



BOARD OF EDUCATION
School District 45, DuPage County
Villa Park, Illinois

Subject: Salary Adjustment(s)
Date: January 20, 2026

It is recommended by the Superintendent that the Board of Education approve the following salary adjustment(s) to be effective on the date(s) indicated:

Name	Assignment	2024-25 Salary Amount From	2025-26 Salary Amount To	Effective Date
Karen Kuehlman	NO 1st Grade Teacher	MA+15 - \$95,139.92	MA+30 - \$97,639.92	01/31/2026
Rabiya Khan	ECC Bilingual Teacher	MA - \$58,973.20	MA+15 - \$61,473.20	01/31/2026
Alexandra Alberico	AR Curriculum & Instruction Teacher	MA - \$62,391.56	MA+15 - \$64,891.56	01/31/2026
Katherine Portilla	WE EL Teacher	BA+18 - \$55,493.58	MA - \$59,993.58	01/31/2026
Marie Hengesbach	NO Special Ed Teacher	BA+18 - \$60,913.90	MA - \$65,413.90	08/19/2026

Background Information

The adjustment for **Karen Kuehlman, Rabiya Khan, Alexandra Alberico, Katherine Portilla & Marie Hengesbach** is due to advanced training completed prior to the start of the second semester of the 2025-2026 school year. This is in accordance with the Collective Bargaining Agreement, Article XVII.