166.00	Glenbrook Days		
MCDONBRI000	McDonaugh, Brian	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	18.00	0.00	109,668.00			
+++++	Contract		FY16 Glenbrook Days	MA	18.00	0.00	1,828.00	Glenbrook Days		
+++++	Salary						2,350.00	Binge Benefit		
MCDONBRI000	McDonaugh, Brian	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Boys	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DIII	8.00	0.00	10,395.00			
MCDONKEL000	McDonald, Kelli A	EMP	2015-16 Certified St	Teacher/Counselor	Family/Consumer Scie	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	11.00	0.00	89,866.00			
+++++	Contract		FY16 Glenbrook Days	MA	11.00	0.00	1,498.00	Glenbrook Days		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MCDONKEL000	McDonald, Kelli A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	1,000.00				
MCDONKEL000	McDonald, Kelli A	EMP	2015-16 Xtra Respons	Coordinator	Sophomore Class	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	3.00	3,775.00				
MCDONKEL000	McDonald, Kelli A	EMP	2015-16 Xtra Respons	Sponsor	Cooking Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,802.00				
MCDONMAU000	McDonaugh, Maureen C	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.75000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	92,830.50				
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	1,547.25	Glenbrook Days			
	++++++ Salary					1,762.50	Single Benefit			
MCDONMAU000	McDonaugh, Maureen C	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.25000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30,943.50				
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	30.00	515.75 Glenbrook Days			
	++++++ Salary					587.50	Single Benefit			
MCDONMAU000	McDonaugh, Maureen C	EMP	2015-16 Xtra Respons	Sponsor	Peer Group	Glenbrook North	07/01/2015	06/30/2016	260.00	0.33333
	Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	2.00	1,165.99				
MCGRARAN000	McGraw, Randall T	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	14.00	108,079.00				
	++++++ Contract		FY16 Glenbrook Days	MA	14.00	60.00	1,801.00 Glenbrook Days			
	++++++ Salary					7,205.22	Extra Days			
MCGRARAN000	McGraw, Randall T	EMP	2015-16 Xtra Respons	Sponsor	Club Med	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,802.00				
MCGUICAR000	McGuire, Carolyn A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	17.00	33,814.33				
MCGUIELI000	McGuinness, Elisabeth D	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 32-Step	MA	7.00	73,184.00				
	++++++ Contract		FY16 Glenbrook Day 3	MA	7.00	15.00	1,220.00 Glenbrook Days			
MCGUIJAC000	McGuire, Jaclin S	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 32-Step	MA	8.00	28,835.20				
	++++++ Contract		FY16 Glenbrook Day 3	MA	8.00	0.00	480.40 Glenbrook Days			
MCGUIJAC000	McGuire, Jaclin S	EMP	2015-16 Certified St	Teacher/Counselor	Reading Improvement	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 32-Step	MA	8.00	43,252.80				
	++++++ Contract		FY16 Glenbrook Day 3	MA	8.00	0.00	720.60 Glenbrook Days			
MCINERHO000	McInerney, Rhoda	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	123,774.00				
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	30.00	2,063.00 Glenbrook Days			
	++++++ Salary					2,350.00	Single Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MCINERH000	McInerney, Rhoda	EMP	2015-16 Xtra Respons	Sponsor	Student Assistance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Coach/Sponsor				0.00	0.00	2,000.00			
MCINEWIL000	McInerney, William O	EMP	2015-16 Non-Certifie	Instructional Assist	LAC	Glenbrook South	08/20/2015	06/10/2016	190.00	1.00000
	Non-Certified Contract		FY16 Instruct Asst	IA2	17.00	0.00	37,185.98			
MCKENALE000	McKenzie, Alexandra L	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified Contract		FY16 Teacher 32-Step	BA	1.00	0.00	11,057.00			
	+++++ Contract		FY16 Glenbrook Day 3	BA	1.00	0.00	184.00	Glenbrook Days		
MCKENALE000	McKenzie, Alexandra L	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.78125
	Non-Certified Contract		FY16 Instruct Asst	IA2	5.00	0.00	22,660.20			
MCLAUKAT000	McLaughlin, Kathleen A	EMP	2015-16 Non-Certifie	Instructional Assist	DLS Cross Categori	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified Contract		FY16 Instruct Asst	IA2	14.00	0.00	32,492.69			
MCMANROS000	McManamon, Rosanna	EMP	2015-16 Certified St	Teacher/Counselor	Business Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified Contract		FY16 Teacher 180-Day	MA	21.00	0.00	94,848.00			
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	0.00	1,580.00	Glenbrook Days		
	+++++ Salary						1,880.00	Pinge Benefit		
MCMANROS000	McManamon, Rosanna	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified Contract		FY16 Teacher 180-Day	MA	21.00	0.00	23,712.00			
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	0.00	395.00	Glenbrook Days		
	+++++ Salary						470.00	Pinge Benefit		
MCMANROS000	McManamon, Rosanna	EMP	2015-16 Xtra Respons	Director	DECA	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C	DVII	8.00	0.00	6,118.00			
MCMANROS000	McManamon, Rosanna	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C	DIII	8.00	0.00	10,395.00			
MCTAGALI000	McTague, Alison V	EMP	2015-16 Non-Certifie	Instructional Assist	School Nurse	Glenbrook North	08/12/2015	06/10/2016	194.00	0.53125
	Non-Certified Contract		FY16 Exempt	X-3	23.00	0.00	24,077.40			
MCTAGALI000	McTague, Alison V	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Home Instruction Coo	Glenbrook North	08/12/2015	06/10/2016	194.00	0.40625
	Non-Certified Contract		FY16 Exempt	X-3	23.00	0.00	18,412.13			
MECHASTA000	Mechales, Stacey A	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	190.00	0.93750
	Non-Certified Contract		FY16 Instruct Asst	IA2S	0.00	0.00	35,824.29			
MEISTAMY000	Meister, Amy Leigh	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook Off C	08/11/2015	06/21/2016	203.00	1.00000
	Non-Certified Contract		FY16 Info/Data Mgmt	ID 2	17.00	0.00	33,814.33			
MELEKCHR000	Melek, Christina	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook South	08/06/2015	06/24/2016	209.00	1.00000
	Non-Certified Contract		FY16 Executive Assis	EX1-2	4.00	0.00	34,589.50			
MEMLECHR000	Memler, Christine M	EMP	2015-16 Certified St	Teacher/Counselor	Business Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified Contract		FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
	+++++ Salary						2,350.00	Pinge Benefit		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
METTEDEL000	Mette, Delbert A	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook South	08/20/2015	06/10/2016	190.00	1.00000
	Non-Certified	Contract	FY16 Instruct Asst	IA1	12.00	0.00	32,135.63			
MEYERERI000	Meyer, Eric R	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified	Contract	FY16 Technology	T3	32.00	0.00	70,517.87			
MEYERJOH000	Meyer, John P	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	49,509.60			
	++++++ Salary						200.10	Ageevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	30.00	825.00	Glenbrook Days		
	++++++ Salary						940.00	Age Benefit		
MEYERJOH000	Meyer, John P	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	49,509.60			
	++++++ Salary						200.10	Ageevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	30.00	825.00	Glenbrook Days		
	++++++ Salary						940.00	Age Benefit		
MEYERJOH000	Meyer, John P	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	24,754.80			
	++++++ Salary						100.10	Ageevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	30.00	412.00	Glenbrook Days		
	++++++ Salary						470.00	Age Benefit		
MEYERKRI000	Meyer, Kristin D	EMP	2015-16 Certified St	Teacher/Counselor	Music Instruction -	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	BA	7.00	0.00	27,976.40			
	++++++ Contract		FY16 Glenbrook Days	BA	7.00	0.00	466.00	Glenbrook Days		
MEYERKRI000	Meyer, Kristin D	EMP	2015-16 Certified St	Teacher/Counselor	Music Instruction -	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	BA	7.00	0.00	41,964.60			
	++++++ Contract		FY16 Glenbrook Days	BA	7.00	0.00	699.00	Glenbrook Days		
MEYERKRI000	Meyer, Kristin D	EMP	2015-16 Xtra Respons	Asst Director	District Orchestra	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	3,461.00			
MEYERKRI000	Meyer, Kristin D	EMP	2015-16 Xtra Respons	Director	District Orchestra	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	4,728.00			
MEYERSON000	Meyer, Sonja K	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	100,929.60			
	++++++ Salary						400.10	Ageevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	45.00	1,682.00	Glenbrook Days		
	++++++ Salary						1,880.00	Age Benefit		
MEYERSON000	Meyer, Sonja K	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	25,232.40			
	++++++ Salary						100.10	Ageevity		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	45.00	420.00	Glenbrook Days		
	++++++ Salary						470.00	Age Benefit		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MEYERSON000	Meyer, Sonja K	EMP	2015-16 Xtra Respons	Sponsor	National Honor Socie	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
MIDDLELAMA000	Middleton, Amanda S	EMP	2015-16 Certified St	Intern	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
				0.00	0.00	12,000.00				
MIDDLECOU000	Middleton, Courtney C	EMP	2015-16 Certified St	Teacher/Counselor	Health Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract		FY16 Teacher 180-Day	BA	4.00	0.00	37,071.60			
++++++	Contract		FY16 Glenbrook Days	BA	4.00	0.00	618.00	Glenbrook Days		
MIDDLECOU000	Middleton, Courtney C	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract		FY16 Teacher 180-Day	BA	4.00	0.00	12,357.20			
++++++	Contract		FY16 Glenbrook Days	BA	4.00	0.00	206.00	Glenbrook Days		
MIDDLECOU000	Middleton, Courtney C	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract		FY16 Teacher 180-Day	BA	4.00	0.00	12,357.20			
++++++	Contract		FY16 Glenbrook Days	BA	4.00	0.00	206.00	Glenbrook Days		
MIDDLECOU000	Middleton, Courtney C	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
MIDDLECOU000	Middleton, Courtney C	EMP	2015-16 Xtra Respons	Sponsor	Girl's Letter Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
MIDDLECOU000	Middleton, Courtney C	EMP	2015-16 Xtra Respons	Asst Coach	Field Hockey	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DV	8.00	0.00	8,145.00			
MIDDLECOU000	Middleton, Courtney C	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DV	8.00	0.00	8,145.00			
MIETUTHO001	Mietus, Thomas C	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	12.00	30.00	97,673.00			
++++++	Contract		FY16 Glenbrook Days	MA	12.00	30.00	1,628.00	Glenbrook Days		
MIETUTHO001	Mietus, Thomas C	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
MIETUTHO001	Mietus, Thomas C	EMP	2015-16 Xtra Respons	Asst Coach	Football - Varsity	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DIII	8.00	0.00	10,395.00			
MIETUTHO001	Mietus, Thomas C	EMP	2015-16 Xtra Respons	Head Coach	Wrestling	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DII	8.00	0.00	11,609.00			
MIKOSGAB000	Mikos, Gabrielle L	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 32-Step	BA	7.00	0.00	63,243.00			
++++++	Contract		FY16 Glenbrook Day 3	BA	7.00	0.00	1,054.00	Glenbrook Days		
MILKOROB000	Milkowski, Robert B	EMP	2015-16 Certified St	Teacher/Counselor	Art Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	12.00	30.00	97,673.00			
++++++	Contract		FY16 Glenbrook Days	MA	12.00	30.00	1,628.00	Glenbrook Days		
MILKOROB000	Milkowski, Robert B	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits						
MILKOROB000	Milkowski, Robert B	EMP	2015-16 Xtra Respons	Sponsor		Art Nat'l Honor Soci	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,802.00					
MILLEMAT000	Miller, Matthew	EMP	2015-16 Certified St	Teacher/Counselor		Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	18.00	65,800.80					
	++++++ Contract		FY16 Glenbrook Days	MA	18.00	0.00	1,096.80	Glenbrook Days			
	++++++ Salary						1,410.00	Single Benefit			
MILLEMAT000	Miller, Matthew	EMP	2015-16 Certified St	Teacher/Counselor	Team		Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	MA	18.00	43,867.20					
	++++++ Contract		FY16 Glenbrook Days	MA	18.00	0.00	731.00	Glenbrook Days			
	++++++ Salary						940.00	Single Benefit			
MILLEMAT000	Miller, Matthew	EMP	2015-16 Xtra Respons	Head Coach		Football - Sophomore	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	10,395.00					
MILLEMAT000	Miller, Matthew	EMP	2015-16 Xtra Respons	Asst Coach		Basketball - Boys	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	10,395.00					
MINKUKAT000	Minkus, Kate S	EMP	2015-16 Certified St	Teacher/Counselor		Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 32-Step	MA	2.00	63,079.00					
	++++++ Contract		FY16 Glenbrook Day 3	MA	2.00	0.00	1,051.00	Glenbrook Days			
MISTAANE000	Mistak, Aneta M	EMP	2015-16 Non-Certifie	Maintenance		Asst Plant Operator	Glenbrook South	08/17/2015	06/30/2016	227.00	1.00000
	Non-Certified	Contract	FY16 Exempt	X-3	23.00	53,168.64					
MITCHKAT000	Mitchem, Kathleen J	EMP	2015-16 Certified St	Teacher/Counselor		Family/Consumer Scie	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
	++++++ Salary						500.00	Longevity			
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days			
	++++++ Salary						2,350.00	Single Benefit			
MITCHKAT000	Mitchem, Kathleen J	EMP	2015-16 Xtra Respons	Sponsor		FCCLA	Glenbrook North	08/24/2015	06/09/2016	178.00	1.42786
	Coach/Sponsor				0.00	0.00	2,573.00				
MOCARJER000	Mocarski, Jerry	EMP	2015-16 Non-Certifie	Paraprofessional		Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	1.00000
	Non-Certified	Contract	FY16 Paraprofessiona	P-18	0.00	0.00	32,165.35				
	++++++ Salary						2,400.00	Add'l Stipend			
MOE ROB000	Moe, Robin	EMP	2015-16 Xtra Respons	Asst Coach		Volleyball - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
MOE ROB000	Moe, Robin	EMP	2015-16 Xtra Respons	Asst Coach		Volleyball - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
MOLITMEL000	Molitor, Melissa J	EMP	2015-16 Non-Certifie	Instructional Assist		Swim Pool	Glenbrook North	08/20/2015	06/10/2016	188.00	0.87500
	Non-Certified	Contract	FY16 Instruct Asst	IA2	5.00	0.00	25,379.42				
MOLITMEL000	Molitor, Melissa J	EMP	2015-16 Xtra Respons	Sponsor		Student Assistance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Coach/Sponsor				0.00	0.00	2,000.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MOLITMEL000	Molitor, Melissa J	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-N DV	4.00	0.00	5,720.00				
MONAGJOE000	Monaghan, Joel A	EMP	2015-16 Non-Certifie	Support Staff	Auditorium Superviso	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16	Exempt	X-2S	0.00	0.00	69,007.00			
MONAGJOE000	Monaghan, Joel A	EMP	2015-16 Xtra Respons	Asst Director	Play - Fall	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	5,628.00				
MONAGJOE000	Monaghan, Joel A	EMP	2015-16 Xtra Respons	Asst Director	Play - Winter	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	5,628.00				
MONAGJOE000	Monaghan, Joel A	EMP	2015-16 Xtra Respons	Sponsor	Awards Show Tech	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	2,171.99				
MONAHTIM000	Monahan, Tim	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day BA	8.00	15.00	76,504.00				
+++++	Contract	FY16	Glenbrook Days BA	8.00	15.00	1,275.00	Glenbrook Days			
MONAHTIM000	Monahan, Tim	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C DV	8.00	0.00	8,145.00				
MONAHTIM000	Monahan, Tim	EMP	2015-16 Xtra Respons	Head Coach	Volleyball - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C DIII	8.00	0.00	10,395.00				
MOON MIN000	Moon, Mina	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16	Teacher 180-Day MA	20.00	15.00	23,615.60				
+++++	Contract	FY16	Glenbrook Days MA	20.00	15.00	393.60	Glenbrook Days			
+++++	Salary					470.00	Hinge Benefit			
MOON MIN000	Moon, Mina	EMP	2015-16 Certified St	Teacher/Counselor	ESL Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16	Teacher 180-Day MA	20.00	15.00	94,462.40				
+++++	Contract	FY16	Glenbrook Days MA	20.00	15.00	1,574.40	Glenbrook Days			
+++++	Salary					1,880.00	Hinge Benefit			
MOON MIN000	Moon, Mina	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
MOOZARIC000	Moozakis, Richard	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16	Custodial/Maint CU-DS	0.00	0.00	52,619.00				
+++++	Salary					215.00	Held Harmless			
+++++	Salary					700.00	Held Harmless			
MORGACHR000	Morgan, Christopher	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16	Teacher 180-Day MA	19.00	60.00	49,055.20				
+++++	Contract	FY16	Glenbrook Days MA	19.00	60.00	817.60	Glenbrook Days			
MORGACHR000	Morgan, Christopher	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16	Teacher 180-Day MA	19.00	60.00	49,055.20				
+++++	Contract	FY16	Glenbrook Days MA	19.00	60.00	817.60	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
MORGACHR000	Morgan, Christopher	EMP	2015-16 Certified St	Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day MA		19.00	60.00	24,527.60				
+++++	Contract	FY16 Glenbrook Days MA		19.00	60.00	408.8	Glenbrook Days			
MORGACHR000	Morgan, Christopher	EMP	2015-16 Xtra Respons	Sponsor	Academy	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor				0.00	0.00	3,500.00				
MORGACHR000	Morgan, Christopher	EMP	2015-16 Xtra Respons	Sponsor	Lit Magazine	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C DVIII		8.00	0.00	2,646.50				
MORLENIC000	Morley, Nicholas J	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.70000
Certified	Contract	FY16 Teacher 32-Step BA		1.00	0.00	38,699.50				
+++++	Contract	FY16 Glenbrook Day 3 BA		1.00	0.00	644.7	Glenbrook Days			
MORREJOS000	Morrel, Josh	EMP	2015-16 Certified St	Teacher/Counselor	Hebrew Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day MA		6.00	0.00	60,510.40				
+++++	Contract	FY16 Glenbrook Days MA		6.00	0.00	1,008.8	Glenbrook Days			
MORREJOS000	Morrel, Josh	EMP	2015-16 Xtra Respons	Sponsor	World Language Honor	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
MORRIBON000	Morris, Bonita M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Attendance Specialis	Glenbrook South	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt ID 1		20.00	0.00	35,324.34				
MORSESAN000	Morse, Sandra L	EMP	2015-16 Non-Certifie	Instructional Assist	Job Coach	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst IA2		10.00	0.00	30,014.62				
MORTOSHE000	Morton, Sheryl	EMP	2015-16 Xtra Respons	Sponsor	V-Show Props	Glenbrook South	08/24/2015	06/09/2016	178.00	0.33796
Coach/Sponsor				0.00	0.00	609.00				
MORTOSHE000	Morton, Sheryl	EMP	2015-16 Xtra Respons	Sponsor	Play Props - Fall	Glenbrook South	08/24/2015	06/09/2016	178.00	0.33796
Coach/Sponsor				0.00	0.00	609.00				
MORTOSHE000	Morton, Sheryl	EMP	2015-16 Xtra Respons	Sponsor	Play Props - Spring	Glenbrook South	08/24/2015	06/09/2016	178.00	0.33796
Coach/Sponsor				0.00	0.00	609.00				
MOSKABRI000	Moskaites, Brigid O	EMP	2015-16 Certified St	Teacher/Counselor	ESL Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 32-Step MA		2.00	0.00	37,847.40				
+++++	Contract	FY16 Glenbrook Day 3 MA		2.00	0.00	630.6	Glenbrook Days			
MOSKABRI000	Moskaites, Brigid O	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 32-Step MA		2.00	0.00	25,231.60				
+++++	Contract	FY16 Glenbrook Day 3 MA		2.00	0.00	420.4	Glenbrook Days			
MOULAPAT000	Moulakelis, Patricia A	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day MA		20.00	0.00	115,558.00				
+++++	Contract	FY16 Glenbrook Days MA		20.00	0.00	1,926.0	Glenbrook Days			
MOULAPAT000	Moulakelis, Patricia A	EMP	2015-16 Xtra Respons	Sponsor	DeLaCru Dance	Glenbrook South	08/24/2015	06/09/2016	178.00	1.37681
Coach/Sponsor				0.00	0.00	2,481.01				
MUIR CAM000	Muir, Cameron Donald	EMP	2015-16 Certified St	Administrator	Associate Principal	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category MA		21.00	60.00	153,961.00				
+++++	Salary					700.0	Single Benefit			
+++++	Salary					600.0	Single Benefit			
+++++	Contract	FY16 Admin Category MA		21.00	60.00	13,388.0	Guard Paid TRS			



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
MULLISAN000	Mulligan, Sandra	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	98,199.00					
	++++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	1,637.00	Glenbrook Days				
MULLOJOS000	Mulloy, Joseph M	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	14.00	0.00	32,841.14					
MURDOCHA000	Murdough, Charles P	EMP	2015-16 Non-Certifie	Support Staff	AV Coordinator	Glenbrook South	08/06/2015	06/21/2016	207.00	1.00000		
	Non-Certified	Contract	FY16 Technology	T2	25.00	0.00	53,171.13					
MURDYBRI000	Murdy, Brian J	EMP	2015-16 Non-Certifie	Maintenance	Asst Plant Operator	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Exempt	X-3	25.00	0.00	62,986.00					
MUSA LEN000	Musa, Lena N	EMP	2015-16 Non-Certifie	Instructional Assist	ELL Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18					
MYERSTRA000	Myers, Travis C	EMP	2015-16 Certified	St Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	7.00	0.00	78,362.00					
	++++++	Contract	FY16 Glenbrook Days	MA	7.00	0.00	1,306.00	Glenbrook Days				
	++++++	Salary					4,788.79	Extra Days				
MYERSTRA000	Myers, Travis C	EMP	2015-16 Xtra Respons	Head Coach	Football - Sophomore	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	7.00	0.00	9,715.00					
MYERSTRA000	Myers, Travis C	EMP	2015-16 Xtra Respons	Asst Coach	Baseball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	7.00	0.00	8,836.00					
NABOLMIC000	Nabolotny, Michael John	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750		
	Non-Certified	Contract	FY16 Paraprofessiona	P-2	0.00	0.00	21,104.99					
NABOLMIC000	Nabolotny, Michael John	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook North	09/01/2015	11/30/2015	60.00	0.12500		
	Coach/Sponsor	Contract	FY16 Differentials-N	DIII	4.00	0.00	912.13					
NABOLMIC000	Nabolotny, Michael John	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Girls	Glenbrook North	12/01/2015	02/29/2016	60.00	0.75000		
	Coach/Sponsor	Contract	FY16 Differentials-N	DIII	4.00	0.00	5,472.75					
NARDIAND000	Nardini, Andy	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Custodial/Maint	CU-DS	0.00	0.00	52,619.00					
NELLABAR000	Nellans, Barbara S	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.40625		
	Non-Certified				0.00	0.00	13,007.44					
NELSOANG000	Nelson, Angela G	EMP	2015-16 Non-Certifie	Maintenance	Locker Room Attendan	Glenbrook South	08/10/2015	06/22/2016	206.00	1.00000		
	Non-Certified	Contract	FY16 Custodial/Maint	LR-D	5.00	0.00	32,393.50					
NELSOANG000	Nelson, Angela G	EMP	2015-16 Xtra Respons	Sponsor	Pep Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00	1,710.00					
NELSOJIL000	Nelson, Jill K	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook North	08/20/2015	06/10/2016	151.00	0.93750		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	12.00	0.00	25,283.06					
NELSOKAR000	Nelson, Karena K	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000		
	Certified	Contract	FY16 Teacher 180-Day	MA	17.00	15.00	43,688.80					
	++++++	Contract	FY16 Glenbrook Days	MA	17.00	15.00	728.00	Glenbrook Days				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
NELSOKAR000	Nelson, Karen K	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	15.00	43,688.80				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	15.00	728.00	Glenbrook Days			
NEMECSCO000	Nemecek, Scott T	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.00	Glenbrook Days			
NEMECSCO000	Nemecek, Scott T	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Girls	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
NEUBAAME000	Neubauer, Amelia L	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook North	08/06/2015	06/24/2016	209.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	30.00	0.00	43,900.45				
NEVINGER000	Nevin, Gerald P	EMP	2015-16 Xtra Respons	Asst Coach	Individual Events	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	3.00	0.00	5,808.00				
NEVINROS000	Nevin, Rosa M	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/06/2015	06/24/2016	209.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	12.00	0.00	32,476.19				
NIEMICRA000	Niemiec, Craig	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days			
+++++	Salary					8,582.00	Extra Days			
NIEMICRA000	Niemiec, Craig	EMP	2015-16 Xtra Respons	Sponsor	Newcomers Club	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
NIEMICRA000	Niemiec, Craig	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
NIEMICRA000	Niemiec, Craig	EMP	2015-16 Xtra Respons	Asst Coach	Badminton	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
NISI MIC000	Nisi, Michael J	EMP	2015-16 Certified St	Teacher/Counselor	Behavior Disorders	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	30.00	41,327.60				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	30.00	688.00	Glenbrook Days			
NISI MIC000	Nisi, Michael J	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	30.00	61,991.40				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	30.00	1,033.00	Glenbrook Days			
NOBLEBRI000	Noble, Brittany L	EMP	2015-16 Xtra Respons	Sponsor	Marching Band	Glenbrook South	08/24/2015	06/09/2016	178.00	1.10988
Coach/Sponsor				0.00	0.00	2,000.00				
NOLL JAC000	Noll, Jacob A	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/24/2015	06/10/2016	186.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,003.00				
NOLL MIK000	Noll, Mikael	EMP	2015-16 Certified St	Teacher/Counselor	Asst Director	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	50,464.80				
+++++	Salary					4,705.00	Retirement Enhancement			
+++++	Salary					200.00	Longevity			
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	841.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con					
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
NOLL MIK000	Noll, Mikael	EMP	2015-16 Certified	St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00	75,697.20					
+++++	Salary					7,058.40	Retirement Enhancement				
+++++	Salary					300.00	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00	1,261.80	Glenbrook Days				
NOLL MIK000	Noll, Mikael	EMP	2015-16 Xtra Respons	Asst Director	Athletics	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000	
Certified	Contract	FY16 Differentials-C	DI	8.00	0.00	6,740.00					
NOLL MIK000	Noll, Mikael	EMP	2015-16 Xtra Respons	Head Coach	Football - Varsity	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-C	DI	8.00	0.00	12,849.00					
NORWOAMY001	Norwood, Amy L	EMP	2015-16 Certified	St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	72,618.60					
+++++	Contract	FY16 Glenbrook Days	MA	21.00	15.00	1,210.00	Glenbrook Days				
+++++	Salary					1,410.00	Singe Benefit				
NORWOAMY001	Norwood, Amy L	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000	
Certified	Contract	FY16 Differentials-C	DI	8.00	0.00	1,000.00					
NOVOTJON000	Novotny, Jonathan R	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-C	DI	8.00	0.00	10,395.00					
NOWAKJIL000	Nowak, Jillian Lee	EMP	2015-16 Certified	St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.50000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	60.00	47,163.00					
+++++	Contract	FY16 Glenbrook Days	MA	9.00	60.00	786.00	Glenbrook Days				
NOWAKJIL000	Nowak, Jillian Lee	EMP	2015-16 Certified	St	Teacher/Counselor	Driver Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.50000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	60.00	47,163.00					
+++++	Contract	FY16 Glenbrook Days	MA	9.00	60.00	786.00	Glenbrook Days				
NOWAKJIL000	Nowak, Jillian Lee	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00					
O'BRIKAT000	O'Brien, Kathleen Michele	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/14/2015	06/16/2016	197.00	0.93750	
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	13.00	0.00	29,099.65					
O'CONTHO000	O'Connell, Thomas G	EMP	2015-16 Non-Certifie	Support Staff	Athletic Trainer	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000	
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	13.00	0.00	102,959.92					
+++++	Salary					2,350.00	Singe Benefit				
O'DWYCAT000	O'Dwyer, Catherine C	EMP	2015-16 Certified	St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	BA	7.00	0.00	63,243.00					
+++++	Contract	FY16 Glenbrook Day 3	BA	7.00	0.00	1,054.00	Glenbrook Days				
O'KEEEMM000	O'Keefe, Emmett J	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750	
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18					
O'KEEEMM000	O'Keefe, Emmett J	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-N	DV	1.00	0.00	4,456.00					

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con					
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
O'MALJOH000	O'Malley, John P	EMP	2015-16 Certified	St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	BA	4.00	15.00	65,253.00					
+++++	Contract	FY16 Glenbrook Days	BA	4.00	15.00	1,088.00	Glenbrook Days				
O'NEICAL000	O'Neil, Calley C	EMP	2015-16 Non-Certifie	Support Staff	Technology Trainer		Glenbrook North	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Clerical/Tech	CT2-3	14.00	0.00	54,513.14					
O'ROUMAR000	O'Rourke, Mark L	EMP	2015-16 Certified	St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00	Glenbrook Days				
+++++	Salary					7,584.00	Extra Days				
O'ROUMAR000	O'Rourke, Mark L	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor		Glenbrook North	07/01/2015	06/30/2016	260.00	0.50000
Certified				0.00	0.00	500.00					
O'TOOKEL000	O'Toole, Kelly M	EMP	2015-16 Certified	St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	4.00	0.00	66,015.00					
+++++	Contract	FY16 Glenbrook Day 3	MA	4.00	0.00	1,100.00	Glenbrook Days				
ODIOTVIR000	Odiotti, Virna M	EMP	2015-16 Certified	St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	15.00	42,540.00					
+++++	Contract	FY16 Glenbrook Days	MA	16.00	15.00	708.00	Glenbrook Days				
OLIVEELV000	Oliveric, Elvis	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction		Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	26,661.65					
OLSONELL000	Olson, Ellyce S	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant		Glenbrook North	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	16.00	0.00	33,347.43					
OLSONELL000	Olson, Ellyce S	EMP	2015-16 Xtra Respons	Sponsor	National Honor Socie		Glenbrook North	08/24/2015	06/09/2016	178.00	0.30117
Coach/Sponsor				0.00	0.00	515.00					
OLSONSTE000	Olson, Stephanie L	EMP	2015-16 Non-Certifie	Support Staff	Technology Trainer		Glenbrook South	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Clerical/Tech	CT2-3	17.00	0.00	57,848.11					
OSOWSJAN000	Osowski, Janice L	EMP	2015-16 Certified	St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00					
+++++	Salary					24,116.00	Retirement Enhancement				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days				
+++++	Salary					2,350.00	Savings Benefit				
OSSEYTRO000	Ossey, Troy N	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager		Glenbrook South	08/06/2015	06/21/2016	207.00	1.00000
Non-Certified	Contract	FY16 Lab Manager	LAB2	15.00	0.00	43,876.04					
OSTERLUC000	Osterbur, Lucas W	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	1.00	60.00	71,194.00					
+++++	Contract	FY16 Glenbrook Day 3	MA	1.00	60.00	1,187.00	Glenbrook Days				
OSTROALL000	Ostrovskaya, Alla	EMP	2015-16 Non-Certifie	Support Staff	Technology		Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Technology	T4	38.00	0.00	85,548.00					

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
OSWALDAN000	Oswald, Daniel F	EMP	2015-16 Certified St	Teacher/Counselor	Broadcasting	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	60.00	102,516.00				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	60.00	1,709.00	Glenbrook Days			
OSWALDAN000	Oswald, Daniel F	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
OSWALDAN000	Oswald, Daniel F	EMP	2015-16 Xtra Respons	Coordinator	FCC Radio Respons.	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DIX	8.00	0.00	1,728.00				
OSWALDAN000	Oswald, Daniel F	EMP	2015-16 Xtra Respons	Director	Radio TV	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
PABSTNIJ000	Pabst, Nijole	EMP	2015-16 Certified St	Teacher/Counselor	Social Worker	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	60.00	125,583.00				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	60.00	2,093.00	Glenbrook Days			
+++++	Salary					2,350.00	Hinge Benefit			
PAEK JEF000	Paek, Jeffrey I	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	45.00	97,302.00				
+++++	Contract	FY16 Glenbrook Days	MA	11.00	45.00	1,622.00	Glenbrook Days			
PAEK JEF000	Paek, Jeffrey I	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
PAK CHR000	Pak, Christina	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	60.00	125,583.00				
+++++	Contract	FY16 Glenbrook Days	MA	20.00	60.00	2,093.00	Glenbrook Days			
+++++	Salary					6,976.00	30 Extra Days			
PALMEVIC000	Palmer, Victoria J	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Business/HR Off	BH2-3	26.00	0.00	49,063.94				
PALMEVIC000	Palmer, Victoria J	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
PANZEJOD000	Panzer, Jodie A	EMP	2015-16 Non-Certifie	Instructional Assist	Lab Manager	Glenbrook North	08/06/2015	06/15/2016	203.00	1.00000
Non-Certified	Contract	FY16 Lab Manager	LAB2	13.00	0.00	41,344.07				
PAPPAALE001	Pappas, Alexander D	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
PARENDAY000	Parenti, Dayna E	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 32-Step	MA	2.00	0.00	25,231.60				
+++++	Contract	FY16 Glenbrook Day 3	MA	2.00	0.00	420.00	Glenbrook Days			
PARENDAY000	Parenti, Dayna E	EMP	2015-16 Certified St	Teacher/Counselor	Reading Improvement	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 32-Step	MA	2.00	0.00	37,847.40				
+++++	Contract	FY16 Glenbrook Day 3	MA	2.00	0.00	630.00	Glenbrook Days			
PARENDAY000	Parenti, Dayna E	EMP	2015-16 Xtra Respons	Asst Sponsor	Pompon	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	2.00	0.00	5,379.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
PAVICLIS000	Pavic, Lisa N	EMP	2015-16 Xtra Respons	Asst Coach	Cheerleading	Glenbrook South	09/01/2015	02/29/2016	120.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	3.00	0.00	5,808.00				
PAZOLNA000	Pazol, Naomi S	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18				
PEACOD000	Peacock, Jody R	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Receptionist	Glenbrook North	08/20/2015	06/10/2016	190.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	IDS	0.00	0.00	33,105.68				
PEARSJEN000	Pearson, Jennifer Maureen	EMP	2015-16 Certified St	Administrator	Director	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	153,961.00				
	+++++ Salary					700.00	Hinge Benefit			
	+++++ Salary					600.00	Hinge Benefit			
	+++++ Contract	FY16 Admin Category	MA	21.00	60.00	13,388.00	Board Paid TRS			
PECK MAL000	Peck, Mallory R	EMP	2015-16 Certified St	Intern	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
						4,800.00				
PEDERERI000	Pedersen, Erika L	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	15.00	95,078.00				
	+++++ Contract	FY16 Glenbrook Days	MA	12.00	15.00	1,585.00	Glenbrook Days			
	+++++ Salary					5,282.10	Extra Days			
PEHLKROB000	Pehlke, Robin E	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-2	30.00	0.00	67,987.00				
PEREIANA000	Pereira-Godoy, Ana F	EMP	2015-16 Non-Certifie	Instructional Assist	Hispanic Liaison	Glenbrook South	08/06/2015	06/09/2016	199.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA1	17.00	0.00	35,200.35				
PEREZROD000	Perez, Rodolfo	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	190.00	0.87500
Non-Certified	Contract	FY16 Instruct Asst	IA2	12.00	0.00	29,457.84				
PERKIJUS000	Perkins, Justin S	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	5.00	0.00	27,192.24				
PERKIJUS000	Perkins, Justin S	EMP	2015-16 Xtra Respons	Asst Coach	Wrestling	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	3.00	0.00	6,202.00				
PESO ANA000	Peso, Ana Paloma	EMP	2015-16 Certified St	Teacher/Counselor	Library/Media Specia	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	60.00	94,326.00				
	+++++ Contract	FY16 Glenbrook Days	MA	9.00	60.00	1,572.00	Glenbrook Days			
PESO ANA000	Peso, Ana Paloma	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
						1,000.00				
PESO ANA000	Peso, Ana Paloma	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified						1,000.00				
PETRIMAR000	Petrini-Poli, Marie J	EMP	2015-16 Certified St	Teacher/Counselor	French Language Inst	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	121,031.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	15.00	2,017.00	Glenbrook Days			
	+++++ Salary					2,350.00	Hinge Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
PETRIMAR000	Petrini-Poli, Marie J	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified					0.00	0.00	1,000.00			
PETTYKIM000	Petty, Kim	EMP	2015-16 Certified St	Teacher/Counselor	Family/Consumer Scie	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
+++++	Contract		FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
+++++	Salary						2,350.00	Spinge Benefit		
PETTYKIM000	Petty, Kim	EMP	2015-16 Xtra Respons	Asst Sponsor	FCCLA	Glenbrook North	08/24/2015	06/09/2016	178.00	0.57103
Coach/Sponsor					0.00	0.00	1,029.00			
PETTYKIM000	Petty, Kim	EMP	2015-16 Xtra Respons	Sponsor	Key Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.80244
Coach/Sponsor					0.00	0.00	1,446.00			
PETTYKIM000	Petty, Kim	EMP	2015-16 Xtra Respons	Asst Coach	Glenbrook United	Glenbrook Off C	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DV	8.00	0.00	8,145.00			
PHILLPEN000	Phillips, Penn E	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract		FY16 Teacher 180-Day	MA	16.00	0.00	83,100.00			
+++++	Contract		FY16 Glenbrook Days	MA	16.00	0.00	1,384.00	Glenbrook Days		
PHILLPEN000	Phillips, Penn E	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract		FY16 Teacher 180-Day	MA	16.00	0.00	20,775.00			
+++++	Contract		FY16 Glenbrook Days	MA	16.00	0.00	346.00	Glenbrook Days		
PHILLPEN000	Phillips, Penn E	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified					0.00	0.00	1,000.00			
PHILLPEN000	Phillips, Penn E	EMP	2015-16 Xtra Respons	Sponsor	Peer Group	Glenbrook North	07/01/2015	06/30/2016	260.00	0.33333
Coach/Sponsor	Contract		FY16 Differentials-C	DVIII	8.00	0.00	1,764.32			
PIEPEROB000	Pieper, Robert	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.80000
Certified	Contract		FY16 Admin Category	MA	21.00	60.00	108,988.80			
+++++	Salary						700.00	Spinge Benefit		
+++++	Salary						600.00	Spinge Benefit		
+++++	Contract		FY16 Admin Category	MA	21.00	60.00	9,477.50	Board Paid TRS		
PIEPEROB000	Pieper, Robert	EMP	2015-16 Certified St	Administrator	Physical Education	Glenbrook North	08/06/2015	06/24/2016	203.00	0.20000
Certified	Contract		FY16 Admin Category	MA	21.00	60.00	27,247.20			
+++++	Contract		FY16 Admin Category	MA	21.00	60.00	2,369.40	Board Paid TRS		
PIEPEROB000	Pieper, Robert	EMP	2015-16 Xtra Respons	Program Director	Glenbrook Aquatics	Glenbrook Aquat	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor					0.00	0.00	10,395.00			
PIEPEROB000	Pieper, Robert	EMP	2015-16 Xtra Respons	Head Coach	Football - Varsity	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DI	8.00	0.00	12,849.00			
PILOTNIC000	Pilotte, Nicole E	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract		FY16 Teacher 180-Day	BA	4.00	0.00	37,071.60			
+++++	Contract		FY16 Glenbrook Days	BA	4.00	0.00	618.00	Glenbrook Days		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
PILOTNIC000	Pilotte, Nicole E	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	BA	4.00	0.00	24,714.40				
+++++	Contract	FY16 Glenbrook Days	BA	4.00	0.00	412.00	Glenbrook Days			
PINE MAR000	Pine, Marti S	EMP	2015-16 Certified St	Intern	Social Worker	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
					0.00	0.00	4,800.00			
PIPKISTE000	Pipkin, Stephen R	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.87500
Non-Certified	Contract	FY16 Instruct Asst	IA2	8.00	0.00	26,926.57				
PIPKISTE000	Pipkin, Stephen R	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	8.00	0.00	8,701.00				
PISKEMIC000	Piskel, Michael	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	121,031.00				
+++++	Salary						17,518.00	Retirement Enhancement		
+++++	Salary						500.00	Longevity		
+++++	Contract	FY16 Glenbrook Days	MA	21.00	15.00	2,017.00	Glenbrook Days			
+++++	Salary						2,350.00	Spouse Benefit		
PISKEMIC000	Piskel, Michael	EMP	2015-16 Xtra Respons	Sponsor	Magic/Juggling Club	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor							0.00	0.00	1,802.00	
POLLAREB000	Pollack, Rebecca S	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	60.00	102,516.00				
+++++	Contract	FY16 Glenbrook Days	MA	12.00	60.00	1,709.00	Glenbrook Days			
+++++	Salary						5,695.00	Extra Days		
POLLAREB000	Pollack, Rebecca S	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified							0.00	0.00	1,000.00	
POPOVMAR000	Popovici, Marc A	EMP	2015-16 Certified St	Teacher/Counselor	ESL Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	15.00	23,234.40				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	15.00	387.00	Glenbrook Days			
POPOVMAR000	Popovici, Marc A	EMP	2015-16 Non-Certifie	Instructional Assist	TLC Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.46875
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	13,071.59				
PORTEEMI000	Porter, Emily A	EMP	2015-16 Certified St	Teacher/Counselor	Transition Program	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	56,557.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	943.00	Glenbrook Days			
POUPLALE000	Pouplikollas, Alex	EMP	2015-16 Non-Certifie	Maintenance	Day Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-D	15.00	0.00	51,427.00				
POUPLLUC000	Pouplikollas, Lucinda	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/06/2015	06/24/2016	209.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	30.00	0.00	43,900.45				
POUPLLUC000	Pouplikollas, Lucinda	EMP	2015-16 Xtra Respons	Sponsor	Hellenic Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor							0.00	0.00	1,710.00	



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
POWELJAS000	Powell, Jason L	EMP	2015-16 Xtra Respons	Head Coach	Cheerleading	Glenbrook South	09/01/2015	02/29/2016	120.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	5.00	0.00	8,486.00				
PREUSKRI000	Preuss, Kristin M	EMP	2015-16 Non-Certifie	Instructional Assist	Behavior Disorders	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18				
PRITZJES000	Pritzker, Jessica O	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	13.00	30.00	85,989.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	13.00	30.00	1,433.00	Glenbrook Days			
PRITZJES000	Pritzker, Jessica O	EMP	2015-16 Xtra Respons	Sponsor	Key Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
PRIZAAND000	Prizant, Andrea R	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	26,661.65				
PRIZAAND000	Prizant, Andrea R	EMP	2015-16 Xtra Respons	Asst Director	Variety Show	Glenbrook North	08/24/2015	06/09/2016	178.00	0.33804
Coach/Sponsor	Contract	FY16 Differentials-N	DVI	8.00	0.00	2,152.64				
PROCKKAT000	Prockovic, Katrina S	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	98,199.00				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	1,637.00	Glenbrook Days			
PROCKKAT000	Prockovic, Katrina S	EMP	2015-16 Xtra Respons	Sponsor	Gay/Straight Allianc	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
PTAK KIM000	Ptak, Kimberly L	EMP	2015-16 Certified St	Administrator	Director	Glenbrook High	07/01/2015	06/30/2016	260.00	0.75000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	111,030.00				
+++++	Salary					700.00	Hinge Benefit			
+++++	Salary					600.00	Hinge Benefit			
+++++	Contract	FY16 Admin Category	MA	21.00	60.00	9,654.55	Hard Paid TRS			
PUPPAAPA000	Puppala, Aparna V	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	3.00	0.00	64,531.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	3.00	0.00	1,076.00	Glenbrook Days			
PURDYMAT000	Purdy, Matthew L	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	60.00	63,142.20				
+++++	Contract	FY16 Glenbrook Days	MA	13.00	60.00	1,052.40	Glenbrook Days			
PURDYMAT000	Purdy, Matthew L	EMP	2015-16 Certified St	Teacher/Counselor	Asst Director	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	60.00	42,094.80				
+++++	Contract	FY16 Glenbrook Days	MA	13.00	60.00	701.60	Glenbrook Days			
PURDYMAT000	Purdy, Matthew L	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
PURDYMAT000	Purdy, Matthew L	EMP	2015-16 Xtra Respons	Asst Director	Athletics	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	6,740.00				
PURDYMAT000	Purdy, Matthew L	EMP	2015-16 Xtra Respons	Program Director	Swim America	Glenbrook Aquat	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor				0.00	0.00	13,056.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
PURDYMAT000	Purdy, Matthew L	EMP	2015-16 Xtra Respons	Asst Coach	Football - Varsity	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
QUIGLDYL000	Quigley, Dylan N	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	4,728.00				
RABINMAR000	Rabinak, Mary Harrington	EMP	2015-16 Certified	St Teacher/Counselor	Special Instruction	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00				
RACE WIL000	Race, William	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	30.00	44,810.40				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	30.00	746.80				
+++++	Salary					940.00				
RACE WIL000	Race, William	EMP	2015-16 Certified	St Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	30.00	22,405.20				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	30.00	373.40				
+++++	Salary					470.00				
RACE WIL000	Race, William	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	17.00	30.00	44,810.40				
+++++	Contract	FY16 Glenbrook Days	MA	17.00	30.00	746.80				
+++++	Salary					940.00				
RACE WIL000	Race, William	EMP	2015-16 Xtra Respons	Head Coach	Cross Country - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
RADFOCAR000	Radford, Carie Lynn	EMP	2015-16 Certified	St Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	58,919.40				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	982.00				
RADFOCAR000	Radford, Carie Lynn	EMP	2015-16 Certified	St Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	39,279.60				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	654.80				
RADFOCAR000	Radford, Carie Lynn	EMP	2015-16 Xtra Respons	Sponsor	Interact Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
RAST MIC000	Rast, Michael R	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	5.00	0.00	72,917.00				
+++++	Contract	FY16 Glenbrook Days	MA	5.00	0.00	1,215.00				
RAST MIC000	Rast, Michael R	EMP	2015-16 Xtra Respons	Director	DECA	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVII	5.00	0.00	2,498.00				
RAST MIC000	Rast, Michael R	EMP	2015-16 Xtra Respons	Asst Director	DECA	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DIX	5.00	0.00	1,412.50				
RAST MIC000	Rast, Michael R	EMP	2015-16 Xtra Respons	Sponsor	Model United Nations	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
RATHULES000	Rathunde, Leslie K	EMP	2015-16 Certified	St Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000		
Certified	Contract	FY16 Teacher 32-Step	MA	12.00	0.00	62,670.40						
+++++	Contract	FY16 Glenbrook Day 3	MA	12.00	0.00	1,044.80						Glenbrook Days
REBORMAR000	Rebora, Mark	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00						
+++++	Salary					500.00						Longevity
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00						Glenbrook Days
+++++	Salary					2,350.00						Single Benefit
REBORMAR000	Rebora, Mark	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00						
REBORMAR000	Rebora, Mark	EMP	2015-16 Xtra Respons	Head Coach	Water Polo - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00						
REDFEREN000	Redfern, Rene D	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750		
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	26,143.18						
REED MAR000	Reed, Martha M	EMP	2015-16 Certified	St Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00						
+++++	Salary					500.00						Longevity
+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.00						Glenbrook Days
+++++	Salary					2,350.00						Single Benefit
REGALLIN000	Regal, Linda C	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	0.46875		
Non-Certified	Contract	FY16 Executive Assis	EX2-3	19.00	0.00	24,051.82						
+++++	Salary					3,000.00						Add'l Stipend
REGALLIN000	Regal, Linda C	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	0.28125		
Non-Certified	Contract	FY16 Executive Assis	EX2-3	19.00	0.00	14,431.09						
REGALLIN000	Regal, Linda C	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	0.25000		
Non-Certified	Contract	FY16 Executive Assis	EX2-3	19.00	0.00	12,827.64						
REGANMEL000	Regan, Melissa A	EMP	2015-16 Certified	St Teacher/Counselor	Family/Consumer Scie	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	56,557.00						
+++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	943.00						Glenbrook Days
REICHCAI000	Reichert, Caitlin M	EMP	2015-16 Certified	St Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
Certified	Contract	FY16 Teacher 180-Day	BA	3.00	0.00	23,768.80						
+++++	Contract	FY16 Glenbrook Days	BA	3.00	0.00	396.00						Glenbrook Days
REICHCAI000	Reichert, Caitlin M	EMP	2015-16 Certified	St Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000		
Certified	Contract	FY16 Teacher 180-Day	BA	3.00	0.00	35,653.20						
+++++	Contract	FY16 Glenbrook Days	BA	3.00	0.00	594.00						Glenbrook Days
REILLANT000	Reilly, Anthony J	EMP	2015-16 Non-Certifie	Maintenance	Maintenance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
Non-Certified	Contract	FY16 Custodial/Maint	MM-E	24.00	0.00	66,143.00						

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
REIMEKEL000	Reimer, Kelly P	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	BA	4.00	0.00	59,188.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	4.00	0.00	986.00	Glenbrook Days			
REISMSHE000	Reisman, Sherry J	EMP	2015-16 Non-Certifie	Instructional Assist	DLS Cross Categori	Glenbrook North	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2S	0.00	0.00	35,824.29				
REYESVER000	Reyes, Veronica	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	98,199.00				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	1,637.00	Glenbrook Days			
RHOADDAN000	Rhoades, Daniel Terence	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	60.00	37,730.40				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	60.00	628.00	Glenbrook Days			
RHOADDAN000	Rhoades, Daniel Terence	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	60.00	56,595.60				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	60.00	943.00	Glenbrook Days			
RHOADDAN000	Rhoades, Daniel Terence	EMP	2015-16 Xtra Respons	Sponsor	STAND	Glenbrook South	08/24/2015	06/09/2016	178.00	0.30000
Coach/Sponsor				0.00	0.00	540.60				
RICHALIS000	Richardson, Lisa Gail	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	15.00	97,798.00				
+++++	Contract	FY16 Glenbrook Days	MA	13.00	15.00	1,630.00	Glenbrook Days			
RICHALIS000	Richardson, Lisa Gail	EMP	2015-16 Xtra Respons	Sponsor	Erika's Lighthouse	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
RIGGLMIC000	Riggle, Michael	EMP	2015-16 Certified St	Administrator	Superintendent	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	251,422.00				
+++++	Salary					295.00	Long-term Disability			
+++++	Salary					700.00	Single Benefit			
+++++	Salary					600.00	Single Benefit			
+++++	Salary					24,440.00	Board Paid TRS			
+++++	Salary					2,782.00	Board Paid THIS			
+++++	Salary					11,250.00	Board Paid Annuity			
RIVERJOR000	Rivera, Jorge R	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	10.00	0.00	46,226.00				
ROBINJUL000	Robinson, Julie Ann	EMP	2015-16 Certified St	Teacher/Counselor	Drama	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	30.00	100,504.00				
+++++	Contract	FY16 Glenbrook Days	MA	13.00	30.00	1,675.00	Glenbrook Days			
ROBINJUL000	Robinson, Julie Ann	EMP	2015-16 Xtra Respons	Director	Play - Fall	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
ROBINJUL000	Robinson, Julie Ann	EMP	2015-16 Xtra Respons	Director	Play - Winter	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
ROBINJUL000	Robinson, Julie Ann	EMP	2015-16 Xtra Respons	Sponsor	Comedy Troupe	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
ROBINJUL000	Robinson, Julie Ann	EMP	2015-16 Xtra Respons	Sponsor	Theater Club	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
ROBY JES000	Roby, Jessica Werner	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract		FY16 Teacher 180-Day	MA	21.00	60.00	102,984.00			
+++++	Contract		FY16 Glenbrook Days	MA	21.00	60.00	1,716.80	Glenbrook Days		
+++++	Salary						1,880.00	Pinge Benefit		
ROBY JES000	Roby, Jessica Werner	EMP	2015-16 Certified St	Teacher/Counselor	Health Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract		FY16 Teacher 180-Day	MA	21.00	60.00	25,746.00			
+++++	Contract		FY16 Glenbrook Days	MA	21.00	60.00	429.00	Glenbrook Days		
+++++	Salary						470.00	Pinge Benefit		
ROBY JES000	Roby, Jessica Werner	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
ROBY JES000	Roby, Jessica Werner	EMP	2015-16 Xtra Respons	Asst Coach	Swimming - Boys	Glenbrook North	12/01/2015	03/07/2016	70.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
ROCKRMAR000	Rockrohr, Mary E	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.75000
Certified	Contract		FY16 Admin Category	MA	21.00	60.00	102,177.00			
+++++	Salary						700.00	Pinge Benefit		
+++++	Salary						600.00	Pinge Benefit		
+++++	Contract		FY16 Admin Category	MA	21.00	60.00	8,885.00	Board Paid TRS		
ROCKRMAR000	Rockrohr, Mary E	EMP	2015-16 Certified St	Administrator	Science Instruction	Glenbrook North	08/06/2015	06/24/2016	203.00	0.25000
Certified	Contract		FY16 Admin Category	MA	21.00	60.00	34,059.00			
+++++	Contract		FY16 Admin Category	MA	21.00	60.00	2,961.00	Board Paid TRS		
ROCKRSTE000	Rockrohr, Steven D	EMP	2015-16 Certified St	Administrator	Director	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract		FY16 Admin Category	MA	21.00	60.00	148,040.00			
+++++	Salary						700.00	Pinge Benefit		
+++++	Salary						600.00	Pinge Benefit		
+++++	Contract		FY16 Admin Category	MA	21.00	60.00	12,873.00	Board Paid TRS		
RODRIJUA000	Rodriguez-Lopez, Juan B	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	08/06/2015	06/16/2016	205.00	1.00000
Non-Certified	Contract		FY16 Custodial/Maint	CU-E	10.00	0.00	36,447.42			
ROER COL000	Roer, Colleen M	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract		FY16 Instruct Asst	IA2	4.00	0.00	26,661.65			
ROGERDAV000	Rogers, David	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	14.00	0.00	98,199.00			
+++++	Contract		FY16 Glenbrook Days	MA	14.00	0.00	1,637.00	Glenbrook Days		
ROGERREB000	Rogers, Rebecca Silverman	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	5.00	15.00	75,388.00			
+++++	Contract		FY16 Glenbrook Days	MA	5.00	15.00	1,256.00	Glenbrook Days		
+++++	Salary						4,607.00	1 Extra Days		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
ROGERREB000	Rogers, Rebecca Silverman	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	0.50000
	Certified				0.00	0.00	500.00			
ROGERREB000	Rogers, Rebecca Silverman	EMP	2015-16 Xtra Respons	Sponsor	PAWS	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
ROGERSOC000	Rogers, Socorro	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	20.00	60.00	125,583.00			
	++++++ Contract		FY16 Glenbrook Days	MA	20.00	60.00	2,093.00	Glenbrook Days		
	++++++ Salary						7,674.52	Extra Days		
ROMANJOE000	Roman, Joel	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-E	15.00	0.00	51,796.00			
ROSE JUL000	Rose, Julie L	EMP	2015-16 Certified St	Teacher/Counselor	Sign Language Instru	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 32-Step	BA	7.00	15.00	53,158.40			
	++++++ Contract		FY16 Glenbrook Day 3	BA	7.00	15.00	885.60	Glenbrook Days		
ROSENCAR000	Rosen, Carrie M	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.90000
	Certified	Contract	FY16 Teacher 180-Day	MA	11.00	30.00	85,343.40			
	++++++ Contract		FY16 Glenbrook Days	MA	11.00	30.00	1,422.00	Glenbrook Days		
ROSENTHO001	Rosenbaum, Thomas	EMP	2015-16 Xtra Respons	Head Coach	Field Hockey	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00			
ROSENTHO001	Rosenbaum, Thomas	EMP	2015-16 Xtra Respons	Head Coach	Lacrosse - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00			
ROSINROB000	Rosinski, Robert E	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	98,199.00			
	++++++ Contract		FY16 Glenbrook Days	MA	14.00	0.00	1,637.00	Glenbrook Days		
ROSINROB000	Rosinski, Robert E	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
ROTHRRAC000	Rothrauff, Rachael	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
	Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	79,821.60			
	++++++ Contract		FY16 Glenbrook Days	MA	11.00	60.00	1,330.40	Glenbrook Days		
ROTHRRAC000	Rothrauff, Rachael	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
RUBINTOD000	Rubin, Todd M	EMP	2015-16 Certified St	Teacher/Counselor	Broadcasting	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	30.00	92,102.00			
	++++++ Contract		FY16 Glenbrook Days	MA	10.00	30.00	1,535.00	Glenbrook Days		
RUBINTOD000	Rubin, Todd M	EMP	2015-16 Xtra Respons	Director	Radio TV	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
RUBINTOD000	Rubin, Todd M	EMP	2015-16 Xtra Respons	Sponsor	V-Show Video	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
RUBINTOD000	Rubin, Todd M	EMP	2015-16 Xtra Respons	Sponsor	Spec Projects/AA Vid	Glenbrook North	08/24/2015	06/09/2016	178.00	0.75194		
	Coach/Sponsor				0.00	0.00		1,355.00				
RUBINTOD000	Rubin, Todd M	EMP	2015-16 Xtra Respons	Head Coach	Bowling - Boys	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	7.00	0.00		8,836.00				
RUDERBRI000	Ruder, Brian M	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	6.00	0.00		27,732.91				
RUDOLELL000	Rudolfi, Ellie L	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook North	07/01/2015	06/30/2016	239.00	1.00000		
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	24.00	0.00		44,841.00				
	+++++ Salary							1,807.50				Retirement Enhancement
RUNNIMAR000	Running, Mark	EMP	2015-16 Certified St	Teacher/Counselor	Music Instruction -	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00		123,774.00				
	+++++ Salary							23,188.00				Retirement Enhancement
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	30.00		2,063.00				Glenbrook Days
	+++++ Salary							2,350.00				Spouse Benefit
RUNNIMAR000	Running, Mark	EMP	2015-16 Xtra Respons	Asst Director	Marching Band	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00		9,456.00				
RUNNIMAR000	Running, Mark	EMP	2015-16 Xtra Respons	Sponsor	Chamber Groups	Glenbrook North	08/24/2015	06/09/2016	178.00	1.94006		
	Coach/Sponsor				0.00	0.00		3,495.99				
RUPPEBAR000	Ruppert, Barry C	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00		128,730.00				
	+++++ Salary							500.00				Longevity
	+++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00		2,146.00				Glenbrook Days
	+++++ Salary							2,350.00				Spouse Benefit
	+++++ Salary							8,582.00				Extra Days
RUPPEBAR000	Ruppert, Barry C	EMP	2015-16 Xtra Respons	Director	Intramurals	Glenbrook North	08/24/2015	06/09/2016	178.00	2.85017		
	Coach/Sponsor				0.00	0.00		5,136.01				
RUPPEBAR000	Ruppert, Barry C	EMP	2015-16 Xtra Respons	Asst Coach	Softball	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00		9,456.00				
RYAN TER000	Ryan, Terri S	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Attendance Specialis	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	20.00	0.00		45,243.00				
RYLANJEF000	Rylander, Jeffrey W	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.75000		
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00		102,177.00				
	+++++ Salary							700.00				Spouse Benefit
	+++++ Salary							600.00				Spouse Benefit
	+++++ Contract		FY16 Admin Category	MA	21.00	60.00		8,885.00				Board Paid TRS
RYLANJEF000	Rylander, Jeffrey W	EMP	2015-16 Certified St	Administrator	Science Instruction	Glenbrook South	08/06/2015	06/24/2016	203.00	0.25000		
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00		34,059.00				
	+++++ Contract		FY16 Admin Category	MA	21.00	60.00		2,961.00				Board Paid TRS

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on	Description	
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
SANTAFRA000	Santa, Francisco	EMP	2015-16 Certified St	Administrator	Principal	Glenbrook Eveni	07/29/2015	06/30/2016	213.00	1.00000
	Certified				0.00	0.00	139,452.00			
	++++++ Salary						700.00		Single Benefit	
	++++++ Salary						600.00		Single Benefit	
	++++++ Salary						12,126.00		Board Paid TRS	
SARMIEDI000	Sarmiento, Edita A	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	0.31250
	Non-Certified				0.00	0.00	6,895.84			
SAVINDOM000	Savino, Dominic A	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day MA		18.00	30.00	45,974.80			
	++++++ Contract		FY16 Glenbrook Days MA		18.00	30.00	766.40		Glenbrook Days	
SAVINDOM000	Savino, Dominic A	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified Contract		FY16 Teacher 180-Day MA		18.00	30.00	68,962.20			
	++++++ Contract		FY16 Glenbrook Days MA		18.00	30.00	1,149.60		Glenbrook Days	
SAVINDOM000	Savino, Dominic A	EMP	2015-16 Xtra Respons	Asst Coach	Football - Varsity	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C DIII		8.00	0.00	10,395.00			
SAVINDOM000	Savino, Dominic A	EMP	2015-16 Xtra Respons	Head Coach	Baseball	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor Contract		FY16 Differentials-C DII		8.00	0.00	11,609.00			
SAWICDON000	Sawicki, Donna	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	190.00	1.00000
	Non-Certified Contract		FY16 Paraprofessiona P-18		0.00	0.00	32,165.35			
SCHAEJUL000	Schaefer, Julia C	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day MA		16.00	0.00	41,550.00			
	++++++ Contract		FY16 Glenbrook Days MA		16.00	0.00	692.40		Glenbrook Days	
	++++++ Salary						940.00		Single Benefit	
SCHAEJUL000	Schaefer, Julia C	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day MA		16.00	0.00	41,550.00			
	++++++ Contract		FY16 Glenbrook Days MA		16.00	0.00	692.40		Glenbrook Days	
	++++++ Salary						940.00		Single Benefit	
SCHAEJUL000	Schaefer, Julia C	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	1,000.00			
SCHAEJEF000	Scheinkopf, Jeffrey S	EMP	2015-16 Certified St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified Contract		FY16 Teacher 180-Day MA		19.00	45.00	48,037.60			
	++++++ Contract		FY16 Glenbrook Days MA		19.00	45.00	800.80		Glenbrook Days	
	++++++ Salary						940.00		Single Benefit	
SCHAEJEF000	Scheinkopf, Jeffrey S	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
	Certified Contract		FY16 Teacher 180-Day MA		19.00	45.00	24,018.80			
	++++++ Contract		FY16 Glenbrook Days MA		19.00	45.00	400.40		Glenbrook Days	
	++++++ Salary						470.00		Single Benefit	



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
SCHIEJEF000	Scheinkopf, Jeffrey S	EMP	2015-16 Certified	St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	45.00	48,037.60					
+++++	Contract	FY16 Glenbrook Days	MA	19.00	45.00	800.8	Glenbrook Days				
+++++	Salary					940.8	Single Benefit				
SCHIEJEF000	Scheinkopf, Jeffrey S	EMP	2015-16 Xtra Respons	Sponsor		Student Assistance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor					0.00	2,000.00					
SCHIEMIC000	Scheinkopf, Michelle	EMP	2015-16 Xtra Respons	Sponsor		Wellness	Glenbrook High	08/24/2015	06/09/2016	178.00	1.58300
Coach/Sponsor					0.00	2,852.57					
SCHERNIC000	Scherr, Nicole L	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.50000
Certified	Contract	FY16 Teacher 180-Day	MA	13.00	45.00	51,375.50					
+++++	Contract	FY16 Glenbrook Days	MA	13.00	45.00	856.8	Glenbrook Days				
SCHIMELI000	Schimmel, Elizabeth M	EMP	2015-16 Certified	St	Teacher/Counselor	Family/Consumer Scie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.90000
Certified	Contract	FY16 Teacher 32-Step	MA	5.00	0.00	60,779.70					
+++++	Contract	FY16 Glenbrook Day 3	MA	5.00	0.00	1,013.4	Glenbrook Days				
SCHLUAPR000	Schlueter, Apryl Z	EMP	2015-16 Xtra Respons	Asst Coach		Cheerleading	Glenbrook North	09/01/2015	02/29/2016	120.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	3.00	0.00	5,808.00					
SCHMABRI000	Schmalzer, Brian T	EMP	2015-16 Certified	St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	0.00	81,703.00					
+++++	Contract	FY16 Glenbrook Days	MA	8.00	0.00	1,362.0	Glenbrook Days				
SCHMABRI000	Schmalzer, Brian T	EMP	2015-16 Xtra Respons	Mentor		Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified					0.00	1,000.00					
SCHMABRI000	Schmalzer, Brian T	EMP	2015-16 Xtra Respons	Sponsor		Student Assistance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor					0.00	2,000.00					
SCHMINEI000	Schmidgall, Neil E	EMP	2015-16 Certified	St	Teacher/Counselor	Applied Technology	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	51,492.00					
+++++	Salary					200.0	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	858.4	Glenbrook Days				
+++++	Salary					940.8	Single Benefit				
SCHMINEI000	Schmidgall, Neil E	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	77,238.00					
+++++	Salary					300.0	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,287.6	Glenbrook Days				
+++++	Salary					1,410.8	Single Benefit				
SCHMINEI000	Schmidgall, Neil E	EMP	2015-16 Xtra Respons	Sponsor		JETS Engineering Clu	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor					0.00	901.00					
SCHNEDEB000	Schneider, Deborah J	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant		Glenbrook South	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX2-3	26.00	0.00	56,527.18					
+++++	Salary					3,433.8	Retirement Enhancement				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SCHNEDEB000	Schneider, Deborah J	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
SCHNEKRI000	Schneider, Kristin Emily	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA		8.00	81,703.00				
+++++	Contract	FY16 Glenbrook Days	MA		8.00	1,362.00	Glenbrook Days			
SCHNEKRI000	Schneider, Kristin Emily	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
SCHNEKRI000	Schneider, Kristin Emily	EMP	2015-16 Xtra Respons	Sponsor	Spartan Buddies	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor					0.00	1,802.00				
SCHNELIN000	Schneider, Linda D	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2		3.00	26,143.18				
SCHOEDAV000	Schoenwetter, David C	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA		16.00	83,100.00				
+++++	Contract	FY16 Glenbrook Days	MA		16.00	1,384.80	Glenbrook Days			
SCHOEDAV000	Schoenwetter, David C	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA		16.00	20,775.00				
+++++	Contract	FY16 Glenbrook Days	MA		16.00	346.00	Glenbrook Days			
SCHOEDAV000	Schoenwetter, David C	EMP	2015-16 Xtra Respons	Asst Coach	Football - Varsity	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII		8.00	10,395.00				
SCHOEDAV000	Schoenwetter, David C	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Boys	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII		8.00	10,395.00				
SCHOEKRI000	Schoenberger, Kristen S	EMP	2015-16 Certified St	Teacher/Counselor	Library/Media Specia	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA		4.00	71,111.00				
+++++	Contract	FY16 Glenbrook Day 3	MA		4.00	1,185.00	Glenbrook Days			
SCHOLAMA000	Scholz, Amanda	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA		15.00	43,349.60				
+++++	Contract	FY16 Glenbrook Days	MA		15.00	722.40	Glenbrook Days			
+++++	Salary					940.00	Singe Benefit			
SCHOLAMA000	Scholz, Amanda	EMP	2015-16 Certified St	Teacher/Counselor	Academic Resource Ce	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA		15.00	21,674.80				
+++++	Contract	FY16 Glenbrook Days	MA		15.00	361.00	Glenbrook Days			
+++++	Salary					470.00	Singe Benefit			
SCHOLKAT000	Scholten, Katherine L	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA		12.00	80,025.60				
+++++	Contract	FY16 Glenbrook Days	MA		12.00	1,333.60	Glenbrook Days			
SCHOLKAT000	Scholten, Katherine L	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA		12.00	20,006.40				
+++++	Contract	FY16 Glenbrook Days	MA		12.00	333.40	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SCHOLKAT000	Scholten, Katherine L	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
SCHOLKAT000	Scholten, Katherine L Certified	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
SCHROMIC000	Schroeder, Michael J Certified	EMP	2015-16 Certified St	Teacher/Counselor	Behavior Disorders	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Contract		FY16 Teacher 180-Day	MA	12.00	58,603.80				
	++++++ Contract		FY16 Glenbrook Days	MA	12.00	976.80	Glenbrook Days			
SCHROMIC000	Schroeder, Michael J Certified	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Contract		FY16 Teacher 180-Day	MA	12.00	39,069.20				
	++++++ Contract		FY16 Glenbrook Days	MA	12.00	651.00	Glenbrook Days			
SCHROMIC000	Schroeder, Michael J Coach/Sponsor	EMP	2015-16 Xtra Respons	Head Coach	Golf - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Contract		FY16 Differentials-C	DIV	8.00	9,456.00				
SCHULJEN000	Schultz, Jennifer Certified	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
	Contract		FY16 Teacher 180-Day	MA	17.00	93,383.20				
	++++++ Contract		FY16 Glenbrook Days	MA	17.00	1,556.00	Glenbrook Days			
SCHULSEJ000	Schullo, Sejal Certified	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Contract		FY16 Teacher 180-Day	MA	17.00	106,784.00				
	++++++ Contract		FY16 Glenbrook Days	MA	17.00	1,780.00	Glenbrook Days			
SCHULSEJ000	Schullo, Sejal	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
SCHULSEJ000	Schullo, Sejal Certified	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
					0.00	1,000.00				
SCHULSEJ000	Schullo, Sejal Coach/Sponsor	EMP	2015-16 Xtra Respons	Sponsor	Desi Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
					0.00	1,802.00				
SCHULSTE000	Schulhof, Steven Non-Certified	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	0.87500
	Contract		FY16 Paraprofessiona	P-17	0.00	27,593.41				
	++++++ Salary					2,400.00	Add'l Stipend			
SCOTTAN000	Scott, Daniel R Coach/Sponsor	EMP	2015-16 Xtra Respons	Asst Coach	Baseball	Glenbrook North	03/01/2016	05/31/2016	60.00	0.66000
	Contract		FY16 Differentials-C	DIV	4.00	4,759.26				
SCOTTMAR000	Scott, Mardi Certified	EMP	2015-16 Certified St	Teacher/Counselor	Transition Program	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Contract		FY16 Teacher 180-Day	MA	19.00	117,925.00				
	++++++ Contract		FY16 Glenbrook Days	MA	19.00	1,965.00	Glenbrook Days			
SCOTTMAR000	Scott, Mardi Coach/Sponsor	EMP	2015-16 Xtra Respons	Sponsor	Spartan Buddies	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
					0.00	1,802.00				
SEABOCHR000	Seaborg, Christina Lee Certified	EMP	2015-16 Certified St	Teacher/Counselor	Social Worker	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Contract		FY16 Teacher 180-Day	MA	18.00	117,162.00				
	++++++ Contract		FY16 Glenbrook Days	MA	18.00	1,953.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SEGERJEN000	Seger, Jennifer M	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/25/2015	06/10/2016	185.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	25,862.82				
SELF AUS000	Self, Austin T	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	1.00	0.00	25,135.81				
SELF AUS000	Self, Austin T	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook South	09/01/2015	11/30/2015	60.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-N DIV		4.00	0.00	3,317.00				
SERIKJIL000	Serikaku, Jill N	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day MA		4.00	0.00	69,452.00				
+++++	Contract	FY16 Glenbrook Days MA		4.00	0.00	1,158.00	Glenbrook Days			
SERIKJIL000	Serikaku, Jill N	EMP	2015-16 Xtra Respons	Sponsor	Science Olympiad	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
SERLIJIL000	Serling, Jill M	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day BA		7.00	15.00	73,409.00				
+++++	Contract	FY16 Glenbrook Days BA		7.00	15.00	1,223.00	Glenbrook Days			
SHAMREMI000	Shamrock, Emily E	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day MA		8.00	30.00	34,662.00				
+++++	Contract	FY16 Glenbrook Days MA		8.00	30.00	577.00	Glenbrook Days			
SHAMREMI000	Shamrock, Emily E	EMP	2015-16 Certified St	Teacher/Counselor	American Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day MA		8.00	30.00	34,662.00				
+++++	Contract	FY16 Glenbrook Days MA		8.00	30.00	577.00	Glenbrook Days			
SHAMREMI000	Shamrock, Emily E	EMP	2015-16 Certified St	Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day MA		8.00	30.00	17,331.00				
+++++	Contract	FY16 Glenbrook Days MA		8.00	30.00	288.00	Glenbrook Days			
SHAMREMI000	Shamrock, Emily E	EMP	2015-16 Xtra Respons	Coordinator	Junior Class	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C DVII		7.00	0.00	2,858.50				
SHAMREMI000	Shamrock, Emily E	EMP	2015-16 Xtra Respons	Asst Coach	Tennis - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C DVI		8.00	0.00	6,922.00				
SHANECHR000	Shaner, Christi Ann	EMP	2015-16 Certified St	Teacher/Counselor	Library/Media Specia	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day MA		18.00	30.00	114,937.00				
+++++	Contract	FY16 Glenbrook Days MA		18.00	30.00	1,916.00	Glenbrook Days			
+++++	Salary					6,385.30	Extra Days			
SHANECHR000	Shaner, Christi Ann	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
SHAUBRI000	Shaoul, Brian H	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IAL	12.00	0.00	29,807.50				
SHAUBRI000	Shaoul, Brian H	EMP	2015-16 Xtra Respons	Sponsor	Latinos Unidas	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	855.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SHAUBRI000	Shaoul, Brian H	EMP	2015-16 Xtra Respons	Sponsor	Latino Heat Dance Cl	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,710.00				
SHEESH000	Sheehan, Sharon K	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
+++++	Contract		FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
+++++	Salary						2,350.00	Pinge Benefit		
SHELLJ000	Shellard, James W	EMP	2015-16 Certified St	Administrator	Assistant Principal	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	169,115.00				
+++++	Salary						700.00	Pinge Benefit		
+++++	Salary						600.00	Pinge Benefit		
+++++	Salary						14,706.00	Board Paid TRS		
SHEPER000	Sheperd, Robin	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract		FY16 Teacher 180-Day	MA	21.00	30.00	74,264.40			
+++++	Contract		FY16 Glenbrook Days	MA	21.00	30.00	1,237.00	Glenbrook Days		
SHEPER000	Sheperd, Robin	EMP	2015-16 Xtra Respons	Sponsor	Gay/Straight Allianc	Glenbrook North	08/24/2015	06/09/2016	178.00	0.33333
Coach/Sponsor				0.00	0.00	600.66				
SHIPMEG000	Shipp, Megan C	EMP	2015-16 Non-Certifie	Support Staff	Asst Athletic Traine	Glenbrook South	08/03/2015	05/31/2016	196.00	1.00000
Non-Certified	Contract		FY16 Exempt	X-3	24.00	0.00	46,688.71			
SHIPMEG000	Shipp, Megan C	EMP	2015-16 Xtra Respons	Sponsor	Student to Student C	Glenbrook South	08/24/2015	06/09/2016	178.00	0.94722
Coach/Sponsor				0.00	0.00	1,619.75				
SHORES000	Shore, Suzanne H	EMP	2015-16 Non-Certifie	Instructional Assist	School Nurse	Glenbrook South	08/13/2015	06/09/2016	156.00	0.93750
Non-Certified	Contract		FY16 Exempt	X-3S	0.00	0.00	44,386.88			
SIDESC000	Sides, Carey	EMP	2015-16 Certified St	Teacher/Counselor	Behavior Disorders	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract		FY16 Teacher 180-Day	MA	17.00	30.00	67,215.60			
+++++	Contract		FY16 Glenbrook Days	MA	17.00	30.00	1,120.00	Glenbrook Days		
+++++	Salary						1,410.00	Pinge Benefit		
SIDESC000	Sides, Carey	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract		FY16 Teacher 180-Day	MA	17.00	30.00	44,810.40			
+++++	Contract		FY16 Glenbrook Days	MA	17.00	30.00	746.00	Glenbrook Days		
+++++	Salary						940.00	Pinge Benefit		
SIENAH000	Siena, Hillarie J	EMP	2015-16 Certified St	Administrator	Assistant Superinten	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	189,343.00				
+++++	Salary						700.00	Pinge Benefit		
+++++	Salary						600.00	Pinge Benefit		
+++++	Salary						16,465.00	Board Paid TRS		
SILCAST000	Silca, Stephen A	EMP	2015-16 Certified St	Teacher/Counselor	Applied Technology	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA	11.00	45.00	97,302.00			
+++++	Contract		FY16 Glenbrook Days	MA	11.00	45.00	1,622.00	Glenbrook Days		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SILCASTE000	Silca, Stephen A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
SILCASTE000	Silca, Stephen A	EMP	2015-16 Xtra Respons	Sponsor	Student to Student C	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
SILCASTE000	Silca, Stephen A	EMP	2015-16 Xtra Respons	Sponsor	Homecoming Float Des	Glenbrook South	08/24/2015	06/09/2016	178.00	0.58491
Coach/Sponsor				0.00	0.00	1,054.01				
SIMMEKUR000	Simmers, Kurt	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract		FY16 Technology	T4					42.00	0.00
	++++++ Salary									90,797.00
	++++++ Salary									117.84 Long-term Disability
	++++++ Salary									700.00 Sringe Benefit
	++++++ Salary									600.00 Sringe Benefit
	++++++ Salary									35,965.00 Add'l Stipend
SIMONBEN000	Simons, Benjamin T	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	08/21/2015	38.00	1.00000
Non-Certified	Contract		FY16 Custodial/Maint	GR-DS					0.00	0.00
										7,690.47
SIMONCHE000	Simon, Cheryl	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.25000
Certified	Contract		FY16 Teacher 180-Day	MA					13.00	60.00
	++++++ Contract		FY16 Glenbrook Days	MA					13.00	60.00
										438.00 Glenbrook Days
SIMONCHE000	Simon, Cheryl	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.75000
Certified	Contract		FY16 Teacher 180-Day	MA					13.00	60.00
	++++++ Contract		FY16 Glenbrook Days	MA					13.00	60.00
										1,315.00 Glenbrook Days
SIMONCHE000	Simon, Cheryl	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
SINDEMIC000	Sinde, Michael R	EMP	2015-16 Certified St	Teacher/Counselor	Applied Technology	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA					15.00	60.00
	++++++ Contract		FY16 Glenbrook Days	MA					15.00	60.00
										1,848.00 Glenbrook Days
SINDEMIC000	Sinde, Michael R	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
SINDEMIC000	Sinde, Michael R	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
SINDEMIC000	Sinde, Michael R	EMP	2015-16 Xtra Respons	Sponsor	JETS Engineering Clu	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
SIRVAMAR000	Sirvatka, Martin G	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.40000
Certified	Contract		FY16 Admin Category	MA					21.00	30.00
	++++++ Salary									62,052.40
	++++++ Salary									700.00 Sringe Benefit
	++++++ Salary									600.00 Sringe Benefit
	++++++ Salary									5,396.00 Board Paid TRS
SIRVAMAR000	Sirvatka, Martin G	EMP	2015-16 Certified St	Administrator	Music Instruction	Glenbrook South	08/06/2015	06/24/2016	203.00	0.60000
Certified	Contract		FY16 Admin Category	MA					21.00	30.00
	++++++ Salary									93,078.60
										8,094.00 Board Paid TRS

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SIRVAMAR000	Sirvatka, Martin G	EMP	2015-16 Xtra Respons	Asst Director	Variety Show	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00				
SIRVAMAR000	Sirvatka, Martin G	EMP	2015-16 Xtra Respons	Director	Advanced Choral	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVII	8.00	0.00	6,118.00				
SIRVAMAR000	Sirvatka, Martin G	EMP	2015-16 Xtra Respons	Sponsor	Solace	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
SIT JAN000	Sit, Janice Y	EMP	2015-16 Certified St	Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	15,300.80				
+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	255.00	Glenbrook Days			
SIT JAN000	Sit, Janice Y	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	61,203.20				
+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	1,020.00	Glenbrook Days			
SKAOUAFR000	Skaouris, Afrodite D	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	0.00	81,703.00				
+++++	Contract	FY16 Glenbrook Days	MA	8.00	0.00	1,362.00	Glenbrook Days			
SKAOUAFR000	Skaouris, Afrodite D	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
SKAOUAFR000	Skaouris, Afrodite D	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
SKORUJOH000	Skorupa, John	EMP	2015-16 Certified St	Teacher/Counselor	Asst Instructional S	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	24,754.80				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	412.00	Glenbrook Days			
SKORUJOH000	Skorupa, John	EMP	2015-16 Certified St	Teacher/Counselor	Driver Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	99,019.20				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	1,650.00	Glenbrook Days			
SKORUJOH000	Skorupa, John	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
SKORUJOH000	Skorupa, John	EMP	2015-16 Xtra Respons	Sponsor	Polish Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
SKORUJOH000	Skorupa, John	EMP	2015-16 Xtra Respons	Sponsor	Fencing Club	Glenbrook South	08/24/2015	06/09/2016	178.00	2.00055
Coach/Sponsor				0.00	0.00	3,604.99				
SKORUJOH000	Skorupa, John	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00				
SLY LIS000	Sly, Lisa Meinhard	EMP	2015-16 Non-Certifie	Support Staff	Technology Trainer	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Clerical/Tech	CTSP	0.00	0.00	83,038.00				
SMIGILIN000	Smigiel, Lindsay R	EMP	2015-16 Certified St	Teacher/Counselor	Behavior Disorders	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	45,902.40				
+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	765.00	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
SMIGILIN000	Smigiel, Lindsay R	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	15,300.80						
	+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	255.0					Glenbrook Days
SMIGILIN000	Smigiel, Lindsay R	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00	15,300.80						
	+++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00	255.0					Glenbrook Days
SMIGILIN000	Smigiel, Lindsay R	EMP	2015-16 Xtra Respons	Sponsor	Peer Mentors	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract				0.00	0.00	1,802.00					
SMITHAUS000	Smith, Austin M	EMP	2015-16 Certified St	Teacher/Counselor	Titan Learning Cente	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	11,311.40						
	+++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	188.6					Glenbrook Days
SMITHAUS000	Smith, Austin M	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000		
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	45,245.60						
	+++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	754.4					Glenbrook Days
SMITHAUS000	Smith, Austin M	EMP	2015-16 Xtra Respons	Asst Coach	Individual Events	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DV	4.00	0.00	6,216.00						
SMITHDAV000	Smith, David M	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00						
	+++++	Salary					500.16					Ageevity
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.0					Glenbrook Days
	+++++	Salary					2,350.8					Inge Benefit
SMITHDAV000	Smith, David M	EMP	2015-16 Xtra Respons	Asst Coach	Tennis - Girls	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00						
SMITHDAV000	Smith, David M	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00						
SMITHJUL000	Smith, Julie M	EMP	2015-16 Certified St	Teacher/Counselor	Transition Program	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	19,955.40						
	+++++	Contract	FY16 Glenbrook Days	MA	11.00	60.00	332.6					Glenbrook Days
SMITHJUL000	Smith, Julie M	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000		
Certified	Contract	FY16 Teacher 180-Day	MA	11.00	60.00	79,821.60						
	+++++	Contract	FY16 Glenbrook Days	MA	11.00	60.00	1,330.4					Glenbrook Days
SMITHJUL000	Smith, Julie M	EMP	2015-16 Xtra Respons	Coordinator	Junior Class	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DVII	5.00	0.00	4,996.00						
SMITHJUL000	Smith, Julie M	EMP	2015-16 Xtra Respons	Sponsor	Pompon	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00						
SMITHKEN000	Smith, Kenneth M	EMP	2015-16 Non-Certifie	Instructional Assist	Behavior Disorders	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750		
Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	26,661.65						



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
SMITHKRI000	Smith, Kristin M	EMP	2015-16 Non-Certified	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	8.00	0.00	28,849.89					
SMURLJEN000	Smurlo, Jennifer K	EMP	2015-16 Certified	Teacher/Counselor	Psychologist	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 32-Step	MA	6.00	60.00	79,611.00					
	+++++	Contract	FY16 Glenbrook Day 3	MA	6.00	60.00	1,327.00	Glenbrook Days				
	+++++	Salary					4,422.80	Extra Days				
SOLISEDW000	Solis, Edward A	EMP	2015-16 Certified	Administrator	English Instruction	Glenbrook North	08/06/2015	06/24/2016	203.00	0.20000		
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00	27,247.20					
	+++++	Contract	FY16 Admin Category	MA	21.00	60.00	2,369.40	Board Paid TRS				
SOLISEDW000	Solis, Edward A	EMP	2015-16 Certified	Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.80000		
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00	108,988.80					
	+++++	Salary					700.00	Pringe Benefit				
	+++++	Salary					600.00	Pringe Benefit				
	+++++	Contract	FY16 Admin Category	MA	21.00	60.00	9,477.50	Board Paid TRS				
SOLISEDW000	Solis, Edward A	EMP	2015-16 Xtra Respons	Sponsor	Guitar Club	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00	1,802.00					
SOLOCAND000	Solochek, Andrea G	EMP	2015-16 Certified	Teacher/Counselor	Speech Pathologist	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000		
	Certified	Contract	FY16 Teacher 32-Step	MA	2.00	0.00	50,463.20					
	+++++	Contract	FY16 Glenbrook Day 3	MA	2.00	0.00	840.00	Glenbrook Days				
SOLOCAND000	Solochek, Andrea G	EMP	2015-16 Certified	Teacher/Counselor	Speech Pathologist	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000		
	Certified	Contract	FY16 Teacher 32-Step	MA	2.00	0.00	12,615.80					
	+++++	Contract	FY16 Glenbrook Day 3	MA	2.00	0.00	210.00	Glenbrook Days				
SOLTAJOH000	Soltani, John O	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	5.00	0.00	7,718.00					
SOPOCKAY000	Sopocy, Kay L	EMP	2015-16 Certified	Teacher/Counselor	Asst Director	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	51,492.00					
	+++++	Salary					9,646.40	Retirement Enhancement				
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	858.00	Glenbrook Days				
	+++++	Salary					940.00	Pringe Benefit				
SOPOCKAY000	Sopocy, Kay L	EMP	2015-16 Certified	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	77,238.00					
	+++++	Salary					14,469.40	Retirement Enhancement				
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,287.00	Glenbrook Days				
	+++++	Salary					1,410.00	Pringe Benefit				
SOPOCKAY000	Sopocy, Kay L	EMP	2015-16 Xtra Respons	Asst Director	Athletics	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
	Certified				0.00	0.00	6,740.00					
SOPOCKAY000	Sopocy, Kay L	EMP	2015-16 Xtra Respons	Manager	Events Manager	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	4,072.50					

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SOPOCKAY000	Sopocy, Kay L	EMP	2015-16 Xtra Respons	Head Coach	Softball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C	DII	8.00	0.00	11,609.00			
SORKIJON000	Sorkin, Jonathan	EMP	2015-16 Certified St	Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16	Teacher 180-Day	MA	21.00	60.00	25,746.00			
+++++	Contract	FY16	Glenbrook Days	MA	21.00	60.00	429.00	Glenbrook Days		
SORKIJON000	Sorkin, Jonathan	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract	FY16	Teacher 180-Day	MA	21.00	60.00	102,984.00			
+++++	Contract	FY16	Glenbrook Days	MA	21.00	60.00	1,716.80	Glenbrook Days		
SORKIJON000	Sorkin, Jonathan	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
					0.00	0.00	1,000.00			
SORKIJON000	Sorkin, Jonathan	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified					0.00	0.00	1,000.00			
SORKIKAR000	Sorkin, Karla M	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16	Instruct Asst	IA2	15.00	0.00	33,145.00			
SORMASAN000	Sormaz, Sandra A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Registrar	Glenbrook South	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16	Executive Assis	EX2-3	25.00	0.00	55,775.25			
SOTELDAN000	Sotelo, Daniel J	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16	Custodial/Maint	CU-E	5.00	0.00	41,259.00			
SPARKLEE000	Sparkes, LeeElyn M	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	190.00	0.87500
Non-Certified	Contract	FY16	Instruct Asst	IA2	17.00	0.00	32,537.73			
SPELLJUL000	Spellman, Julie F	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16	Instruct Asst	IALS	0.00	0.00	34,308.59			
SPELLJUL000	Spellman, Julie F	EMP	2015-16 Xtra Respons	Sponsor	Circle of Friends	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor					0.00	0.00	1,710.00			
SPEROPET000	Spero, Peter A	EMP	2015-16 Non-Certifie	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16	Technology	T3	32.00	0.00	76,714.00			
SPRINDOU000	Springer, Douglas R	EMP	2015-16 Xtra Respons	Asst Coach	Individual Events	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C	DV	8.00	0.00	8,145.00			
STANCMIC000	Stancik, Michael J	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day	MA	11.00	0.00	89,866.00			
+++++	Contract	FY16	Glenbrook Days	MA	11.00	0.00	1,498.00	Glenbrook Days		
STANCMIC000	Stancik, Michael J	EMP	2015-16 Xtra Respons	Head Coach	Water Polo - Girls	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16	Differentials-C	DIV	8.00	0.00	9,456.00			
STANDMIC000	Standerski, Michael	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16	Teacher 180-Day	MA	17.00	15.00	109,222.00			
+++++	Contract	FY16	Glenbrook Days	MA	17.00	15.00	1,820.00	Glenbrook Days		
+++++	Salary						2,350.00	Hinge Benefit		
+++++	Salary						6,067.80	Extra Days		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
STANDMIC000	Standerski, Michael	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
STANISTE000	Stanicek, Stephen B	EMP	2015-16 Certified St	Administrator	Physical Education	Glenbrook South	08/06/2015	06/24/2016	203.00	0.20000
Certified	Contract	FY16 Admin Category	MA	21.00	30.00	26,198.20				
+++++	Contract	FY16 Admin Category	MA	21.00	30.00	2,278.20	Board Paid TRS			
STANISTE000	Stanicek, Stephen B	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	0.80000
Certified	Contract	FY16 Admin Category	MA	21.00	30.00	104,792.80				
+++++	Salary					700.00	Singe Benefit			
+++++	Salary					600.00	Singe Benefit			
+++++	Contract	FY16 Admin Category	MA	21.00	30.00	9,112.80	Board Paid TRS			
STANISTE000	Stanicek, Stephen B	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00				
STANISTE000	Stanicek, Stephen B	EMP	2015-16 Xtra Respons	Head Coach	Baseball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00				
STANKFRA000	Stankowicz, Frank J	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000
Non-Certified	Contract	FY16 Paraprofessiona	P-1	0.00	0.00	22,070.12				
STANTJOS000	Stanton, Joshua J	EMP	2015-16 Certified St	Teacher/Counselor	Driver Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	33,934.20				
+++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	565.80	Glenbrook Days			
STANTJOS000	Stanton, Joshua J	EMP	2015-16 Certified St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	22,622.80				
+++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	377.20	Glenbrook Days			
STANTJOS000	Stanton, Joshua J	EMP	2015-16 Xtra Respons	Asst Coach	Baseball	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	4.00	0.00	7,211.00				
STARAMAR000	Starakiewicz, Maria	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	1.00	0.00	37,533.00				
STARCDIA000	Starceovich, Diana F	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	20.00	0.00	35,324.34				
STEFFLIS000	Steffey, Lisa	EMP	2015-16 Certified St	Teacher/Counselor	Psychologist	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	60.00	122,638.00				
+++++	Contract	FY16 Glenbrook Days	MA	19.00	60.00	2,044.00	Glenbrook Days			
+++++	Salary					6,813.20	Extra Days			
STEINDEB000	Stein, Deborah L	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.75000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	30.00	67,032.75				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	30.00	1,117.80	Glenbrook Days			
STEINDEB000	Stein, Deborah L	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified						0.00	0.00	1,000.00		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
STEINDEB000	Stein, Deborah L	EMP	2015-16 Xtra Respons	Sponsor	The Cure Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,802.00				
STEINMIC000	Steinberg, Michelle C	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified		FY16 Teacher 32-Step	BA	1.00	22,114.00				
	Contract		FY16 Glenbrook Day 3	BA	1.00	368.40	Glenbrook Days			
STEINMIC000	Steinberg, Michelle C	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.64167
	Non-Certified		FY16 Instruct Asst	IA2	3.00	17,893.64				
STICKNAN000	Stickels, Nancy	EMP	2015-16 Xtra Respons	Head Coach	Individual Events	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor		FY16 Differentials-C	DIII	8.00	10,395.00				
STICKNAN000	Stickels, Nancy	EMP	2015-16 Xtra Respons	Sponsor	V-Show Make-up	Glenbrook South	08/24/2015	06/09/2016	178.00	0.23641
	Coach/Sponsor				0.00	426.01				
STOLLUA000	Stoll, Luanne M	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000
	Non-Certified		FY16 Instruct Asst	IA2	11.00	32,655.43				
STONERAN000	Stoneberg, Randy D	EMP	2015-16 Non-Certifie	Maintenance	Grounds	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified		FY16 Custodial/Maint	GR-D	16.00	51,427.00				
STRICJOH000	Strickland, John M	EMP	2015-16 Non-Certifie	Instructional Assist	General Assignment	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified		FY16 Instruct Asst	IA2	1.00	25,135.81				
STRONDOU000	Strong, Douglas W	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook Off C	08/06/2015	06/24/2016	203.00	1.00000
	Certified		FY16 Admin Category	MA	21.00	136,236.00				
	Salary					700.00	Pension Benefit			
	Salary					600.00	Pension Benefit			
	Contract		FY16 Admin Category	MA	21.00	11,847.00	Board Paid TRS			
STUMPLAU000	Stump, Lauren A	EMP	2015-16 Certified St	Teacher/Counselor	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified		FY16 Teacher 32-Step	MA	11.00	51,271.20				
	Contract		FY16 Glenbrook Day 3	MA	11.00	854.40	Glenbrook Days			
STUMPLAU000	Stump, Lauren A	EMP	2015-16 Certified St	Teacher/Counselor	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified		FY16 Teacher 32-Step	MA	11.00	34,180.80				
	Contract		FY16 Glenbrook Day 3	MA	11.00	569.60	Glenbrook Days			
SUAREBAR000	Suarez, Barbara	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified		FY16 Teacher 32-Step	BA	2.00	56,557.00				
	Contract		FY16 Glenbrook Day 3	BA	2.00	943.00	Glenbrook Days			
SULLIDAR000	Sullivan, Darin	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified		FY16 Teacher 180-Day	MA	20.00	50,233.20				
	Contract		FY16 Glenbrook Days	MA	20.00	837.00	Glenbrook Days			
SULLIDAR000	Sullivan, Darin	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categori	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified		FY16 Teacher 180-Day	MA	20.00	75,349.80				
	Contract		FY16 Glenbrook Days	MA	20.00	1,255.80	Glenbrook Days			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
SULLIDAR000	Sullivan, Darin	EMP	2015-16 Xtra Respons	Sponsor	Student Assistance	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Coach/Sponsor				0.00	0.00	2,000.00				
SULLIDAR000	Sullivan, Darin	EMP	2015-16 Xtra Respons	Sponsor	Circle of Friends	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
SULLIDAR000	Sullivan, Darin	EMP	2015-16 Xtra Respons	Sponsor	Spartans Inspire	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor				0.00	0.00	901.00				
SULLIJOH001	Sullivan, John E	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA			21.00	15.00	121,031.00	
	+++++ Salary					500.00	Longevity			
	+++++ Contract		FY16 Glenbrook Days	MA			21.00	15.00	2,017.00	Glenbrook Days
	+++++ Salary					2,350.00	Hinge Benefit			
SULLIMAR000	Sullivan, Margaret M	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DV			8.00	0.00	8,145.00	
SUMMEMIC000	Summerfelt, Michael H	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract		FY16 Paraprofessiona	P-17			0.00	0.00	29,564.37	
	+++++ Salary					2,400.00	Add'l Stipend			
SURACJOH000	Surace, John A	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract		FY16 Custodial/Maint	CU-ES			0.00	0.00	52,990.00	
SUTHELAU000	Sutherlin, Lauren A	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	0.80000
Certified	Contract		FY16 Teacher 180-Day	MA			11.00	0.00	71,892.80	
	+++++ Contract		FY16 Glenbrook Days	MA			11.00	0.00	1,198.00	Glenbrook Days
SUTHERYA000	Sutherlin, Ryan	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract		FY16 Teacher 180-Day	MA			13.00	15.00	97,798.00	
	+++++ Contract		FY16 Glenbrook Days	MA			13.00	15.00	1,630.00	Glenbrook Days
SUTHERYA000	Sutherlin, Ryan	EMP	2015-16 Xtra Respons	Head Coach	Math Team	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DIII			8.00	0.00	10,395.00	
SWANSBRA000	Swanson, Bradley K	EMP	2015-16 Certified St	Administrator	Assistant Superinten	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract		FY16 Admin Category	MA			21.00	60.00	159,883.00	
	+++++ Salary					700.00	Hinge Benefit			
	+++++ Salary					600.00	Hinge Benefit			
	+++++ Contract		FY16 Admin Category	MA			21.00	60.00	13,903.00	Board Paid TRS
SWANSJEN000	Swanson, Jennifer Ann	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Department Assistant	Glenbrook South	08/11/2015	06/21/2016	203.00	1.00000
Non-Certified	Contract		FY16 Info/Data Mgmt	ID 2			13.00	0.00	31,984.99	
SYNEKTRE000	Synek, Trevor M	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract		FY16 Differentials-C	DV			5.00	0.00	6,650.00	
SZPISSTE000	Szpisjak, Steven J	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract		FY16 Instruct Asst	IA2S			0.00	0.00	35,824.29	

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
SZPISSTE000	Szpisjak, Steven J	EMP	2015-16 Xtra Respons	Sponsor	Chess Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	1,710.00				
TARJAMIC000	Tarjan, Michael T	EMP	2015-16 Certified St	Administrator	Assistant Principal	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Certified	Contract	FY16 Admin Category	MA	21.00	60.00	148,040.00			
	++++++ Salary						700.00	0.00		0.00
	++++++ Salary						600.00	0.00		0.00
	++++++ Contract		FY16 Admin Category	MA	21.00	60.00	12,873.00			
TARVEVIC000	Tarver-Andersen, Vicki L	EMP	2015-16 Certified St	Administrator	Director	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
	Certified	Contract	FY16 Technology Supe	TSPR	9.00	0.00	102,896.00			
	++++++ Salary						700.00	0.00		0.00
	++++++ Salary						600.00	0.00		0.00
TATE TAR000	Tate, Tara	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.10000
	Certified	Contract	FY16 Teacher 180-Day	MA	15.00	15.00	10,345.20			
	++++++ Contract		FY16 Glenbrook Days	MA	15.00	15.00	172.00			
TATE TAR000	Tate, Tara	EMP	2015-16 Certified St	Teacher/Counselor	Debate	Glenbrook South	08/24/2015	06/09/2016	180.00	0.90000
	Certified	Contract	FY16 Teacher 180-Day	MA	15.00	15.00	93,106.80			
	++++++ Contract		FY16 Glenbrook Days	MA	15.00	15.00	1,551.00			
TATE TAR000	Tate, Tara	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
TAYLODAW000	Taylor, Dawn M	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	12.00	0.00	31,227.09			
TAYLOJOS000	Taylor, Joseph H	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00			
THEODFRA000	Theodorakakis, Frank	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	0.50000
	Non-Certified	Contract	FY16 Paraprofessiona	P-1	0.00	0.00	11,035.06			
THEODFRA000	Theodorakakis, Frank	EMP	2015-16 Xtra Respons	Asst Coach	Volleyball - Boys	Glenbrook South	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	4.00	0.00	6,216.00			
THOMAGER000	Thomas-McGraw, Gery I	EMP	2015-16 Non-Certifie	Instructional Assist	Student Instruction	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	4.00	0.00	26,661.65			
THOMPNEV000	Thompson, Neville	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00			
TICHOAMY000	Ticho, Amy	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
	Non-Certified	Contract	FY16 Instruct Asst	IA2	17.00	0.00	34,491.96			
TICHOAMY000	Ticho, Amy	EMP	2015-16 Xtra Respons	Asst Coach	Individual Events	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-N	DV	4.00	0.00	5,720.00			
TICHOAMY000	Ticho, Amy	EMP	2015-16 Xtra Respons	Director	Student Directed One	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,710.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
TIMM JAN000	Timm, Janet A	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Payroll	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Clerical/Tech	CT2-3	21.00	0.00	62,618.00				
TIMM JAN000	Timm, Janet A	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
TIMMENIC000	Timmer, Nicholas	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	0.00	67,576.80				
+++++	Contract	FY16 Glenbrook Days	MA	19.00	0.00	1,126.00	Glenbrook Days			
TIMMENIC000	Timmer, Nicholas	EMP	2015-16 Certified St	Teacher/Counselor	Academic Resource Ce	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	19.00	0.00	45,051.20				
+++++	Contract	FY16 Glenbrook Days	MA	19.00	0.00	750.00	Glenbrook Days			
TIMMENIC000	Timmer, Nicholas	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
TIMMENIC000	Timmer, Nicholas	EMP	2015-16 Xtra Respons	Sponsor	S.C.H.O.O.L.	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
TIMPEDEB000	Timpe, Debbie C	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-2	29.00	0.00	61,571.92				
TIMPEDEB000	Timpe, Debbie C	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
				0.00	0.00	1,000.00				
TOMCZBLA000	Tomczak, Blake C	EMP	2015-16 Non-Certifie	Instructional Assist	Job Coach	Glenbrook North	08/20/2015	06/10/2016	188.00	1.00000
Non-Certified	Contract	FY16 Instruct Asst	IA2	8.00	0.00	30,773.22				
TOMCZBLA000	Tomczak, Blake C	EMP	2015-16 Xtra Respons	Asst Coach	Wrestling	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	7.00	0.00	8,129.00				
TONIOAND000	Toniolo, Andrew J	EMP	2015-16 Certified St	Teacher/Counselor	Music Instruction -	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	BA	5.00	15.00	63,617.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	5.00	15.00	1,060.00	Glenbrook Days			
TONIOAND000	Toniolo, Andrew J	EMP	2015-16 Xtra Respons	Asst Director	Modern Dance Show	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	2.00	0.00	2,287.50				
TONIOAND000	Toniolo, Andrew J	EMP	2015-16 Xtra Respons	Sponsor	Scat That!	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
TOPHAMAT000	Topham, Matthew T	EMP	2015-16 Certified St	Teacher/Counselor	Guidance Counselor	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	60.00	113,772.00				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	60.00	1,896.00	Glenbrook Days			
+++++	Salary					6,952.73	Extra Days			
TOPHAMAT000	Topham, Matthew T	EMP	2015-16 Xtra Respons	Sponsor	Peer Group	Glenbrook South	07/01/2015	06/30/2016	260.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVIII	1.00	0.00	1,478.50				
TORREMAR000	Torres, Margaret L	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Schedular	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Clerical/Tech	CT2-3	19.00	0.00	65,476.00				





Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
UPSONANN000	Upson, Anna W	EMP	2015-16 Certified	St	Teacher/Counselor	Reading Improvement	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000	
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	17,430.60						
	+++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	290.60	Glenbrook Days				
VACCAMEG000	Vaccarello, Megan E	EMP	2015-16 Certified	St	Teacher/Counselor	Learning Disabilitie	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000	
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	45.00	35,650.40						
	+++++	Contract	FY16 Glenbrook Days	MA	8.00	45.00	594.00	Glenbrook Days				
VACCAMEG000	Vaccarello, Megan E	EMP	2015-16 Certified	St	Teacher/Counselor	DLS Cross Categori	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000	
Certified	Contract	FY16 Teacher 180-Day	MA	8.00	45.00	53,475.60						
	+++++	Contract	FY16 Glenbrook Days	MA	8.00	45.00	891.00	Glenbrook Days				
VACCAMEG000	Vaccarello, Megan E	EMP	2015-16 Xtra Respons	Director		Marching Band - Colo	Glenbrook North	08/24/2015	06/09/2016	178.00	1.29578	
Coach/Sponsor					0.00	0.00	2,335.00					
VAKILNOR000	Vakil, Norma J	EMP	2015-16 Certified	St	Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000	
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	87,153.00						
	+++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	1,453.00	Glenbrook Days				
VAKILNOR000	Vakil, Norma J	EMP	2015-16 Xtra Respons	Mentor		Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000	
Certified					0.00	0.00	1,000.00					
VALLECHR000	Valles, Christine G	EMP	2015-16 Non-Certifie	Secretarial/Clerical		Executive Assistant	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000	
Non-Certified	Contract	FY16 Executive Assis	EX2-3	24.00	0.00	59,868.00						
VALLECHR000	Valles, Christine G	EMP	2015-16 Xtra Respons	Manager		Events Manager	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000	
Coach/Sponsor	Contract	FY16 Differentials-N	DV	8.00	0.00	3,747.00						
VALSAANT000	Valsamis, Anthony A	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	0.50000	
Certified	Contract	FY16 Teacher 32-Step	MA	1.00	0.00	30,830.50						
	+++++	Contract	FY16 Glenbrook Day 3	MA	1.00	0.00	514.00	Glenbrook Days				
VALSAANT000	Valsamis, Anthony A	EMP	2015-16 Non-Certifie	Instructional Assist		Classroom Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.40625	
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	11,328.71						
VALSAANT000	Valsamis, Anthony A	EMP	2015-16 Xtra Respons	Asst Coach		Soccer - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000	
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	1.00	0.00	5,700.00						
VAN DLAU000	Van Dien, Laura C	EMP	2015-16 Xtra Respons	Sponsor		Friends and Co.	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000	
Coach/Sponsor					0.00	0.00	1,802.00					
VASILMAR000	Vasilopoulos, Maria J	EMP	2015-16 Certified	St	Administrator	Mathematics	Glenbrook North	08/06/2015	06/24/2016	203.00	0.20000	
Certified	Contract	FY16 Admin Category	MA	20.00	60.00	26,581.00						
	+++++	Contract	FY16 Admin Category	MA	20.00	60.00	2,311.00	Board Paid TRS				
VASILMAR000	Vasilopoulos, Maria J	EMP	2015-16 Certified	St	Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.80000	
Certified	Contract	FY16 Admin Category	MA	20.00	60.00	106,324.00						
	+++++	Salary				700.00	Single Benefit					
	+++++	Salary				600.00	Single Benefit					
	+++++	Contract	FY16 Admin Category	MA	20.00	60.00	9,245.00	Board Paid TRS				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
VAZZANAT000	Vazzano-Kaddatz, Natalie J	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Attendance Specialis	Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	1.00	0.00	24,402.78			
VICARMAR000	Vicars, Mary	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
	++++++ Salary						24,116.80	Retirement Enhancement		
	++++++ Contract		FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
	++++++ Salary						2,350.00	Spouse Benefit		
VIGNOPAU000	Vignocchi, Paul M	EMP	2015-16 Certified St	Teacher/Counselor	Asst Director	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	42,485.20			
	++++++ Contract		FY16 Glenbrook Days	MA	15.00	30.00	708.00	Glenbrook Days		
VIGNOPAU000	Vignocchi, Paul M	EMP	2015-16 Certified St	Teacher/Counselor	Assistant Dean	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	15.00	30.00	63,727.80			
	++++++ Contract		FY16 Glenbrook Days	MA	15.00	30.00	1,062.00	Glenbrook Days		
VIGNOPAU000	Vignocchi, Paul M	EMP	2015-16 Xtra Respons	Asst Director	Athletics	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
	Certified				0.00	0.00	6,740.00			
VIGNOPAU000	Vignocchi, Paul M	EMP	2015-16 Xtra Respons	Head Coach	Soccer - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00			
VIGNOPAU000	Vignocchi, Paul M	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00			
VINCEDAV000	Vincent, David C	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	12.00	45.00	60,019.20			
	++++++ Contract		FY16 Glenbrook Days	MA	12.00	45.00	1,000.00	Glenbrook Days		
VINCEDAV000	Vincent, David C	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	MA	12.00	45.00	40,012.80			
	++++++ Contract		FY16 Glenbrook Days	MA	12.00	45.00	666.00	Glenbrook Days		
VINCEDAV000	Vincent, David C	EMP	2015-16 Xtra Respons	Asst Coach	Cross Country - Girl	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DV	8.00	0.00	8,145.00			
VINCEDAV000	Vincent, David C	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook North	02/08/2016	06/07/2016	80.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00			
VITALJAN000	Vitale, Janet A	EMP	2015-16 Non-Certifie	Instructional Assist	Classroom Aide	Glenbrook South	08/28/2015	06/10/2016	182.00	0.46875
	Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	12,721.14			
VITALJAN000	Vitale, Janet A	EMP	2015-16 Non-Certifie	Instructional Assist	TLC Aide	Glenbrook South	08/28/2015	06/10/2016	182.00	0.46875
	Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	12,721.14			
VODICMIC000	Vodicka, Michael J	EMP	2015-16 Certified St	Teacher/Counselor	Driver Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	17.00	60.00	116,729.00			
	++++++ Contract		FY16 Glenbrook Days	MA	17.00	60.00	1,945.00	Glenbrook Days		
VODICMIC000	Vodicka, Michael J	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Boys	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
VOGG AMA000	Vogg, Amanda M	EMP	2015-16 Certified	St Teacher/Counselor	French Language Inst	Glenbrook North	08/24/2015	06/09/2016	180.00	0.80000		
Certified	Contract	FY16 Teacher 32-Step	BA	2.00	0.00	45,245.60						
++++++	Contract	FY16 Glenbrook Day 3	BA	2.00	0.00	754.40						Glenbrook Days
VOSS JON000	Voss, Jonathan D	EMP	2015-16 Non-Certified	Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750		
Non-Certified	Contract	FY16 Instruct Asst	IA2	11.00	0.00	30,614.47						
VOSS JON000	Voss, Jonathan D	EMP	2015-16 Xtra Respons	Head Coach	Debate	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-N	DIA	8.00	0.00	14,253.00						
WAGNEPAT000	Wagner, Patrick J	EMP	2015-16 Certified	St Teacher/Counselor	Social Worker	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	0.00	115,558.00						
++++++	Contract	FY16 Glenbrook Days	MA	20.00	0.00	1,926.00						Glenbrook Days
WAGNETIN000	Wagner, Tina M	EMP	2015-16 Non-Certified	Secretarial/Clerical	Department Assistant	Glenbrook South	07/01/2015	06/30/2016	239.00	1.00000		
Non-Certified	Contract	FY16 Info/Data Mgmt	ID 2	30.00	0.00	50,201.95						
WALKEJON000	Walker, Jon Robin	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	23,712.00						
++++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	395.00						Glenbrook Days
++++++	Salary					470.00						Single Benefit
WALKEJON000	Walker, Jon Robin	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	71,136.00						
++++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,185.00						Glenbrook Days
++++++	Salary					1,410.00						Single Benefit
WALKEJON000	Walker, Jon Robin	EMP	2015-16 Certified	St Teacher/Counselor	Guided Studies	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	23,712.00						
++++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	395.00						Glenbrook Days
++++++	Salary					470.00						Single Benefit
WALKEJON000	Walker, Jon Robin	EMP	2015-16 Xtra Respons	Director	Life Saving	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIX	8.00	0.00	3,456.00						
WALKEJON000	Walker, Jon Robin	EMP	2015-16 Xtra Respons	Head Coach	Swimming - Girls	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00						
WALKEJON000	Walker, Jon Robin	EMP	2015-16 Xtra Respons	Head Coach	Water Polo - Girls	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	9,456.00						
WALKEZAC000	Walker, Zachary J	EMP	2015-16 Certified	St Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000		
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	11,057.00						
++++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	184.00						Glenbrook Days
WALKEZAC000	Walker, Zachary J	EMP	2015-16 Non-Certified	Support Staff	Fitness Coordinator	Glenbrook South	07/01/2015	06/30/2016	239.00	0.79184		
Non-Certified	Contract	FY16 Exempt	X-1	1.00	0.00	29,055.67						
WALKEZAC000	Walker, Zachary J	EMP	2015-16 Xtra Respons	Asst Coach	Football	Glenbrook South	09/01/2015	11/30/2015	60.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	5.00	0.00	7,101.00						

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
WALL LIS000	Wall, Lisa Beth	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified	Contract	FY16 Exempt	X-3S	0.00	0.00	78,910.00			
	++++++	Salary					700.00	Single Benefit		
	++++++	Salary					600.00	Single Benefit		
	++++++	Salary					18,023.00	Add'l Stipend		
WALL LIS000	Wall, Lisa Beth	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
					0.00	0.00	1,000.00			
WALLAAND000	Wallace, Andrew M	EMP	2015-16 Certified St	Teacher/Counselor	Music Instruction -	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	87,153.00			
	++++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	1,453.00	Glenbrook Days		
WALLAAND000	Wallace, Andrew M	EMP	2015-16 Xtra Respons	Director	Variety Show	Glenbrook North	08/24/2015	06/09/2016	178.00	0.64700
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	6,118.03			
WALLAAND000	Wallace, Andrew M	EMP	2015-16 Xtra Respons	Director	Ladies First Choir	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
WALLAAND000	Wallace, Andrew M	EMP	2015-16 Xtra Respons	Sponsor	Tri-M Honor Society	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
WALLAAND000	Wallace, Andrew M	EMP	2015-16 Xtra Respons	Sponsor	Fermata Nowhere	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
WALLAAND000	Wallace, Andrew M	EMP	2015-16 Xtra Respons	Sponsor	Ow!	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
	Coach/Sponsor				0.00	0.00	1,802.00			
WALSHANN000	Walsh, Anne M	EMP	2015-16 Certified St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
	Certified	Contract	FY16 Teacher 180-Day	MA	5.00	0.00	43,750.20			
	++++++	Contract	FY16 Glenbrook Days	MA	5.00	0.00	729.00	Glenbrook Days		
WALSHANN000	Walsh, Anne M	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
	Certified	Contract	FY16 Teacher 180-Day	MA	5.00	0.00	29,166.80			
	++++++	Contract	FY16 Glenbrook Days	MA	5.00	0.00	486.00	Glenbrook Days		
WARGAMAR000	Wargaski, Margaret K	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
	Non-Certified				0.00	0.00	92,946.00			
	++++++	Salary					700.00	Single Benefit		
	++++++	Salary					600.00	Single Benefit		
WATERPAT000	Watermann, Patricia A	EMP	2015-16 Non-Certifie	Instructional Assist	School Nurse	Glenbrook South	08/13/2015	06/10/2016	193.00	0.93750
	Non-Certified	Contract	FY16 Exempt	X-3S	0.00	0.00	54,772.27			
WAWRYJEN000	Wawryk, Jennifer E-R	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000
	Non-Certified	Contract	FY16 Executive Assis	EX2-3	22.00	0.00	53,575.53			
WEBB KUR000	Webb, Kurt B	EMP	2015-16 Certified St	Teacher/Counselor	Art Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00			
	++++++	Salary					500.00	Longevity		
	++++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00	Glenbrook Days		
	++++++	Salary					2,350.00	Single Benefit		

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description			
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
WEBB SUZ000	Webb, Suzanne	EMP	2015-16 Certified	St	Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	64,365.00					
+++++	Salary					250.00	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,073.00	Glenbrook Days				
+++++	Salary					1,175.00	Single Benefit				
WEBB SUZ000	Webb, Suzanne	EMP	2015-16 Certified	St	Teacher/Counselor	Team	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	64,365.00					
+++++	Salary					250.00	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	1,073.00	Glenbrook Days				
+++++	Salary					1,175.00	Single Benefit				
WEBERDAV000	Weber, David D	EMP	2015-16 Certified	St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	15.00	121,031.00					
+++++	Contract	FY16 Glenbrook Days	MA	21.00	15.00	2,017.00	Glenbrook Days				
+++++	Salary					2,350.00	Single Benefit				
WEBERDAV000	Weber, David D	EMP	2015-16 Non-Certifie	Support Staff	Fitness Coordinator		Glenbrook North	08/10/2015	08/19/2015	8.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-1	2.00	0.00	1,252.83					
WEBERDAV000	Weber, David D	EMP	2015-16 Xtra Respons	Head Coach	Basketball - Boys		Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DI	8.00	0.00	12,849.00					
WEBERDAV000	Weber, David D	EMP	2015-16 Xtra Respons	Asst Coach	Badminton		Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	8.00	0.00	6,922.00					
WEINEJUS000	Weiner, Justin	EMP	2015-16 Non-Certifie	Support Staff	Fitness Coordinator		Glenbrook North	08/20/2015	06/10/2016	197.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-1	2.00	0.00	30,850.96					
WEINEJUS000	Weiner, Justin	EMP	2015-16 Xtra Respons	Asst Coach	Football		Glenbrook North	09/01/2015	11/30/2015	60.00	0.12500
Coach/Sponsor	Contract	FY16 Differentials-N	DIII	3.00	0.00	852.38					
WEINEJUS000	Weiner, Justin	EMP	2015-16 Xtra Respons	Asst Coach	Baseball		Glenbrook North	03/01/2016	05/31/2016	60.00	0.66000
Coach/Sponsor	Contract	FY16 Differentials-N	DIV	4.00	0.00	4,378.44					
WEINSSAR000	Weinstein, Sarah	EMP	2015-16 Xtra Respons	Asst Coach	Lacrosse - Girls		Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	3.00	0.00	5,808.00					
WEISSSTE000	Weissenstein, Steven E	EMP	2015-16 Certified	St	Teacher/Counselor	Business Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00					
+++++	Salary					500.00	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00	Glenbrook Days				
+++++	Salary					2,350.00	Single Benefit				
WEISSSTE000	Weissenstein, Steven E	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor		Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Certified						1,000.00					
WEISSSTE000	Weissenstein, Steven E	EMP	2015-16 Xtra Respons	Head Coach	Basketball - Girls		Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DI	8.00	0.00	12,849.00					

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
WERKESUS000	Werker, Susan A	EMP	2015-16 Non-Certified	Secretarial/Clerical	Receptionist	Glenbrook High	07/01/2015	06/30/2016	239.00	1.00000		
	Non-Certified	Contract	FY16 Info/Data Mgmt	ID 1	3.00	0.00		32,448.85				
WEST CAR000	West, Carol S	EMP	2015-16 Non-Certified	Instructional Assist	Transition Aide	Glenbrook Off C	08/20/2015	06/10/2016	188.00	0.93750		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	11.00	0.00		30,614.47				
WEST TAM000	West, Tamara L	EMP	2015-16 Certified	St Intern	Psychologist	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
					0.00	0.00		12,000.00				
WHALEBRI000	Whalen, Brian E	EMP	2015-16 Certified	St Teacher/Counselor	Business Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	10.00	30.00		92,102.00				
	+++++	Contract	FY16 Glenbrook Days	MA	10.00	30.00		1,535.00				Glenbrook Days
WHALEBRI000	Whalen, Brian E	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
	Certified				0.00	0.00		1,000.00				
WHALEBRI000	Whalen, Brian E	EMP	2015-16 Xtra Respons	Asst Coach	Basketball - Girls	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00		10,395.00				
WHALEFRA000	Whalen, Frank	EMP	2015-16 Certified	St Teacher/Counselor	Driver Education	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00		118,560.00				
	+++++	Salary						500.00				Longevity
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00		1,976.00				Glenbrook Days
	+++++	Salary						2,350.00				Single Benefit
WHALEFRA000	Whalen, Frank	EMP	2015-16 Xtra Respons	Asst Coach	Wrestling	Glenbrook North	12/01/2015	02/29/2016	60.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00		9,456.00				
WHIPPMAT000	Whipple, Matthew R	EMP	2015-16 Certified	St Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00		75,697.20				
	+++++	Salary						300.00				Longevity
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00		1,261.00				Glenbrook Days
	+++++	Salary						1,410.00				Single Benefit
WHIPPMAT000	Whipple, Matthew R	EMP	2015-16 Certified	St Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
	Certified	Contract	FY16 Teacher 180-Day	MA	21.00	45.00		50,464.80				
	+++++	Salary						200.00				Longevity
	+++++	Contract	FY16 Glenbrook Days	MA	21.00	45.00		841.00				Glenbrook Days
	+++++	Salary						940.00				Single Benefit
WHIPPMAT000	Whipple, Matthew R	EMP	2015-16 Xtra Respons	Sponsor	STAND	Glenbrook South	08/24/2015	06/09/2016	178.00	0.70000		
	Coach/Sponsor				0.00	0.00		1,261.40				
WHISLDAN000	Whisler, Daniel A	EMP	2015-16 Non-Certified	Maintenance	Plant Operations Sup	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000		
	Non-Certified	Contract	FY16 Plant Operator	PO	36.00	0.00		88,551.00				
	+++++	Salary						700.00				Single Benefit
	+++++	Salary						600.00				Single Benefit
WHITEANN000	White, Anne	EMP	2015-16 Non-Certified	Instructional Assist	Job Coach	Glenbrook South	08/20/2015	06/10/2016	188.00	1.00000		
	Non-Certified	Contract	FY16 Instruct Asst	IA2	11.00	0.00		32,655.43				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
WICKSKAT000	Wicks, Kathy	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Executive Assistant	Glenbrook North	07/13/2015	06/30/2016	234.00	1.00000
Non-Certified	Contract	FY16 Executive Assis	EX1-2	5.00	0.00	39,502.80				
WIDNEBEN000	Widner, Benjamin D	EMP	2015-16 Certified St	Teacher/Counselor	Peer Counseling	Glenbrook South	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	30.00	21,815.60				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	30.00	363.60	Glenbrook Days			
WIDNEBEN000	Widner, Benjamin D	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	30.00	43,631.20				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	30.00	727.20	Glenbrook Days			
WIDNEBEN000	Widner, Benjamin D	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	16.00	30.00	43,631.20				
+++++	Contract	FY16 Glenbrook Days	MA	16.00	30.00	727.20	Glenbrook Days			
WIDNEBEN000	Widner, Benjamin D	EMP	2015-16 Xtra Respons	Head Coach	Basketball - Boys	Glenbrook South	12/01/2015	02/29/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DI	8.00	0.00	12,849.00				
WILEYMEG000	Wiley, Megan C	EMP	2015-16 Certified St	Teacher/Counselor	German Language Inst	Glenbrook North	08/24/2015	06/09/2016	180.00	0.20000
Certified	Contract	FY16 Teacher 32-Step	BA	1.00	0.00	11,057.00				
+++++	Contract	FY16 Glenbrook Day 3	BA	1.00	0.00	184.20	Glenbrook Days			
WILEYMEG000	Wiley, Megan C	EMP	2015-16 Non-Certifie	Instructional Assist	Learning Disabilitie	Glenbrook North	08/20/2015	06/10/2016	188.00	0.53125
Non-Certified	Contract	FY16 Instruct Asst	IA2	3.00	0.00	14,814.47				
WILHEGRE000	Wilhelm, Gregory R	EMP	2015-16 Xtra Respons	Head Coach	Cheerleading	Glenbrook North	09/01/2015	02/29/2016	120.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	6.00	0.00	9,078.00				
WILHEGRE000	Wilhelm, Gregory R	EMP	2015-16 Xtra Respons	Asst Coach	Gymnastics - Boys	Glenbrook North	03/01/2016	05/31/2016	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	6.00	0.00	7,118.00				
WILLIBIL000	Williams, Bill R	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-ES	0.00	0.00	52,990.00				
WILLICLI000	Williams, Clifford F	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	15.00	0.00	51,796.00				
WILLIIND000	Williams, Indra M	EMP	2015-16 Non-Certifie	Instructional Assist	1:1 Aide	Glenbrook North	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	2.00	0.00	25,634.11				
WILLIIVA000	William, Ivan A	EMP	2015-16 Non-Certifie	Maintenance	Evening Custodian	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	CU-E	6.00	0.00	42,207.00				
WILLIMEG000	Williams, Megan E	EMP	2015-16 Certified St	Teacher/Counselor	DLS Cross Categori	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	34,861.20				
+++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	581.20	Glenbrook Days			
WILLIMEG000	Williams, Megan E	EMP	2015-16 Certified St	Teacher/Counselor	Learning Disabilitie	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	10.00	0.00	52,291.80				
+++++	Contract	FY16 Glenbrook Days	MA	10.00	0.00	871.80	Glenbrook Days			
WILLIMEG000	Williams, Megan E	EMP	2015-16 Xtra Respons	Asst Coach	Glenbrook United	Glenbrook Off C	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DV	6.00	0.00	7,118.00				

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on	Add-on Description		
	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits					
WILLIROS000	Williamson, Rosanne Marie	EMP	2015-16 Certified	St Administrator	Assistant Superinten	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000
Certified	Contract	FY16 Admin Category	MA	21.00	60.00	159,883.00				
	+++++ Salary					700.00				
	+++++ Salary					600.00				
	+++++ Contract	FY16 Admin Category	MA	21.00	60.00	13,903.00				
WILLISCO000	Williams, Scott L	EMP	2015-16 Certified	St Administrator	Social Studies Instr	Glenbrook North	08/06/2015	06/24/2016	203.00	0.20000
Certified	Contract	FY16 Admin Category	MA	21.00	30.00	26,198.20				
	+++++ Contract	FY16 Admin Category	MA	21.00	30.00	2,278.00				
WILLISCO000	Williams, Scott L	EMP	2015-16 Certified	St Administrator	Instructional Superv	Glenbrook North	08/06/2015	06/24/2016	203.00	0.80000
Certified	Contract	FY16 Admin Category	MA	21.00	30.00	104,792.80				
	+++++ Salary					700.00				
	+++++ Salary					600.00				
	+++++ Contract	FY16 Admin Category	MA	21.00	30.00	9,112.00				
WILLISCO000	Williams, Scott L	EMP	2015-16 Xtra Respons	Sponsor	Global Citizenship	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor						1,802.00				
WILLISCO000	Williams, Scott L	EMP	2015-16 Xtra Respons	Head Coach	Football - Freshman	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00				
WILLORYA000	Willox, Ryan	EMP	2015-16 Xtra Respons	Asst Coach	Soccer - Boys	Glenbrook North	09/01/2015	11/30/2015	60.00	1.00000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	5.00	0.00	7,718.00				
WILTJMAR000	Wiltjer, Mary H	EMP	2015-16 Certified	St Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00				
	+++++ Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00				
WINKLGAR000	Winkle, Gary D	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook North	08/20/2015	06/10/2016	190.00	0.87500
Non-Certified	Contract	FY16 Paraprofessiona	P-18	0.00	0.00	28,144.68				
WINSHRIC000	Winship, Richard C	EMP	2015-16 Non-Certifie	Support Staff	Auditorium Superviso	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Exempt	X-2S	0.00	0.00	69,007.00				
WINSHRIC000	Winship, Richard C	EMP	2015-16 Xtra Respons	Asst Director	Play - Fall	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor						5,628.00				
WINSHRIC000	Winship, Richard C	EMP	2015-16 Xtra Respons	Asst Director	Play - Spring	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor						5,628.00				
WINSHRIC000	Winship, Richard C	EMP	2015-16 Xtra Respons	Asst Director	Play - Winter	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor						5,628.00				
WINSTCAR000	Winston, Carol M	EMP	2015-16 Non-Certifie	Instructional Assist	Transition Aide	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA1	15.00	0.00	31,725.40				
WITTEREB000	Wittenstrom, Rebecka A	EMP	2015-16 Certified	St Teacher/Counselor	Science Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	0.50000
Certified	Contract	FY16 Teacher 180-Day	MA	12.00	60.00	51,258.00				
	+++++ Contract	FY16 Glenbrook Days	MA	12.00	60.00	854.00				



Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
WITTYJEA000	Witty, Jean P	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	MA	14.00	60.00		108,079.00				
	++++++	Contract	FY16 Glenbrook Days	MA	14.00	60.00		1,801.00				Glenbrook Days
WITTYJEA000	Witty, Jean P	EMP	2015-16 Xtra Respons	Sponsor	Spartan Medical Club	Glenbrook North	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
WOJCIAAR000	Wojcik, Aaron A	EMP	2015-16 Certified St	Teacher/Counselor	Music Instruction -	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	BA	4.00	0.00		61,786.00				
	++++++	Contract	FY16 Glenbrook Days	BA	4.00	0.00		1,030.00				Glenbrook Days
WOJCIAAR000	Wojcik, Aaron A	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
					0.00	0.00		1,000.00				
WOJCIAAR000	Wojcik, Aaron A	EMP	2015-16 Xtra Respons	Asst Director	Marching Band	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C DIV		4.00	0.00		7,211.00				
WOJCIAAR000	Wojcik, Aaron A	EMP	2015-16 Xtra Respons	Sponsor	Jazz Band	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
WOJCIAAR000	Wojcik, Aaron A	EMP	2015-16 Xtra Respons	Sponsor	Recording Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
WOJCIURE000	Wojcik, Gregory A	EMP	2015-16 Certified St	Teacher/Counselor	Music Instruction -	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000		
	Certified	Contract	FY16 Teacher 180-Day	BA	8.00	15.00		76,504.00				
	++++++	Salary						11,072.00				Retirement Enhancement
	++++++	Contract	FY16 Glenbrook Days	BA	8.00	15.00		1,275.00				Glenbrook Days
	++++++	Salary						2,350.00				Spouse Benefit
WOJCIURE000	Wojcik, Gregory A	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
	Certified				0.00	0.00		1,000.00				
WOJCIURE000	Wojcik, Gregory A	EMP	2015-16 Xtra Respons	Director	Marching Band	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor	Contract	FY16 Differentials-C DII		8.00	0.00		11,609.00				
WOJCIURE000	Wojcik, Gregory A	EMP	2015-16 Xtra Respons	Director	Jazz Festival	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
WOJCIURE000	Wojcik, Gregory A	EMP	2015-16 Xtra Respons	Sponsor	Pep Band	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000		
	Coach/Sponsor				0.00	0.00		1,802.00				
WOJCIURE000	Wojcik, Gregory A	EMP	2015-16 Xtra Respons	Sponsor	V-Show Band	Glenbrook South	08/24/2015	06/09/2016	178.00	2.00000		
	Coach/Sponsor				0.00	0.00		3,604.00				
WOLF YVO000	Wolf, Yvonne Y	EMP	2015-16 Certified St	Teacher/Counselor	Mandarin Chinese Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000		
	Certified	Contract	FY16 Teacher 32-Step	MA	1.00	30.00		26,568.80				
	++++++	Contract	FY16 Glenbrook Day 3	MA	1.00	30.00		442.00				Glenbrook Days
WOLFESTA000	Wolfe, Stacey M	EMP	2015-16 Certified St	Administrator	Instructional Superv	Glenbrook South	08/06/2015	06/24/2016	203.00	1.00000		
	Certified	Contract	FY16 Admin Category	MA	17.00	30.00		118,558.00				
	++++++	Salary						700.00				Spouse Benefit
	++++++	Salary						600.00				Spouse Benefit
	++++++	Contract	FY16 Admin Category	MA	17.00	30.00		10,309.00				Board Paid TRS

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con				
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description				
WOOD JAM000	Wood, James M	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	190.00	1.00000
Non-Certified	Contract	FY16 Paraprofessiona	P-14	0.00	0.00	29,628.58				
WOODSCHR000	Woods, Christine C E	EMP	2015-16 Certified St	Teacher/Counselor	Science Instruction	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	15.00	45.00	108,374.00				
+++++	Contract	FY16 Glenbrook Days	MA	15.00	45.00	1,806.00	Glenbrook Days			
WOODSDEB000	Woods, Deborah L	EMP	2015-16 Non-Certifie	Secretarial/Clerical	Scheduler	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Clerical/Tech	CT2-3	23.00	0.00	70,871.00				
WOODSDEB000	Woods, Deborah L	EMP	2015-16 Xtra Respons	Sponsor	Wellness	Glenbrook High	08/24/2015	06/09/2016	178.00	2.22424
Coach/Sponsor				0.00	0.00	3,803.45				
WOOL AIM000	Wool, Aimee L	EMP	2015-16 Certified St	Teacher/Counselor	Social Studies Instr	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	45.00	55,111.20				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	45.00	918.60	Glenbrook Days			
WOOL AIM000	Wool, Aimee L	EMP	2015-16 Xtra Respons	Mentor	Teacher Mentor	Glenbrook North	07/01/2015	06/30/2016	260.00	1.00000
Certified				0.00	0.00	1,000.00				
WOOL AIM000	Wool, Aimee L	EMP	2015-16 Xtra Respons	Coordinator	Senior Class	Glenbrook North	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DVI	4.00	0.00	2,639.50				
WU HON000	Wu, Hong	EMP	2015-16 Certified St	Teacher/Counselor	Academy	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	15.00	31,243.20				
+++++	Contract	FY16 Glenbrook Days	MA	6.00	15.00	520.80	Glenbrook Days			
WU HON000	Wu, Hong	EMP	2015-16 Certified St	Teacher/Counselor	Mandarin Chinese Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000
Certified	Contract	FY16 Teacher 180-Day	MA	6.00	15.00	46,864.80				
+++++	Contract	FY16 Glenbrook Days	MA	6.00	15.00	781.20	Glenbrook Days			
WYSOCROB000	Wysocki, Robert P	EMP	2015-16 Certified St	Teacher/Counselor	English Instruction	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 32-Step	MA	7.00	0.00	70,537.00				
+++++	Contract	FY16 Glenbrook Day 3	MA	7.00	0.00	1,176.00	Glenbrook Days			
WYSOCROB000	Wysocki, Robert P	EMP	2015-16 Xtra Respons	Asst Coach	Debate	Glenbrook South	08/24/2015	06/09/2016	178.00	0.50000
Coach/Sponsor	Contract	FY16 Differentials-C	DIV	8.00	0.00	4,728.00				
WYSOCROB000	Wysocki, Robert P	EMP	2015-16 Xtra Respons	Sponsor	Shakespeare & Co.	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00				
YACULMIC000	Yacullo, Michael C	EMP	2015-16 Certified St	Teacher/Counselor	Special Instruction	Glenbrook Off C	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	0.00	84,421.00				
+++++	Contract	FY16 Glenbrook Days	MA	9.00	0.00	1,407.00	Glenbrook Days			
YOCUSLAW000	Yocus, Lawrence J	EMP	2015-16 Non-Certifie	Paraprofessional	Safety/Security	Glenbrook South	08/20/2015	06/10/2016	188.00	0.93750
Non-Certified	Contract	FY16 Paraprofessiona	P-2	0.00	0.00	21,104.99				
YOON SUK000	Yoon, Sukjin	EMP	2015-16 Certified St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	0.00	118,560.00				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	0.00	1,976.00	Glenbrook Days			
+++++	Salary					2,350.00	Pinge Benefit			

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE		
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con	Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on Description
YOUNGTER001	Youngberg, Teresa	EMP	2015-16 Certified	St	Teacher/Counselor	Mathematics	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000	
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00						
+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.00						Glenbrook Days
ZABINJER000	Zabin, Jerry	EMP	2015-16 Certified	St	Teacher/Counselor	Social Worker	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000	
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	60.00	128,730.00						
+++++	Salary					17,885.00						Retirement Enhancement
+++++	Contract	FY16 Glenbrook Days	MA	21.00	60.00	2,146.00						Glenbrook Days
+++++	Salary					2,350.00						Spouse Benefit
ZACHAKON000	Zachariou, Konstantinos	EMP	2015-16 Non-Certified	Support Staff	Technology	Glenbrook High	07/01/2015	06/30/2016	260.00	1.00000		
Non-Certified	Contract	FY16 Technology	T4	42.00	0.00	90,797.00						
ZAGORCHR000	Zagorski, Christina M	EMP	2015-16 Certified	St	Teacher/Counselor	Physical Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.40000	
Certified	Contract	FY16 Teacher 32-Step	MA	7.00	30.00	30,363.20						
+++++	Contract	FY16 Glenbrook Day 3	MA	7.00	30.00	506.00						Glenbrook Days
ZAGORCHR000	Zagorski, Christina M	EMP	2015-16 Certified	St	Teacher/Counselor	Health Education	Glenbrook South	08/24/2015	06/09/2016	180.00	0.60000	
Certified	Contract	FY16 Teacher 32-Step	MA	7.00	30.00	45,544.80						
+++++	Contract	FY16 Glenbrook Day 3	MA	7.00	30.00	759.00						Glenbrook Days
ZAMORJOR000	Zamora, Jorge	EMP	2015-16 Certified	St	Teacher/Counselor	Spanish Language Ins	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000	
Certified	Contract	FY16 Teacher 180-Day	MA	9.00	0.00	84,421.00						
+++++	Contract	FY16 Glenbrook Days	MA	9.00	0.00	1,407.00						Glenbrook Days
ZAMORJOR000	Zamora, Jorge	EMP	2015-16 Xtra Respons	Mentor	Tech Mentor	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000		
ZAMORJOR000	Zamora, Jorge	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00						
ZAPLEDAN000	Zapler, Daniel	EMP	2015-16 Certified	St	Teacher/Counselor	Social Studies Instr	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000	
Certified	Contract	FY16 Teacher 180-Day	MA	20.00	15.00	118,078.00						
+++++	Contract	FY16 Glenbrook Days	MA	20.00	15.00	1,968.00						Glenbrook Days
+++++	Salary					2,350.00						Spouse Benefit
ZAPLEDAN000	Zapler, Daniel	EMP	2015-16 Xtra Respons	Asst Coach	Track	Glenbrook South	02/08/2016	06/07/2016	80.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DIII	8.00	0.00	10,395.00						
ZIEMKKIR000	Ziemke, Kirk L	EMP	2015-16 Certified	St	Teacher/Counselor	Driver Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.40000	
Certified	Contract	FY16 Teacher 32-Step	MA	10.00	45.00	33,477.60						
+++++	Contract	FY16 Glenbrook Day 3	MA	10.00	45.00	558.00						Glenbrook Days
ZIEMKKIR000	Ziemke, Kirk L	EMP	2015-16 Certified	St	Teacher/Counselor	Physical Education	Glenbrook North	08/24/2015	06/09/2016	180.00	0.60000	
Certified	Contract	FY16 Teacher 32-Step	MA	10.00	45.00	50,216.40						
+++++	Contract	FY16 Glenbrook Day 3	MA	10.00	45.00	837.00						Glenbrook Days
ZIEMKKIR000	Ziemke, Kirk L	EMP	2015-16 Xtra Respons	Head Coach	Swimming - Boys	Glenbrook North	12/01/2015	03/07/2016	70.00	1.00000		
Coach/Sponsor	Contract	FY16 Differentials-C	DII	8.00	0.00	11,609.00						

Name Key	Employee	Type	Plan	Position	Assignment	Building	Start Date	End Date	# Days	FTE	
Job Type	Matrix Type	Matrix	Lane	Step	Credits	Calc'd Con					
Add-on Matrix Type	Add-on Matrix	Lane	Step	Credits	Add-on	Add-on Description					
ZOLD-MAR000	Zold-Herrera, Mary E	EMP	2015-16 Certified	St	Teacher/Counselor	Spanish Language Ins	Glenbrook North	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	21.00	30.00	123,774.00					
+++++	Salary					11,541.00	Retirement Enhancement				
+++++	Salary					500.00	Longevity				
+++++	Contract	FY16 Glenbrook Days	MA	21.00	30.00	2,063.00	Glenbrook Days				
+++++	Salary					2,350.00	Spouse Benefit				
ZUCKEGAI000	Zuckerman, Gail L	EMP	2015-16 Non-Certifie		Instructional Assist	Classroom Aide	Glenbrook South	08/20/2015	06/10/2016	190.00	0.93750
Non-Certified	Contract	FY16 Instruct Asst	IA2	16.00	0.00	34,174.01					
ZURITARN000	Zurita, Arnold	EMP	2015-16 Non-Certifie		Maintenance	Maintenance	Glenbrook South	07/01/2015	06/30/2016	260.00	1.00000
Non-Certified	Contract	FY16 Custodial/Maint	MM-E	22.00	0.00	63,219.00					
ZWIERPAAU000	Zwiercan, Paul S	EMP	2015-16 Certified	St	Teacher/Counselor	Driver Education	Glenbrook South	08/24/2015	06/09/2016	180.00	1.00000
Certified	Contract	FY16 Teacher 180-Day	MA	14.00	0.00	98,199.00					
+++++	Salary					4,535.00	Retirement Enhancement				
+++++	Contract	FY16 Glenbrook Days	MA	14.00	0.00	1,637.00	Glenbrook Days				
ZWIERPAAU000	Zwiercan, Paul S	EMP	2015-16 Xtra Respons	Sponsor		Key Club	Glenbrook South	08/24/2015	06/09/2016	178.00	1.00000
Coach/Sponsor				0.00	0.00	1,802.00					

+++++ - Indicates an add-on record. Associated assignment's Calc'd Con includes add-on amounts.

\*\*\*\*\* End of report \*\*\*\*\*