

McLean County Unit District No. 5 Board of Education Regular Meeting Agenda

Wednesday, September 16, 2020

Public Session 6:30 PM

Normal West High School

501 N Parkside Rd

Normal, IL 61761

MASKS ARE REQUIRED.

1. CALL TO ORDER AND ROLL CALL

2. ADJOURN TO CLOSED SESSION(5:45p.m.)

Recommended motion: Move to adjourn to closed session to discuss the following matter according to the exceptions provided in the Open Meetings Act and specified as follows:

•2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity and

•2(c)(2) Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

3. RECESS

4. RETURN TO PUBLIC SESSION

5. PLEDGE OF ALLEGIANCE

6. SUPERINTENDENT COMMENTS

7. PUBLIC COMMENTS

8. CONSENT AGENDA

Recommended Motion: Move to approve the Consent Agenda as presented.

A Approval of Minutes

Minutes are not released for public viewing until approved by the Board of Education

1 Closed Session 08.26.20

2 Regular Session 08.26.20

B Personnel Matters

1 Resignations/Retirements/Releases/Terminations

2 Employment

3 Contract Revisions

4 Leave Requests

C Payment of Bills & Payroll

D Approve 2019-2020 IMRF Compensation and Benefits Report

E Approve 2019-2020 Salary and Benefits Report for Unit 5 Administrators and

Certified Teachers

F Resolution of the Board of Education of Community Unit School District No. 5, Mclean and Woodford Counties, Illinois, Authorizing the Emergency Expenditure of Public Funds Pursuant to 105 ILCS 5/10-20.21(a)(xiv) for the Purchase of Equipment, Materials, and Supplies Due to the COVID-19 Pandemic

G Approve Requests for Authorization to Use Fire Prevention and Safety Funds

1 NCHS, Replace contractors in Chiller #1 and Chiller #2, Amendment #33

H Approve 24 Month Agreement with T-Mobile USA, Inc for Wireless Mobile Services and Devices

I Approve Contract with Gaggle.Net, Inc.

9. REPORTS AND DISCUSSION

A 1st Reading of Board Policies, Administrative Procedures and Exhibits

1 Section 2 - Board of Education

a. Policy 2.260 Uniform Grievance Procedure (revised 09-16-20)

b. Administrative Procedure 2.265-AP1 Title IX Sexual Harassment Response

3

8

84

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109

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115

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120

c. Administrative Procedure 2.265-AP2 Formal Title IX Sexual Harassment Complaint Grievance Process	125
d. Exhibit 2.265-E1 Title IX Sexual Harassment Glossary of Terms	135
e. Policy 2.265 Title IX Sexual Harassment Grievance Procedure	139
2 Section 5 - Personnel	
a. Policy 5.100 Staff Development Program	144
b. Policy 5.10 Equal Employment Opportunity and Minority Recruitment	145
c. Policy 5.20 Workplace Harassment Prohibited	148
d. Policy 5.200 Terms and Conditions of Employment and Dismissal	152
e. Policy 5.220 Substitute Teachers	155
3 Section 7 - Students	
a. Policy 7.10 Equal Educational Opportunities	156
b. Policy 7.180 Prevention of and Response to Bullying, Intimidation, and Harassment	157
c. Policy 7.185 Teen Dating Violence Prohibited	162
d. Policy 7.20 Harassment of Students Prohibited	164

B Requests for Information Pursuant to the Illinois Freedom of Information Act

The District has received and processed the following requests for information:

10. **BOARD REPRESENTATIVE COMMITTEE MEETING REPORTS, ANNOUNCEMENTS AND COMMENTS**
11. **ADJOURNMENT**

Revisions appear in bold

Personnel Matters

Resignations/Retirements/Releases/Terminations

	Homebase	Assignment	Action	Effective
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Certified

Ochsner, Linley	Sugar	Teacher - 4th Grade	Resignation	9/4/2020
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3

Educational Support Personnel

Atteberry, Charles	PJHS	Para - Spec Ed	Resignation	7/31/2020
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Substitutes

Contract Revisions											
			Homebase					Revision			Effective
<u>Certified</u>											
James, Danae			Fairview					From .6 FTE Fairview/0.4 FTE Glenn to 0.4 FTE Fairview/0.6 Prairieland			8/17/2020
Stawick, Carol			Prairieland					From 0.6 FTE Prairieland/0.4 FTE Brigham to 0.4 FTE Glenn/0.4 FTE Brigham/0.2 FTE Fairview			8/17/2020
Shelton, Michaela			KJHS					From Step 6 to Step 1			8/17/2020
Stegemann, Eric			KJHS					From B+24 to M+0			8/17/2020
Thomas, Katrisha			NCWHS					From M+24 to M+30			8/17/2020
<u>Schedule B</u>											
Sclais, Kathleen			Brigham					Add - CCC			8/17/2020
Cannon, Kris			Oakdale					Add - 1/2 PBIS			8/17/2020
Harroun, Haley			Oakdale					Drop - 1/2 PBIS			8/17/2020
Leamer, Donna			Pepper					Drop - PBIS			8/17/2020
Emerick, Drew			Prairieland					Add - Elem. PE			8/17/2020
Pantaleone, Meaghan			Sugar					Drop - Student Council			8/17/2020

Doherty, Shannon, Non-UFEA		KJHS			Add - Softball		8/3/2020
Vissering, Diana		KJHS			Add - Building Chair		2020-2021
Bricker, Kaitlyn, Non-UFEA		NCHS			Add - 1/2 Asst. Marching Band Dir.		8/19/2020
Coers, Mike, Non-UFEA		NCHS			Add - Drum Line		8/19/2020
Halihan, Colin, Non-UFEA		NCHS			Add - 1/2 Asst. Marching Band Dir.		8/19/2020
Johnson, Justin, Non-UFEA		NCHS			Add - 1/2 Asst. Marching Band Dir.		8/19/2020
Juers, Roger, Non-UFEA		NCHS			Add - Tennis		8/17/2020
Zielinski, Brian, Non-UFEA		NCHS			Add - 1/2 Asst. Marching Band Dir.		8/19/2020
Bovenkerk, Katherine		NCWHS			Drop - Volleyball		8/17/2020
Weakley, Shelly		NCWHS			Add - Competetive Dance		8/17/2020
<u>Educational Support Personnel</u>							
Vela, Vicki		Oakdale			From Oakdale/EOP - 10 mo to Unit/EOP - 12 mo		9/21/2020 6
Whalen, David		KJHS			From Tier II to Tier I		9/2/2020
Donaldson, Michael		NCHS			From NCHS/Custodian - Night - Pool to NCHS/Head Custodian - Day		9/2/2020
Pacha, Zach		NCHS			From Head Custodian - Day to Warehouse/Special Maintenance		9/1/2020
Uchtorff, Kerry		EERC			From Technology - Hourly to Student Information Systems Analys Tech		8/27/2020
Vale, Angela		Warehouse			From Asst. Food Svc Director - 10 mo to Asst. Food Svc Director - 12 mo		7/1/2020
Leave Requests							
		Homebase/Position		Leave Requested		Effective	
<u>Certified</u>							

MCLEAN COUNTY UNIT DISTRICT NO. 5
Authorization for Payment of Bills and Payrolls
August 27, 2020 through September 9, 2020

SUMMARY OF BILLS & PAYROLLS BY FUND

Fund	¹ Prepaid Bills	² Bills To Be Paid	³ Payrolls	Total
07 Flexible Benefit Plan Trust Fund	26,862.61	0.00	0.00	26,862.61
08 Unit 5 Self-Funded Insurance	276,272.13	0.00	0.00	276,272.13
10 Educational	75,000.00	126,185.49	4,012,904.38	4,214,089.87
20 Operations & Maintenance	0.00	273,447.28	245,813.24	519,260.52
30 Debt Service	0.00	0.00	0.00	0.00
40 Transportation	0.00	15,989.33	9,786.20	25,775.53
50 Social Security	0.00	0.00	101,825.11	101,825.11
51 IMRF	0.00	0.00	87,774.86	87,774.86
60 Capital Projects	0.00	72,920.70	0.00	72,920.70
70 Working Cash	0.00	0.00	0.00	0.00
80 Tort Immunity	0.00	9,176.36	11,914.34	21,090.70
90 Life Safety	0.00	510,015.96	0.00	510,015.96
99 Student Activity Funds ⁴	38,385.71	0.00	0.00	38,385.71
Grand Total	\$416,520.45	\$1,007,735.12	\$4,470,018.13	\$5,894,273.70

¹ For funds 8 through 90, these bills were paid on and between 8/27/20 and 9/8/20. Please see the "Vendor Bill Listing - PREPAID" report for details.

² These bills have not been paid yet. Please see the "Vendor Bill Listing - TO BE PAID" report for details.

³ Please see the "Payroll Fund Totals" report for details.

⁴ These bills will always be listed as "prepaid" and include bills paid on the date of the last Board meeting. This is to ensure that all payments are captured for reporting purposes. For this report, these bills were paid on and between 8/26/20 and 9/8/20. Please see the Student Activity Funds section of the "Vendor Bill Listing - PREPAID" and the "Vendor Bill Listing - PREPAID - SA" report for details. The Student Activity Funds totals on these reports will equal the Student Activity Funds total on this summary.

ATTEST:

I do certify that the Board of Education has reviewed and authorized the payment of bills and payrolls in the amount of \$5,894,273.70.

 Amy Roser, President, Board of Education

 Date

 Kelly Pyle, Secretary, Board of Education

 Date

CUSD No. 5, McLean and Woodford Counties, Illinois

Payroll Fund Totals

Fiscal Year: 2020-2021

Pay Cycle:	Pay Period:	Start Date:	End Date:	Pay Date:
Certified - Semi	40	08/16/2020	08/31/2020	08/28/2020
Classified - Semi	40	08/16/2020	08/31/2020	08/28/2020
Classified - Semi	41	08/16/2020	08/31/2020	08/28/2020
Classified - Semi	42	08/16/2020	08/31/2020	08/28/2020
Classified - Semi	43	08/16/2020	08/31/2020	09/02/2020

FUND	GROSS	FICA	RETIREMENT	BENEFITS	TOTALS
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Certified - Semi - Period Number: 40

10	2,938,806.72	0.00	28,088.45	315,467.50	3,282,362.67
50	0.00	40,765.10	0.00	0.00	40,765.10
80	2,334.96	0.00	88.36	0.00	2,423.32
Period Total:	\$2,941,141.68	\$40,765.10	\$28,176.81	\$315,467.50	\$3,325,551.09

Classified - Semi - Period Number: 40

10	586,115.58	0.00	0.00	142,079.61	728,195.19
20	243,092.85	0.00	0.00	2,720.39	245,813.24
40	6,440.86	0.00	0.00	900.00	7,340.86
50	0.00	60,765.72	0.00	0.00	60,765.72
51	0.00	0.00	87,496.43	0.00	87,496.43
80	8,406.02	0.00	0.00	1,085.00	9,491.02
Period Total:	\$844,055.31	\$60,765.72	\$87,496.43	\$146,785.00	\$1,139,102.46

Classified - Semi - Period Number: 41

10	799.25	0.00	0.00	0.00	799.25
40	1,845.34	0.00	0.00	600.00	2,445.34
50	0.00	202.32	0.00	0.00	202.32
51	0.00	0.00	189.70	0.00	189.70
Period Total:	\$2,644.59	\$202.32	\$189.70	\$600.00	\$3,636.61

Classified - Semi - Period Number: 42

10	178.01	0.00	0.00	0.00	178.01
50	0.00	13.62	0.00	0.00	13.62
Period Total:	\$178.01	\$13.62	\$0.00	\$0.00	\$191.63

Classified - Semi - Period Number: 43

10	1,069.26	0.00	0.00	300.00	1,369.26
50	0.00	78.35	0.00	0.00	78.35
51	0.00	0.00	88.73	0.00	88.73
Period Total:	\$1,069.26	\$78.35	\$88.73	\$300.00	\$1,536.34

Grand Totals:	\$3,789,088.85	\$101,825.11	\$115,951.67	\$463,152.50	\$4,470,018.13
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End of Report

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria:

From Date: 08/27/2020

To Date: 09/08/2020

Report Sort: Remit Name

8 To 18 Media

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13882	Liability	Kingsley JHS	0	\$350.00
20825	Liability	Parkside JHS	0	\$350.00
Total for Student Activity Funds				<u>\$700.00</u>
Total for 8 To 18 Media				<u>\$700.00</u>

Adelman, Brittany Nicole

Check#	Type	Location	PO Number	Amount
Educational Fund				
240684	Liability	District Wide	0	\$1,000.00
Total for Adelman, Brittany Nicole				<u>\$1,000.00</u>

Ahlers, Mary Susan

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
9333	Liability	Hoose ES	0	\$113.33
Total for Ahlers, Mary Susan				<u>\$113.33</u>

Albritton, Kathryn Ann

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
2690	Liability	Fairview ES	0	\$80.84
Total for Albritton, Kathryn Ann				<u>\$80.84</u>

Alsdorf, Andrew

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
20850	Liability	Parkside JHS	0	\$80.00
Total for Alsdorf, Andrew				<u>\$80.00</u>

Alzheimer Foudation Of America

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13883	Liability	Kingsley JHS	0	\$20.00
Total for Alzheimer Foudation Of America				<u>\$20.00</u>

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria: From Date: 08/27/2020 To Date: 09/08/2020

Report Sort: Remit Name

Ambrose, Valerie L

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13891	Liability	Kingsley JHS	0	\$147.91
Total for Ambrose, Valerie L				\$147.91

American Red Cross

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44713	Liability	Normal Community HS	0	\$304.00
Total for American Red Cross				\$304.00

Avanti's Italian Restaurant - Normal

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13905	Liability	Kingsley JHS	0	\$85.00
Total for Avanti's Italian Restaurant - Normal				\$85.00

Bane, Parker J

Check#	Type	Location	PO Number	Amount
Educational Fund				
240685	Liability	District Wide	0	\$1,000.00
Student Activity Funds				
44206	Liability	Normal Community West HS	0	\$92.83
Total for Bane, Parker J				\$1,092.83

Barrack, Jessica

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44714	Liability	Normal Community HS	0	\$600.00
Total for Barrack, Jessica				\$600.00

Bernardini, Tiffany M

Check#	Type	Location	PO Number	Amount
Educational Fund				
240686	Liability	District Wide	0	\$1,000.00
Total for Bernardini, Tiffany M				\$1,000.00

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria: From Date: 08/27/2020 To Date: 09/08/2020

Report Sort: Remit Name

Beyer, Laurie Dee

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44715	Liability	Normal Community HS	0	\$267.57
			Total for Beyer, Laurie Dee	\$267.57

Bhookya, Divya

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44721	Liability	Normal Community HS	0	\$135.00
			Total for Bhookya, Divya	\$135.00

Bierbaum, John

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44207	Liability	Normal Community West HS	0	\$82.60
			Total for Bierbaum, John	\$82.60

Birckelbaw, Richard E.

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5527	Liability	Evans JHS	0	\$80.00
23270	Liability	Chiddix JHS	0	\$160.00
			Total for Student Activity Funds	\$240.00
			Total for Birckelbaw, Richard E.	\$240.00

Bishop, John

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44716	Liability	Normal Community HS	0	\$85.00
			Total for Bishop, John	\$85.00

Black, Crishon L

Check#	Type	Location	PO Number	Amount
Educational Fund				
240687	Liability	District Wide	0	\$1,000.00
			Total for Black, Crishon L	\$1,000.00

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria:

From Date: 08/27/2020

To Date: 09/08/2020

Report Sort: Remit Name

Bloodworth, Bryan A.

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23250	Liability	Chiddix JHS	0	\$10.00
23264	Liability	Chiddix JHS	0	\$80.00
Total for Student Activity Funds				<u>\$90.00</u>
Total for Bloodworth, Bryan A.				\$90.00

Blue Cross Blue Shield Of Illinois

Check#	Type	Location	PO Number	Amount
Self-Funded Insurance Fund				
0	Expenditure	District Wide	0	\$267,800.98
0	Revenue	District Wide	0	(\$1,454.00)
Total for Self-Funded Insurance Fund				<u>\$266,346.98</u>
Total for Blue Cross Blue Shield Of Illinois				<u>\$266,346.98</u>

Blumenshine, Hannah

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
1513	Liability	Eugene Field Special Services	0	\$136.00
Total for Blumenshine, Hannah				<u>\$136.00</u>

Bogdanski, Mary A

Check#	Type	Location	PO Number	Amount
Educational Fund				
240688	Liability	District Wide	0	\$1,000.00
Total for Bogdanski, Mary A				<u>\$1,000.00</u>

Bohlmann, Mark A.

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
20824	Liability	Parkside JHS	0	\$0.00
20826	Liability	Parkside JHS	0	\$0.00
Total for Student Activity Funds				<u>\$0.00</u>
Total for Bohlmann, Mark A.				\$0.00

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria:

From Date: 08/27/2020

To Date: 09/08/2020

Report Sort: Remit Name

Bohlmann, Michael

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
20843	Liability	Parkside JHS	0	\$80.00
20844	Liability	Parkside JHS	0	\$80.00
23258	Liability	Chiddix JHS	0	\$80.00
Total for Student Activity Funds				\$240.00
Total for Bohlmann, Michael				\$240.00

Bowling, Justin

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5522	Liability	Evans JHS	0	\$80.00
Total for Bowling, Justin				\$80.00

Bozarth, Samantha

Check#	Type	Location	PO Number	Amount
Educational Fund				
240689	Liability	District Wide	0	\$1,000.00
Total for Bozarth, Samantha				\$1,000.00

Brienen, Nicole E

Check#	Type	Location	PO Number	Amount
Educational Fund				
240690	Liability	District Wide	0	\$1,000.00
Total for Brienen, Nicole E				\$1,000.00

BSN Sports

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5528	Liability	Evans JHS	0	\$1,279.23
Total for BSN Sports				\$1,279.23

Budzinski, Ryan A

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44208	Liability	Normal Community West HS	0	\$50.00

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria: From Date: 08/27/2020 To Date: 09/08/2020

Report Sort: Remit Name

				Total for Budzinski, Ryan A	\$50.00
Burns, Laura M					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240691	Liability	District Wide		0	\$1,000.00
				Total for Burns, Laura M	\$1,000.00
Bury, Alexis S					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240692	Liability	District Wide		0	\$1,000.00
				Total for Bury, Alexis S	\$1,000.00
Byrd, Lisa M					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240693	Liability	District Wide		0	\$1,000.00
				Total for Byrd, Lisa M	\$1,000.00
Byrne, Phillip R.					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
13906	Liability	Kingsley JHS		0	\$160.00
				Total for Byrne, Phillip R.	\$160.00
Carter, Michel					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240694	Liability	District Wide		0	\$1,000.00
				Total for Carter, Michel	\$1,000.00
Castrejon, Emily L					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240695	Liability	District Wide		0	\$1,000.00
				Total for Castrejon, Emily L	\$1,000.00

Causarano, Pei-ni

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria: From Date: 08/27/2020 To Date: 09/08/2020

Report Sort:	Remit Name				
Check#	Type	Location	PO Number		Amount
Educational Fund					
240696	Liability	District Wide	0		\$1,000.00
			Total for	Causarano, Pei-ni	\$1,000.00
Central Illinois Mask Makers					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
4813	Liability	Grove ES	0		\$250.00
			Total for	Central Illinois Mask Makers	\$250.00
Chance, Johnny					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
5529	Liability	Evans JHS	0		\$80.00
			Total for	Chance, Johnny	\$80.00
Chandler, Payton					
Check#	Type	Location	PO Number		Amount
Educational Fund					
240697	Liability	District Wide	0		\$1,000.00
			Total for	Chandler, Payton	\$1,000.00
Chapman, Trevor Michael					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
44722	Liability	Normal Community HS	0		\$79.00
			Total for	Chapman, Trevor Michael	\$79.00
Cherry, Jill E					
Check#	Type	Location	PO Number		Amount
Educational Fund					
240698	Liability	District Wide	0		\$1,000.00
			Total for	Cherry, Jill E	\$1,000.00
Chiddix Junior High School					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria:

From Date: 08/27/2020

To Date: 09/08/2020

Report Sort: Remit Name

Chiddix Junior High School

Check#	Type	Location	PO Number	Amount
5523	Liability	Evans JHS	0	\$50.00
20845	Liability	Parkside JHS	0	\$50.00

Total for Student Activity Funds \$100.00

Total for Chiddix Junior High School \$100.00

Collier, Amanda

Check#	Type	Location	PO Number	Amount
Educational Fund 240699	Liability	District Wide	0	\$1,000.00

Total for Collier, Amanda \$1,000.00

Comincioli, Carrie C

Check#	Type	Location	PO Number	Amount
Educational Fund 240700	Liability	District Wide	0	\$1,000.00

Total for Comincioli, Carrie C \$1,000.00

Conditt, Autumn

Check#	Type	Location	PO Number	Amount
Educational Fund 240701	Liability	District Wide	0	\$1,000.00

Total for Conditt, Autumn \$1,000.00

Conrad, Alyssa N

Check#	Type	Location	PO Number	Amount
Educational Fund 240702	Liability	District Wide	0	\$1,000.00

Total for Conrad, Alyssa N \$1,000.00

Coyle, Cynthia Marie

Check#	Type	Location	PO Number	Amount
Student Activity Funds 20827	Liability	Parkside JHS	0	\$55.00

Total for Coyle, Cynthia Marie \$55.00

Darbhakull, Rahul

CUSD No. 5, McLean and Woodford Counties, Illinois

Expenditure Summary Report

Fiscal Year: 2020-2021

Criteria: From Date: 08/27/2020 To Date: 09/08/2020

Report Sort:	Remit Name			
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44723	Liability	Normal Community HS	0	\$135.00
			Total for Darbhakull, Rahul	<u>\$135.00</u>
Dasari, Ronith				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44724	Liability	Normal Community HS	0	\$135.00
			Total for Dasari, Ronith	<u>\$135.00</u>
Davidson, Josiah B				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240703	Liability	District Wide	0	\$1,000.00
			Total for Davidson, Josiah B	<u>\$1,000.00</u>
Deere Credit, Inc				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
20828	Liability	Parkside JHS	0	\$190.24
			Total for Deere Credit, Inc	<u>\$190.24</u>
Demas, Cody				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5530	Liability	Evans JHS	0	\$0.00
13896	Liability	Kingsley JHS	0	\$80.00
			Total for Student Activity Funds	<u>\$80.00</u>
			Total for Demas, Cody	<u>\$80.00</u>
Deterding-Krueger, Hannah M				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240704	Liability	District Wide	0	\$1,000.00
			Total for Deterding-Krueger, Hannah M	<u>\$1,000.00</u>

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Donald, Ray				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13897	Liability	Kingsley JHS	0	\$80.00
20829	Liability	Parkside JHS	0	\$80.00
Total for Student Activity Funds				\$160.00
Total for Donald, Ray				\$160.00
 Doty, Ashton C				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240705	Liability	District Wide	0	\$1,000.00
Total for Doty, Ashton C				\$1,000.00
 Drengwitz, Jason				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44725	Liability	Normal Community HS	0	\$68.45
Total for Drengwitz, Jason				\$68.45
 Dryer, Karen S				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240706	Liability	District Wide	0	\$1,000.00
Total for Dryer, Karen S				\$1,000.00
 Duncan, William N				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240707	Liability	District Wide	0	\$1,000.00
Total for Duncan, William N				\$1,000.00
 Dunn, Emily				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240708	Liability	District Wide	0	\$1,000.00
Total for Dunn, Emily				\$1,000.00

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Dyke, Curtis

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23251	Liability	Chiddix JHS	0	\$10.00
Total for Dyke, Curtis				\$10.00

Edwards, Angela K

Check#	Type	Location	PO Number	Amount
Educational Fund				
240709	Liability	District Wide	0	\$1,000.00
Total for Edwards, Angela K				\$1,000.00

Ehlers, Daniel

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5524	Liability	Evans JHS	0	\$0.00
20851	Liability	Parkside JHS	0	\$80.00
Total for Student Activity Funds				\$80.00
Total for Ehlers, Daniel				\$80.00

Elmwood High School

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
125008	Liability	NCHS Athletics	0	\$30.00
Total for Elmwood High School				\$30.00

Everett, Abigail

Check#	Type	Location	PO Number	Amount
Educational Fund				
240710	Liability	District Wide	0	\$1,000.00
Total for Everett, Abigail				\$1,000.00

Fee, Joan D

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44717	Liability	Normal Community HS	0	\$311.01
Total for Fee, Joan D				\$311.01

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Finck, Nick

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13884	Liability	Kingsley JHS	0	\$80.00
20830	Liability	Parkside JHS	0	\$0.00
23252	Liability	Chiddix JHS	0	\$10.00
Total for Student Activity Funds				<u>\$90.00</u>
Total for Finck, Nick				\$90.00

Fisher, Rocio

Check#	Type	Location	PO Number	Amount
Educational Fund				
240711	Liability	District Wide	0	\$1,000.00
Total for Fisher, Rocio				<u>\$1,000.00</u>

Five Star Water

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
1354	Liability	Brigham ES	0	\$9.94
6238	Liability	Northpoint ES	0	\$50.70
Total for Student Activity Funds				<u>\$60.64</u>
Total for Five Star Water				\$60.64

Flaherty, Sean

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13885	Liability	Kingsley JHS	0	\$160.00
Total for Flaherty, Sean				<u>\$160.00</u>

Foster, Nathan C

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44718	Liability	Normal Community HS	0	\$131.48
44726	Liability	Normal Community HS	0	\$312.33
Total for Student Activity Funds				<u>\$443.81</u>

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Gerrietts, Jennifer Lee

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Report Sort:	Remit Name			
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
20832	Liability	Parkside JHS	0	\$23.00
Total for Gerrietts, Jennifer Lee				\$23.00
Giermann, Jennifer				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44727	Liability	Normal Community HS	0	\$359.35
Total for Giermann, Jennifer				\$359.35
Glatt, Michelle L				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5520	Liability	Evans JHS	0	\$29.00
23259	Liability	Chiddix JHS	0	\$16.48
				23
Total for Student Activity Funds				\$45.48
Total for Glatt, Michelle L				\$45.48
Goff, Amanda L				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240713	Liability	District Wide	0	\$1,000.00
Total for Goff, Amanda L				\$1,000.00
Gorla, Harshith				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44728	Liability	Normal Community HS	0	\$135.00
Total for Gorla, Harshith				\$135.00
GraceNotes LLC				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23260	Liability	Chiddix JHS	0	\$35.00
Total for GraceNotes LLC				\$35.00

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Gresham, Shelby J

Check#	Type	Location	PO Number	Amount
Educational Fund				
240714	Liability	District Wide	0	\$1,000.00
Total for Gresham, Shelby J				\$1,000.00

Griffin, Timothy E.

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13898	Liability	Kingsley JHS	0	\$80.00
23243	Liability	Chiddix JHS	0	\$80.00
Total for Student Activity Funds				\$160.00
Total for Griffin, Timothy E.				\$160.00

Gross, Joshua J

Check#	Type	Location	PO Number	Amount
Educational Fund				
240715	Liability	District Wide	0	\$1,000.00
Total for Gross, Joshua J				\$1,000.00

Hall, Monique L

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
2401	Liability	Sugar Creek ES	0	\$94.46
Total for Hall, Monique L				\$94.46

Hamilton, Andrew

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23244	Liability	Chiddix JHS	0	\$80.00
23261	Liability	Chiddix JHS	0	\$80.00
Total for Student Activity Funds				\$160.00
Total for Hamilton, Andrew				\$160.00

Harkins, Anna H

Check#	Type	Location	PO Number	Amount
Educational Fund				

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Harkins, Anna H

Check#	Type	Location	PO Number	Amount
240716	Liability	District Wide	0	\$1,000.00
Total for Harkins, Anna H				\$1,000.00

Harlan Vance Company

Check#	Type	Location	PO Number	Amount
3916	Liability	Prairieland ES	0	\$964.00
Total for Harlan Vance Company				\$964.00

Hendricks, Carly E

Check#	Type	Location	PO Number	Amount
240717	Liability	District Wide	0	\$1,000.00
Total for Hendricks, Carly E				\$1,000.00

Herren, Stacy Lynn

Check#	Type	Location	PO Number	Amount
240718	Liability	District Wide	0	\$1,000.00
Total for Herren, Stacy Lynn				\$1,000.00

Hilsgen, Diana

Check#	Type	Location	PO Number	Amount
240719	Liability	District Wide	0	\$1,000.00
Total for Hilsgen, Diana				\$1,000.00

Hinthorne, Jeff

Check#	Type	Location	PO Number	Amount
13892	Liability	Kingsley JHS	0	\$0.00
20833	Liability	Parkside JHS	0	\$80.00
Total for Student Activity Funds				\$80.00
Total for Hinthorne, Jeff				\$80.00

Holland, Anita

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Report Sort:	Remit Name				
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
13893	Liability	Kingsley JHS	0		\$25.00
		Total for	Holland, Anita		\$25.00
Hughes, Tammy M					
Check#	Type	Location	PO Number		Amount
Educational Fund					
240720	Liability	District Wide	0		\$1,000.00
		Total for	Hughes, Tammy M		\$1,000.00
Ilmea					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
20846	Liability	Parkside JHS	0		\$50.00
		Total for	Ilmea		\$50.00
Jaggi, John					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
20834	Liability	Parkside JHS	0		\$80.00
		Total for	Jaggi, John		\$80.00
Johnson, Argie					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
23269	Liability	Chiddix JHS	0		\$80.00
		Total for	Johnson, Argie		\$80.00
Jostens, Inc					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					
6056	Liability	Glenn ES	0		\$760.50
		Total for	Jostens, Inc		\$760.50
Kapchinske, Jennifer A					
Check#	Type	Location	PO Number		Amount
Educational Fund					

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Kapchinske, Jennifer A

Check#	Type	Location	PO Number	Amount
240721	Liability	District Wide	0	\$1,000.00
Total for Kapchinske, Jennifer A				\$1,000.00

Keag, Sara E

Check#	Type	Location	PO Number	Amount
Educational Fund 240722	Liability	District Wide	0	\$1,000.00
Total for Keag, Sara E				\$1,000.00

Kearfott, Nicolas

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44719	Liability	Normal Community HS	0	\$27.52
44729	Liability	Normal Community HS	0	\$27.97
Total for Student Activity Funds				\$55.49
Total for Kearfott, Nicolas				\$55.49

Kerr, Ryan D

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44210	Liability	Normal Community West HS	0	\$24.85
Total for Kerr, Ryan D				\$24.85

KINAS, BRYAN

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44211	Liability	Normal Community West HS	0	\$240.00
Total for KINAS, BRYAN				\$240.00

King, Ricardo D

Check#	Type	Location	PO Number	Amount
Educational Fund 240723	Liability	District Wide	0	\$1,000.00
Total for King, Ricardo D				\$1,000.00

Klockkenga, Jason

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Report Sort:		Remit Name			
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
23266	Liability	Chiddix JHS		0	\$80.00
				Total for Klockkenga, Jason	\$80.00
Klockkenga, Joshua D					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240724	Liability	District Wide		0	\$1,000.00
				Total for Klockkenga, Joshua D	\$1,000.00
Knapp, Brenda					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
13887	Liability	Kingsley JHS		0	\$80.00
13894	Liability	Kingsley JHS		0	\$0.00
				Total for Student Activity Funds	\$80.00
				Total for Knapp, Brenda	\$80.00
Kobel, Shawn					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
20847	Liability	Parkside JHS		0	\$125.96
				Total for Kobel, Shawn	\$125.96
Kocar, Hannah					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
125010	Liability	NCHS Athletics		0	\$50.00
				Total for Kocar, Hannah	\$50.00
Kotiw, Brittney K					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240725	Liability	District Wide		0	\$1,000.00
				Total for Kotiw, Brittney K	\$1,000.00

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Kotiw, Chloe E

Check#	Type	Location	PO Number	Amount
Educational Fund				
240726	Liability	District Wide	0	\$1,000.00
Total for Kotiw, Chloe E				\$1,000.00

Kraus, Morgan E

Check#	Type	Location	PO Number	Amount
Educational Fund				
240727	Liability	District Wide	0	\$1,000.00
Total for Kraus, Morgan E				\$1,000.00

Landstrom, Brian

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5521	Liability	Evans JHS	0	\$80.00
20852	Liability	Parkside JHS	0	\$80.00
Total for Student Activity Funds				\$160.00
Total for Landstrom, Brian				\$160.00

Largent, Amanda T

Check#	Type	Location	PO Number	Amount
Educational Fund				
240728	Liability	District Wide	0	\$1,000.00
Total for Largent, Amanda T				\$1,000.00

Larson, Dennis J

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13895	Liability	Kingsley JHS	0	\$24.30
Total for Larson, Dennis J				\$24.30

Lee, Benjamin

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5531	Liability	Evans JHS	0	\$80.00
Total for Lee, Benjamin				\$80.00

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Leverton, Doris

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13899	Liability	Kingsley JHS	0	\$420.38
			Total for Leverton, Doris	\$420.38

Lewis, Emily Anne

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23262	Liability	Chiddix JHS	0	\$9.19
			Total for Lewis, Emily Anne	\$9.19

Ludwig, Dennis

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
18954	Liability	NCWHS Athletics	0	\$0.00
18956	Liability	NCWHS Athletics	0	\$50.00
			Total for Student Activity Funds	\$50.00
			Total for Ludwig, Dennis	\$50.00

Mason, Keith

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
20835	Liability	Parkside JHS	0	\$80.00
			Total for Mason, Keith	\$80.00

Mc Clelland, Connor

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44730	Liability	Normal Community HS	0	\$135.00
			Total for Mc Clelland, Connor	\$135.00

Mc Lean Co Unit Dist 5

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
3917	Liability	Prairieland ES	0	\$3,988.34
			Total for Mc Lean Co Unit Dist 5	\$3,988.34

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Mc Lean County Unit #5

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44212	Liability	Normal Community West HS	0	\$229.24
44224	Liability	Normal Community West HS	0	\$2,320.00
44228	Liability	Normal Community West HS	0	\$1,159.71
Total for Student Activity Funds				\$3,708.95
Total for Mc Lean County Unit #5				\$3,708.95

Meltdown Creative Works LLC

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44225	Liability	Normal Community West HS	0	\$16.50
Total for Meltdown Creative Works LLC				\$16.50

Metamora Fields Golf Course

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
125009	Liability	NCHS Athletics	0	\$180.00
Total for Metamora Fields Golf Course				\$180.00

Metsker, Catherine Jane

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
125005	Liability	NCHS Athletics	0	\$75.00
Total for Metsker, Catherine Jane				\$75.00

Mike Coers Hound Dog Music

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44213	Liability	Normal Community West HS	0	\$500.00
Total for Mike Coers Hound Dog Music				\$500.00

Miller, Andrew M

Check#	Type	Location	PO Number	Amount
Student Activity Funds				

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Report Sort:	Remit Name				
Miller, Andrew M					
Check#	Type	Location	PO Number		Amount
23245	Liability	Chiddix JHS	0		\$69.73
Total for Miller, Andrew M					\$69.73
Miller, Emily S					
Check#	Type	Location	PO Number		Amount
Educational Fund 240729	Liability	District Wide	0		\$1,000.00
Total for Miller, Emily S					\$1,000.00
Minor, Michelle					
Check#	Type	Location	PO Number		Amount
Student Activity Funds 3918	Liability	Prairieland ES	0		\$99.98
Total for Minor, Michelle					\$99.98
Mohr, Micah					
Check#	Type	Location	PO Number		Amount
Student Activity Funds 44214	Liability	Normal Community West HS	0		\$73.20
Total for Mohr, Micah					\$73.20
Morris, Kristina S					
Check#	Type	Location	PO Number		Amount
Educational Fund 240730	Liability	District Wide	0		\$1,000.00
Total for Morris, Kristina S					\$1,000.00
Mosby, Sarah J					
Check#	Type	Location	PO Number		Amount
Educational Fund 240731	Liability	District Wide	0		\$1,000.00
Total for Mosby, Sarah J					\$1,000.00
Nelson, Vickie					
Check#	Type	Location	PO Number		Amount
Student Activity Funds					

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Nelson, Vickie

Check#	Type	Location	PO Number	Amount
13900	Liability	Kingsley JHS	0	\$760.00
Total for Nelson, Vickie				\$760.00

Nichols, Roger L

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23253	Liability	Chiddix JHS	0	\$0.00
Total for Nichols, Roger L				\$0.00

Normal Community High School

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
125004	Liability	NCHS Athletics	0	\$170.00
Total for Normal Community High School				\$170.00

Norton, Jeff

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
18952	Liability	NCWHS Athletics	0	\$0.00
125006	Liability	NCHS Athletics	0	\$75.00
Total for Student Activity Funds				\$75.00
Total for Norton, Jeff				\$75.00

O'Rourke, Madison M

Check#	Type	Location	PO Number	Amount
Educational Fund				
240732	Liability	District Wide	0	\$1,000.00
Total for O'Rourke, Madison M				\$1,000.00

Orr, Cortnie

Check#	Type	Location	PO Number	Amount
Educational Fund				
240733	Liability	District Wide	0	\$1,000.00
Total for Orr, Cortnie				\$1,000.00

Ort, Robert

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Report Sort:	Remit Name			
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
20836	Liability	Parkside JHS	0	\$0.00
		Total for Ort, Robert		\$0.00
Pantaleone, Meaghan E				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
2398	Liability	Sugar Creek ES	0	\$488.59
		Total for Pantaleone, Meaghan E		\$488.59
Papa John's Pizza 1				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13888	Liability	Kingsley JHS	0	\$78.66
		Total for Papa John's Pizza 1		\$78.66
Parkside Junior High School				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23271	Liability	Chiddix JHS	0	\$350.00
		Total for Parkside Junior High School		\$350.00
Patten, Thomas				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44731	Liability	Normal Community HS	0	\$566.60
		Total for Patten, Thomas		\$566.60
Pekin Community High School				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				
125011	Liability	NCHS Athletics	0	\$275.00
		Total for Pekin Community High School		\$275.00
Penland, Scott M.				
Check#	Type	Location	PO Number	Amount
Student Activity Funds				

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Penland, Scott M.

Check#	Type	Location	PO Number	Amount
44720	Liability	Normal Community HS	0	\$85.00
Total for Penland, Scott M.				\$85.00

Pierce, Sarah

Check#	Type	Location	PO Number	Amount
Educational Fund 240734	Liability	District Wide	0	\$1,000.00
Total for Pierce, Sarah				\$1,000.00

Poncin, Jennifer Lynn

Check#	Type	Location	PO Number	Amount
Educational Fund 240735	Liability	District Wide	0	\$1,000.00
Total for Poncin, Jennifer Lynn				\$1,000.00

Powell, Andrea N

Check#	Type	Location	PO Number	Amount
Educational Fund 240736	Liability	District Wide	0	\$1,000.00
Total for Powell, Andrea N				\$1,000.00

Powell, Joseph W

Check#	Type	Location	PO Number	Amount
Student Activity Funds 23246	Liability	Chiddix JHS	0	\$80.00
23267	Liability	Chiddix JHS	0	\$80.00
Total for Student Activity Funds				\$160.00
Total for Powell, Joseph W				\$160.00

Preston, Lisa

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44215	Liability	Normal Community West HS	0	\$207.98
Total for Preston, Lisa				\$207.98

Puritan Springs

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Report Sort:	Remit Name			Amount
Student Activity Funds				
Check#	Type	Location	PO Number	Amount
44216	Liability	Normal Community West HS	0	\$30.23
			Total for Puritan Springs	\$30.23
Quakenbush, Maxine J				
Check#	Type	Location	PO Number	Amount
13901	Liability	Kingsley JHS	0	\$28.99
			Total for Quakenbush, Maxine J	\$28.99
Quill Corporation				
Check#	Type	Location	PO Number	Amount
44217	Liability	Normal Community West HS	0	\$324.81
44229	Liability	Normal Community West HS	0	\$34.74
			Total for Student Activity Funds	36
			Total for Quill Corporation	\$359.55
Raglan, Melissa N				
Check#	Type	Location	PO Number	Amount
2400	Liability	Sugar Creek ES	0	\$28.99
			Total for Raglan, Melissa N	\$28.99
Read's Sporting Goods				
Check#	Type	Location	PO Number	Amount
20837	Liability	Parkside JHS	0	\$143.90
23254	Liability	Chiddix JHS	0	\$401.80
44732	Liability	Normal Community HS	0	\$336.00
			Total for Student Activity Funds	\$881.70
			Total for Read's Sporting Goods	\$881.70
Richwoods High School				
Check#	Type	Location	PO Number	Amount

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Richwoods High School

Check#	Type	Location	PO Number	Amount
125007	Liability	NCHS Athletics	0	\$75.00
Total for Richwoods High School				\$75.00

Riddell All American

Check#	Type	Location	PO Number	Amount
4964	Liability	Hudson ES	0	\$351.51
Total for Riddell All American				\$351.51

Rivera-Thompson, Brianna

Check#	Type	Location	PO Number	Amount
44230	Liability	Normal Community West HS	0	\$150.00
Total for Rivera-Thompson, Brianna				\$150.00

Rochester 100 Inc

Check#	Type	Location	PO Number	Amount
2399	Liability	Sugar Creek ES	0	\$444.00
Total for Rochester 100 Inc				\$444.00

Roop, Cari Elizabeth

Check#	Type	Location	PO Number	Amount
6057	Liability	Glenn ES	0	\$69.06
Total for Roop, Cari Elizabeth				\$69.06

Rosel, Joseph R

Check#	Type	Location	PO Number	Amount
44218	Liability	Normal Community West HS	0	\$84.95
Total for Rosel, Joseph R				\$84.95

Ruff, Olivia A

Check#	Type	Location	PO Number	Amount

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Ruff, Olivia A

Check#	Type	Location	PO Number	Amount
240737	Liability	District Wide	0	\$1,000.00
Total for Ruff, Olivia A				\$1,000.00

Rybarczyk, Claire Christine

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44231	Liability	Normal Community West HS	0	\$100.00
Total for Rybarczyk, Claire Christine				\$100.00

Sanders, Kelli M

Check#	Type	Location	PO Number	Amount
Educational Fund 240738	Liability	District Wide	0	\$1,000.00
Total for Sanders, Kelli M				\$1,000.00 38

Sareddy, Lineeth

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44733	Liability	Normal Community HS	0	\$135.00
Total for Sareddy, Lineeth				\$135.00

Schermann, April M

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44226	Liability	Normal Community West HS	0	\$847.23
Total for Schermann, April M				\$847.23

Schwoerer, Suzanne

Check#	Type	Location	PO Number	Amount
Student Activity Funds 44219	Liability	Normal Community West HS	0	\$50.00
Total for Schworer, Suzanne				\$50.00

Scornavacco, Robert A

Check#	Type	Location	PO Number	Amount
Student Activity Funds				

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Scornavacco, Robert A

Check#	Type	Location	PO Number	Amount
44220	Liability	Normal Community West HS	0	\$199.99
Total for Scornavacco, Robert A				\$199.99

Seibold, Samantha N

Check#	Type	Location	PO Number	Amount
Educational Fund 240739	Liability	District Wide	0	\$1,000.00
Total for Seibold, Samantha N				\$1,000.00

Select Screen Prints

Check#	Type	Location	PO Number	Amount
Student Activity Funds 5525	Liability	Evans JHS	0	\$35.50
13889	Liability	Kingsley JHS	0	\$28.00
20848	Liability	Parkside JHS	0	\$3,485.00
23263	Liability	Chiddix JHS	0	\$1,666.75
44232	Liability	Normal Community West HS	0	\$567.00
Total for Student Activity Funds				\$5,782.25
Total for Select Screen Prints				\$5,782.25

Shelton, Michaela H

Check#	Type	Location	PO Number	Amount
Educational Fund 240740	Liability	District Wide	0	\$1,000.00
Total for Shelton, Michaela H				\$1,000.00

Sieg, Michael J

Check#	Type	Location	PO Number	Amount
Student Activity Funds 13890	Liability	Kingsley JHS	0	\$80.00
20853	Liability	Parkside JHS	0	\$160.00
23255	Liability	Chiddix JHS	0	\$0.00
Total for Student Activity Funds				\$240.00

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				Total for	Sieg, Michael J	\$240.00
Smith, Chad Jeffrey						
	Check#	Type	Location		PO Number	Amount
	Student Activity Funds					
	5526	Liability	Evans JHS		0	\$0.00
	5532	Liability	Evans JHS		0	\$0.00
				Total for	Student Activity Funds	\$0.00
				Total for	Smith, Chad Jeffrey	\$0.00
Smith, Christopher						
	Check#	Type	Location		PO Number	Amount
	Student Activity Funds					
	23247	Liability	Chiddix JHS		0	\$80.00
	23256	Liability	Chiddix JHS		0	\$10.00
				Total for	Student Activity Funds	\$90.00
				Total for	Smith, Christopher	\$90.00
Sokal, Catherine Rae						
	Check#	Type	Location		PO Number	Amount
	Student Activity Funds					
	44221	Liability	Normal Community West HS		0	\$40.47
				Total for	Sokal, Catherine Rae	\$40.47
Spitzzeri, Alfred A						
	Check#	Type	Location		PO Number	Amount
	Educational Fund					
	240741	Liability	District Wide		0	\$1,000.00
				Total for	Spitzzeri, Alfred A	\$1,000.00
SPROUT, JASON						
	Check#	Type	Location		PO Number	Amount
	Student Activity Funds					
	13902	Liability	Kingsley JHS		0	\$80.00
	20854	Liability	Parkside JHS		0	\$80.00
	23257	Liability	Chiddix JHS		0	\$0.00

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				Total for Student Activity Funds	<u>\$160.00</u>
				Total for SPROUT, JASON	\$160.00
Sronce, Stephen P.					
	Check#	Type	Location	PO Number	Amount
	Student Activity Funds				
	20838	Liability	Parkside JHS	0	\$80.00
	23248	Liability	Chiddix JHS	0	\$80.00
				Total for Student Activity Funds	<u>\$160.00</u>
				Total for Sronce, Stephen P.	\$160.00
Starkey, Bret H					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				
	240742	Liability	District Wide	0	\$1,000.00
				Total for Starkey, Bret H	<u>\$1,000.00</u>
Starkey, Megan Ruth					
	Check#	Type	Location	PO Number	Amount
	Student Activity Funds				
	44222	Liability	Normal Community West HS	0	\$128.42
				Total for Starkey, Megan Ruth	\$128.42
Stegemann, Eric S					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				
	240743	Liability	District Wide	0	\$1,000.00
				Total for Stegemann, Eric S	<u>\$1,000.00</u>
Stephens, Jessica Lee					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				
	240744	Liability	District Wide	0	\$1,000.00
				Total for Stephens, Jessica Lee	<u>\$1,000.00</u>
STORAGE EXPRESS					
	Check#	Type	Location	PO Number	Amount
	Student Activity Funds				

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STORAGE EXPRESS

Check#	Type	Location	PO Number	Amount
44233	Liability	Normal Community West HS	0	\$59.00
Total for STORAGE EXPRESS				\$59.00

Stork, Kyler

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13903	Liability	Kingsley JHS	0	\$80.00
23249	Liability	Chiddix JHS	0	\$80.00
Total for Student Activity Funds				\$160.00
Total for Stork, Kyler				\$160.00

Stuebaker, Kristyn R

Check#	Type	Location	PO Number	Amount
Educational Fund				
240745	Liability	District Wide	0	\$1,000.00
Total for Stuebaker, Kristyn R				\$1,000.00

Swarts, T.J.

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5533	Liability	Evans JHS	0	\$80.00
Total for Swarts, T.J.				\$80.00

Swartz, Melissa

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44227	Liability	Normal Community West HS	0	\$320.00
Total for Swartz, Melissa				\$320.00

TASC

Check#	Type	Location	PO Number	Amount
Flexible Benefit Plan Trust Fund				
0	Liability	District Wide	0	\$26,862.61
Self-Funded Insurance Fund				
7254	Expenditure	District Wide	0	\$6,204.60

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Report Sort:		Remit Name			
Check#	Type	Location		PO Number	Amount
Educational Fund					
240750	Liability	District Wide		0	\$1,000.00
			Total for	Traugott, Veronica W	\$1,000.00
Tripp, Kristen A					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
20840	Liability	Parkside JHS		0	\$119.00
			Total for	Tripp, Kristen A	\$119.00
Tuggle, Lenora					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
20841	Liability	Parkside JHS		0	\$19.45
20849	Liability	Parkside JHS		0	\$31.50
					44
			Total for	Student Activity Funds	\$50.95
			Total for	Tuggle, Lenora	\$50.95
University High School					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
18958	Liability	NCWHS Athletics		0	\$175.00
			Total for	University High School	\$175.00
Volker, Emily C					
Check#	Type	Location		PO Number	Amount
Educational Fund					
240751	Liability	District Wide		0	\$1,000.00
			Total for	Volker, Emily C	\$1,000.00
Voore, Srija					
Check#	Type	Location		PO Number	Amount
Student Activity Funds					
44734	Liability	Normal Community HS		0	\$135.00
			Total for	Voore, Srija	\$135.00

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Wagehoft, Michelle Christy

Check#	Type	Location	PO Number	Amount
Educational Fund				
240752	Liability	District Wide	0	\$1,000.00
Total for Wagehoft, Michelle Christy				\$1,000.00

Walker, Valentine S

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44223	Liability	Normal Community West HS	0	\$84.92
Total for Walker, Valentine S				\$84.92

Ward, Maxwell D

Check#	Type	Location	PO Number	Amount
Educational Fund				
240753	Liability	District Wide	0	\$1,000.00
Total for Ward, Maxwell D				\$1,000.00

Washington, Lester C

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
23268	Liability	Chiddix JHS	0	\$0.00
Total for Washington, Lester C				\$0.00

Wey, Molli Lynn

Check#	Type	Location	PO Number	Amount
Educational Fund				
240754	Liability	District Wide	0	\$1,000.00
Total for Wey, Molli Lynn				\$1,000.00

Williamson, Laura

Check#	Type	Location	PO Number	Amount
Educational Fund				
240755	Liability	District Wide	0	\$1,000.00
Total for Williamson, Laura				\$1,000.00

Wilson, Colleen

Check#	Type	Location	PO Number	Amount
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Wilson, Colleen

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
18953	Liability	NCWHS Athletics	0	\$75.00
18959	Liability	NCWHS Athletics	0	\$75.00
Total for Student Activity Funds				<u>\$150.00</u>
Total for Wilson, Colleen				\$150.00

Wilson, Stephen

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
5534	Liability	Evans JHS	0	\$80.00
20842	Liability	Parkside JHS	0	\$0.00
Total for Student Activity Funds				<u>\$80.00</u>
Total for Wilson, Stephen				\$80.00

Winkle, Kaitlin M

Check#	Type	Location	PO Number	Amount
Educational Fund				
240756	Liability	District Wide	0	\$1,000.00
Total for Winkle, Kaitlin M				<u>\$1,000.00</u>

Yount, Rome

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
18955	Liability	NCWHS Athletics	0	\$0.00
18957	Liability	NCWHS Athletics	0	\$50.00
Total for Student Activity Funds				<u>\$50.00</u>
Total for Yount, Rome				\$50.00

Zaman, Shariq

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
44735	Liability	Normal Community HS	0	\$270.00
Total for Zaman, Shariq				<u>\$270.00</u>

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Zeman, Joseph

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
13904	Liability	Kingsley JHS	0	\$80.00
Total for Zeman, Joseph				\$80.00

Zook, Ashley T

Check#	Type	Location	PO Number	Amount
Educational Fund				
240757	Liability	District Wide	0	\$1,000.00
Total for Zook, Ashley T				\$1,000.00

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Grand Total: \$415,066.56

Recap for Fund for remit name

07	Flexible Benefit Plan Trust Fund	\$26,862.61
08	Self-Funded Insurance Fund	\$276,272.13
10	Educational Fund	\$75,000.00
99	Student Activity Funds	\$36,931.82

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Hall, Monique L

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
2394	Liability	Sugar Creek ES	0	\$57.08
Total for Hall, Monique L				\$57.08

Marathon Sportswear

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
2395	Liability	Sugar Creek ES	0	\$693.15
Total for Marathon Sportswear				\$693.15

Success By Design, Inc.

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
2396	Liability	Sugar Creek ES	0	\$648.66
Total for Success By Design, Inc.				\$648.66

Usps

Check#	Type	Location	PO Number	Amount
Student Activity Funds				
2397	Liability	Sugar Creek ES	0	\$55.00
Total for Usps				\$55.00

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Grand Total: \$1,453.89

Recap for Fund for remit name

99	Student Activity Funds	\$1,453.89
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End of Report

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Report Sort: Remit Name

A & R MECHANICAL CONTRACTORS INC.

Check#	Type	Location	PO Number	Amount
Fire Prevention & Safety Fund				
240901	Expenditure	District Wide	2100879	\$404,355.95
Total for A & R MECHANICAL CONTRACTORS INC.				\$404,355.95

A Drain Doctor

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240902	Expenditure	Kingsley JHS	2100892	\$187.50
Total for A Drain Doctor				\$187.50

Ace Hardware

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240903	Expenditure	District Wide	2100163	\$456.83
Total for Ace Hardware				\$456.83

Aims

Check#	Type	Location	PO Number	Amount
Educational Fund				
240904	Expenditure	District Wide	2100946	\$1,200.00
Total for Aims				\$1,200.00

Alsene, Lauren Judith

Check#	Type	Location	PO Number	Amount
Educational Fund				
240905	Expenditure	District Wide	0	\$73.35
Total for Alsene, Lauren Judith				\$73.35

Amazon Capital Services

Check#	Type	Location	PO Number	Amount
Educational Fund				
240906	Expenditure	District Wide	2100786	\$52.13
240906	Expenditure	District Wide	2100796	\$59.95
240906	Expenditure	District Wide	2100800	\$279.90
240906	Expenditure	District Wide	2100837	\$134.95

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Amazon Capital Services

Check#	Type	Location	PO Number	Amount
240906	Expenditure	District Wide	2100953	\$79.00
240906	Expenditure	District Wide	2100985	\$13.18
240906	Expenditure	Evans JHS	2100751	\$1,053.64
240906	Expenditure	Evans JHS	2100753	\$554.85
240906	Expenditure	Normal Community West HS	2100705	\$736.92
240906	Expenditure	Normal Community West HS	2100802	\$11.59
240906	Expenditure	Parkside JHS	2100827	\$372.20
240906	Expenditure	Pepper Ridge ES	2100914	\$43.14
240906	Expenditure	Pepper Ridge ES	2100915	\$41.27
240906	Expenditure	Pepper Ridge ES	2100916	\$122.97
240906	Expenditure	Pepper Ridge ES	2100925	\$67.22
240906	Expenditure	Towanda ES	2100787	\$15.16
240906	Expenditure	Towanda ES	2100860	\$116.77

Total for Educational Fund \$3,754.84

Total for Amazon Capital Services \$3,754.84

American Pest Control

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240907	Expenditure	District Wide	2100246	\$1,080.00

Total for American Pest Control \$1,080.00

Atkins, Kellie

Check#	Type	Location	PO Number	Amount
Educational Fund				
240908	Revenue	Normal Community West HS	0	\$258.00

Total for Atkins, Kellie \$258.00

Attainment Company Inc

Check#	Type	Location	PO Number	Amount
Educational Fund				
240909	Expenditure	District Wide	2100666	\$634.20

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				Total for	Attainment Company Inc	\$634.20
Basalay, Danielle						
	Check#	Type	Location		PO Number	Amount
	Educational Fund					
	240910	Revenue	Prairieland ES		0	\$130.00
				Total for	Basalay, Danielle	\$130.00
Bennett Electronics						
	Check#	Type	Location		PO Number	Amount
	Educational Fund					
	240911	Expenditure	District Wide		2100829	\$330.00
	240911	Expenditure	District Wide		2100830	\$220.00
	240911	Expenditure	District Wide		2100831	\$220.00
	240911	Expenditure	District Wide		2100832	\$110.00
	240911	Expenditure	District Wide		2100833	\$110.00
	240911	Expenditure	District Wide		2100834	\$369.00
				Total for	Educational Fund	\$1,359.00
				Total for	Bennett Electronics	\$1,359.00
Bill's Key & Lock Shop						
	Check#	Type	Location		PO Number	Amount
	Operations & Maintenance Fund					
	240912	Expenditure	District Wide		2100877	\$240.00
				Total for	Bill's Key & Lock Shop	\$240.00
Bishop Bros, Inc						
	Check#	Type	Location		PO Number	Amount
	Operations & Maintenance Fund					
	240913	Expenditure	District Wide		2100943	\$500.00
				Total for	Bishop Bros, Inc	\$500.00
Bosquez, Nathaniel J						
	Check#	Type	Location		PO Number	Amount
	Operations & Maintenance Fund					
	240914	Expenditure	District Wide		0	\$142.49

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				Total for	Carl's Pro Band Instrument Repair	\$8,993.60
Carlock Water Operations						
	Check#	Type	Location		PO Number	Amount
	Operations & Maintenance Fund					
	240921	Expenditure	Carlock ES		0	\$24.88
				Total for	Carlock Water Operations	\$24.88
Carolina Biological Supply Co						
	Check#	Type	Location		PO Number	Amount
	Educational Fund					
	240922	Expenditure	Elementary Schools		2100647	\$824.95
				Total for	Carolina Biological Supply Co	\$824.95
Central Illinois Trucks Inc						
	Check#	Type	Location		PO Number	Amount
	Transportation Fund					
	240923	Expenditure	District Wide		2100989	\$650.00 ⁵⁵
				Total for	Central Illinois Trucks Inc	\$650.00
Central Supply Co						
	Check#	Type	Location		PO Number	Amount
	Operations & Maintenance Fund					
	240924	Expenditure	District Wide		2100848	\$431.17
	240924	Expenditure	District Wide		2100850	\$824.60
	240924	Expenditure	District Wide		2100851	\$8,900.00
	240924	Expenditure	District Wide		2100852	\$3,499.95
				Total for	Operations & Maintenance Fund	\$13,655.72
				Total for	Central Supply Co	\$13,655.72
Chapman, Trevor Michael						
	Check#	Type	Location		PO Number	Amount
	Educational Fund					
	240925	Expenditure	Normal Community HS		2100547	\$249.99
				Total for	Chapman, Trevor Michael	\$249.99
Chiddix Junior High School						

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Report Sort:	Remit Name			
Educational Fund				
Check#	Type	Location	PO Number	Amount
240926	Expenditure	Chiddix JHS	2100808	\$11.94
240926	Expenditure	Chiddix JHS	2100968	\$35.00
			Total for Educational Fund	\$46.94
			Total for Chiddix Junior High School	\$46.94
Chief City Mechanical, Inc				
Check#	Type	Location	PO Number	Amount
240927	Expenditure	Eugene Field Special Services	2100902	\$1,155.00
			Total for Chief City Mechanical, Inc	\$1,155.00
Childers Door Service, Inc				
Check#	Type	Location	PO Number	Amount
240928	Expenditure	District Wide	2100903	\$137.50
			Total for Childers Door Service, Inc	\$137.50
Cintas Corporation #396				
Check#	Type	Location	PO Number	Amount
240929	Expenditure	District Wide	2100236	\$1,018.20
			Total for Cintas Corporation #396	\$1,018.20
City of Bloomington				
Check#	Type	Location	PO Number	Amount
240930	Expenditure	Benjamin ES	0	\$503.69
240930	Expenditure	Evans JHS	0	\$1,057.48
240930	Expenditure	Northpoint ES	0	\$576.99
			Total for Operations & Maintenance Fund	\$2,138.16
			Total for City of Bloomington	\$2,138.16
Clear Talk Communications				
Check#	Type	Location	PO Number	Amount
Tort Immunity Fund				

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Clear Talk Communications

Check#	Type	Location	PO Number	Amount
240931	Expenditure	District Wide	2101003	\$548.81
Total for Clear Talk Communications				\$548.81

Clifton Larson Allen Llp

Check#	Type	Location	PO Number	Amount
240932	Expenditure	District Wide	2100950	\$5,250.00
Total for Clifton Larson Allen Llp				\$5,250.00

Confidential On-Site Paper Shreddin

Check#	Type	Location	PO Number	Amount
240933	Expenditure	Evans JHS	2100991	\$31.41
Total for Confidential On-Site Paper Shreddin				\$31.41

Connor Co

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240934	Expenditure	Benjamin ES	2100875	\$416.69
240934	Expenditure	District Wide	2100876	\$802.94
240934	Expenditure	Grove ES	2100876	\$150.61
240934	Expenditure	Normal Community West HS	2100876	\$222.61
240934	Expenditure	Pepper Ridge ES	2100876	\$103.42
Total for Operations & Maintenance Fund				\$1,696.27
Total for Connor Co				\$1,696.27

Creative Metal Works

Check#	Type	Location	PO Number	Amount
240935	Expenditure	District Wide	2100909	\$257.00
Total for Creative Metal Works				\$257.00

Crescent Electric Supply Co

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				

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Crescent Electric Supply Co

Check#	Type	Location	PO Number	Amount
240936	Expenditure	District Wide	2100886	\$1,242.09
240936	Expenditure	Evans JHS	2100886	\$791.00
240936	Expenditure	Normal Community HS	2100886	\$194.72
240936	Expenditure	Normal Community West HS	2100886	\$255.45
240936	Expenditure	Pepper Ridge ES	2100886	\$7.66
Total for Operations & Maintenance Fund				\$2,490.92
Total for Crescent Electric Supply Co				\$2,490.92

Dial, Megan S

Check#	Type	Location	PO Number	Amount
Educational Fund				
240937	Expenditure	District Wide	0	\$24.50
Total for Dial, Megan S				\$24.50

Don Owen Tire Service, Inc

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240938	Expenditure	District Wide	2100971	\$1,376.03
Total for Don Owen Tire Service, Inc				\$1,376.03

Edwards, Sarah Lynn

Check#	Type	Location	PO Number	Amount
Educational Fund				
240939	Expenditure	Grove ES	2100869	\$93.20
Total for Edwards, Sarah Lynn				\$93.20

Egan, Paula

Check#	Type	Location	PO Number	Amount
Educational Fund				
240940	Expenditure	Chiddix JHS	2100849	\$30.08
Total for Egan, Paula				\$30.08

Engelmeyer, Deborah K

Check#	Type	Location	PO Number	Amount
Educational Fund				

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Engelmeyer, Deborah K

Check#	Type	Location	PO Number	Amount
240941	Expenditure	District Wide	0	\$16.68
Total for Engelmeyer, Deborah K				\$16.68

Evergreen Fs

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240942	Expenditure	District Wide	2100904	\$3,852.41
Total for Evergreen Fs				\$3,852.41

Explore Learning

Check#	Type	Location	PO Number	Amount
Educational Fund				
240943	Expenditure	Parkside JHS	2100596	\$1,965.00
Total for Explore Learning				\$1,965.00

Fastenal Company

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240944	Expenditure	District Wide	2100921	\$63.62
Total for Fastenal Company				\$63.62

Ford, Patricia Mary

Check#	Type	Location	PO Number	Amount
Educational Fund				
240945	Expenditure	District Wide	0	\$15.30
Total for Ford, Patricia Mary				\$15.30

Fs Custom Turf

Check#	Type	Location	PO Number	Amount
Educational Fund				
240946	Expenditure	Normal Community HS	2100964	\$8,760.00
240946	Expenditure	Normal Community West HS	2100025	\$4,935.00
Total for Educational Fund				\$13,695.00
Total for Fs Custom Turf				\$13,695.00

George Evans Junior Activity Fund

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Check#	Type	Location	PO Number	Amount
Educational Fund				
240947	Expenditure	Evans JHS	2100941	\$960.00
		Total for George Evans Junior Activity Fund		<u>\$960.00</u>
 Getz Industrial Cleaning Inc.				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240948	Expenditure	Brigham ES	2100842	\$1,003.00
240948	Expenditure	Cedar Ridge ES	2100842	\$688.00
240948	Expenditure	District Wide	2100842	\$688.00
240948	Expenditure	Grove ES	2100842	\$793.00
240948	Expenditure	Hoose ES	2100842	\$777.50
240948	Expenditure	Normal Community HS	2100842	\$128.00
240948	Expenditure	Normal Community West HS	2100900	\$128.00
240948	Expenditure	Parkside ES	2100842	\$987.50
240948	Expenditure	Parkside JHS	2100842	\$993.35
240948	Expenditure	Pepper Ridge ES	2100842	\$811.50
240948	Expenditure	Prairieland ES	2100842	\$793.00
240948	Expenditure	Towanda ES	2100842	\$957.00
		Total for Educational Fund		\$8,747.85
 Tort Immunity Fund				
240948	Expenditure	Normal Community West HS	2100857	\$2,828.00
		Total for Getz Industrial Cleaning Inc.		<u>\$11,575.85</u>
 Ggnet, Inc.				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240949	Expenditure	District Wide	2100935	\$271.61
		Total for Ggnet, Inc.		<u>\$271.61</u>
 Ghrist, Tracie Nicole				
Check#	Type	Location	PO Number	Amount
Educational Fund				

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Ghrist, Tracie Nicole

Check#	Type	Location	PO Number	Amount
240950	Expenditure	District Wide	0	\$76.71
Total for Ghrist, Tracie Nicole				\$76.71

GivSCO Construction Company

Check#	Type	Location	PO Number	Amount
Capital Projects Fund				
240951	Expenditure	District Wide	2100999	\$72,920.70
Fire Prevention & Safety Fund				
240951	Expenditure	District Wide	2101002	\$65,606.40
Total for GivSCO Construction Company				\$138,527.10

Goff, Amanda L

Check#	Type	Location	PO Number	Amount
Educational Fund				
240952	Expenditure	District Wide	0	\$41.92
Total for Goff, Amanda L				\$41.92

Grainger Parts Operations Ww Graing

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240953	Expenditure	District Wide	2100896	\$208.40
Total for Grainger Parts Operations Ww Graing				\$208.40

Hall, Theresa

Check#	Type	Location	PO Number	Amount
Educational Fund				
240954	Expenditure	District Wide	0	\$26.45
Total for Hall, Theresa				\$26.45

Harr, Matthew

Check#	Type	Location	PO Number	Amount
Educational Fund				
240955	Expenditure	District Wide	0	\$20.01
Total for Harr, Matthew				\$20.01

Health Alliance Medical Plans

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Report Sort:	Remit Name	Location	PO Number	Amount
Operations & Maintenance Fund				
Check#	Type			
240956	Expenditure	District Wide	2100847	\$73,701.00
Total for Health Alliance Medical Plans				\$73,701.00
Heller Ford				
Check#	Type	Location	PO Number	Amount
240957	Expenditure	District Wide	2100995	\$2,885.59
Total for Heller Ford				\$2,885.59
Hensley, Brian				
Check#	Type	Location	PO Number	Amount
240958	Revenue	Hoose ES	0	\$130.00
Total for Hensley, Brian				\$130.00
Heritage Machine & Welding Inc				
Check#	Type	Location	PO Number	Amount
240959	Expenditure	District Wide	2100973	\$40.00
240959	Expenditure	Parkside JHS	2100874	\$447.38
Total for Operations & Maintenance Fund				\$487.38
Total for Heritage Machine & Welding Inc				\$487.38
Hicksgas Bloomington				
Check#	Type	Location	PO Number	Amount
240960	Expenditure	District Wide	2100854	\$110.27
Total for Hicksgas Bloomington				\$110.27
Hilti Inc				
Check#	Type	Location	PO Number	Amount
240961	Expenditure	District Wide	2100893	\$614.00
Total for Hilti Inc				\$614.00

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Check#	Type	Location	PO Number	Amount
Hoerr, Thomas Dean III				
Educational Fund				
240962	Expenditure	District Wide	0	\$34.96
			Total for Hoerr, Thomas Dean III	\$34.96
 Holley, Tyra Michael				
Operations & Maintenance Fund				
240963	Expenditure	District Wide	0	\$352.55
			Total for Holley, Tyra Michael	\$352.55
 Hudson Municipal Water				
Operations & Maintenance Fund				
240964	Expenditure	Hudson ES	0	\$15.75
			Total for Hudson Municipal Water	\$15.75
 Ideal Environmental Engineering, In				
Fire Prevention & Safety Fund				
240965	Expenditure	District Wide	2100890	\$47.50
240965	Expenditure	District Wide	2100894	\$928.50
240965	Expenditure	District Wide	2100895	\$2,982.82
			Total for Fire Prevention & Safety Fund	\$3,958.82
			Total for Ideal Environmental Engineering, In	\$3,958.82
 Igsma				
Educational Fund				
240966	Expenditure	Evans JHS	2100810	\$60.00
			Total for Igsma	\$60.00
 Illinois Network Of Child Care Reso				
Educational Fund				
240967	Expenditure	High Schools	2100792	\$475.00

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				Total for Illinois Network Of Child Care Reso	\$475.00
Illinois OIL Marketing Equipment, I					
	Check#	Type	Location	PO Number	Amount
	Transportation Fund				
	240968	Expenditure	District Wide	2100977	\$200.00
	240968	Expenditure	District Wide	2100987	\$507.76
				Total for Transportation Fund	<u>\$707.76</u>
				Total for Illinois OIL Marketing Equipment, I	\$707.76
Illinois Prairie Electric, Inc					
	Check#	Type	Location	PO Number	Amount
	Operations & Maintenance Fund				
	240969	Expenditure	District Wide	2100932	\$5,652.00
	240969	Expenditure	Normal Community West HS	2100898	\$394.00
				Total for Operations & Maintenance Fund	<u>\$6,046.00</u>
	Fire Prevention & Safety Fund				
	240969	Expenditure	District Wide	2100959	\$7,752.15
				Total for Illinois Prairie Electric, Inc	<u>\$13,798.15</u>
Ilmea					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				
	240970	Expenditure	Kingsley JHS	2100919	\$50.00
				Total for Ilmea	<u>\$50.00</u>
Interstate Batteries Of Mid-II					
	Check#	Type	Location	PO Number	Amount
	Operations & Maintenance Fund				
	240971	Expenditure	District Wide	2100965	\$331.80
				Total for Interstate Batteries Of Mid-II	<u>\$331.80</u>
J Spencer Construction LLC					
	Check#	Type	Location	PO Number	Amount
	Fire Prevention & Safety Fund				
	240972	Expenditure	District Wide	2100967	\$8,690.00

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				Total for J Spencer Construction LLC	\$8,690.00
Jenkins, Regan					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				
	240973	Expenditure	District Wide	0	\$33.18
				Total for Jenkins, Regan	\$33.18
Jerome, Ruth H					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				
	240974	Expenditure	Evans JHS	2100819	\$33.97
				Total for Jerome, Ruth H	\$33.97
Johnson Controls Fire Protection Lp					
	Check#	Type	Location	PO Number	Amount
	Tort Immunity Fund				
	240975	Expenditure	District Wide	2101006	\$594.55
				Total for Johnson Controls Fire Protection Lp	\$594.55
Johnstone Supply					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				
	240976	Expenditure	District Wide	2100907	\$86.94
	240976	Expenditure	District Wide	2100908	\$849.96
				Total for Educational Fund	\$936.90
Operations & Maintenance Fund					
	240976	Expenditure	Benjamin ES	2100882	\$19.31
	240976	Expenditure	Chiddix JHS	2100882	\$390.54
	240976	Expenditure	District Wide	2100882	\$310.99
	240976	Expenditure	Towanda ES	2100882	\$203.19
				Total for Operations & Maintenance Fund	\$924.03
				Total for Johnstone Supply	\$1,860.93
Kelley, Elizabeth Ann					
	Check#	Type	Location	PO Number	Amount
	Educational Fund				

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Kelley, Elizabeth Ann

Check#	Type	Location	PO Number	Amount
240977	Expenditure	District Wide	0	\$101.43
Total for Kelley, Elizabeth Ann				\$101.43

Ken's OIL Service, Inc.

Check#	Type	Location	PO Number	Amount
Transportation Fund				
240978	Expenditure	District Wide	2100978	\$1,120.40
Total for Ken's OIL Service, Inc.				\$1,120.40

Kerber, Jennifer Renee

Check#	Type	Location	PO Number	Amount
Educational Fund				
240979	Expenditure	District Wide	0	\$5.98
Total for Kerber, Jennifer Renee				\$5.98

Kerr, Sean C

Check#	Type	Location	PO Number	Amount
Educational Fund				
240980	Expenditure	District Wide	0	\$56.47
Operations & Maintenance Fund				
240980	Expenditure	District Wide	2100873	\$39.99
Total for Kerr, Sean C				\$96.46

Knollenberg, Holly N

Check#	Type	Location	PO Number	Amount
Educational Fund				
240981	Expenditure	District Wide	0	\$43.18
Total for Knollenberg, Holly N				\$43.18

Lee Enterprises - Central II

Check#	Type	Location	PO Number	Amount
Educational Fund				
240982	Expenditure	District Wide	0	\$85.32
Total for Lee Enterprises - Central II				\$85.32

Lexington Truck & Trailer Serv

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Report Sort:	Remit Name	Location	PO Number	Amount
Transportation Fund				
Check#	Type			
240983	Expenditure	District Wide	2100988	\$299.11
			Total for Lexington Truck & Trailer Serv	\$299.11
Lifts Of Illinois, Inc				
Check#	Type	Location	PO Number	Amount
240984	Expenditure	Carlock ES	2100901	\$52.74
			Total for Lifts Of Illinois, Inc	\$52.74
Lishka, Blake A				
Check#	Type	Location	PO Number	Amount
240985	Expenditure	Evans JHS	2100809	\$133.52
			Total for Lishka, Blake A	\$133.52
Makemusic, Inc				
Check#	Type	Location	PO Number	Amount
240986	Expenditure	Normal Community West HS	2100957	\$2,090.00
			Total for Makemusic, Inc	\$2,090.00
Mark's Plumbing Parts				
Check#	Type	Location	PO Number	Amount
240987	Expenditure	District Wide	2100955	\$792.75
			Total for Mark's Plumbing Parts	\$792.75
Mc Master-Carr Supply Co				
Check#	Type	Location	PO Number	Amount
240988	Expenditure	District Wide	2101005	\$266.45
			Total for Mc Master-Carr Supply Co	\$266.45
McLean County Asphalt Co, Inc				
Check#	Type	Location	PO Number	Amount
Fire Prevention & Safety Fund				

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McLean County Asphalt Co, Inc				
Check#	Type	Location	PO Number	Amount
240989	Expenditure	District Wide	2101010	\$9,311.00
Total for McLean County Asphalt Co, Inc				\$9,311.00
McLean County Glass & Mirror				
Check#	Type	Location	PO Number	Amount
Fire Prevention & Safety Fund				
240990	Expenditure	District Wide	2100933	\$6,545.00
Total for McLean County Glass & Mirror				\$6,545.00
Menards Lumber				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240991	Expenditure	District Wide	2100910	\$414.02
Operations & Maintenance Fund				
240991	Expenditure	District Wide	2100165	\$2,247.84
240991	Expenditure	District Wide	2100828	\$801.86
240991	Expenditure	District Wide	2100872	\$164.72
240991	Expenditure	District Wide	2100885	\$591.77
240991	Expenditure	District Wide	2100940	\$467.22
Total for Operations & Maintenance Fund				\$4,272.91
Total for Menards Lumber				\$4,686.93
Mendoza Roman, Karen				
Check#	Type	Location	PO Number	Amount
Educational Fund				
240992	Expenditure	District Wide	0	\$4.26
Total for Mendoza Roman, Karen				\$4.26
Meyer, Damon				
Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240993	Expenditure	District Wide	0	\$86.25
Total for Meyer, Damon				\$86.25

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Mid-Illinois Mechanical, Inc

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240994	Expenditure	Chiddix JHS	2100975	\$825.92
Total for Mid-Illinois Mechanical, Inc				<u>\$825.92</u>

Midamerican Energy

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
240995	Expenditure	Brigham ES	0	\$2,874.47
240995	Expenditure	Carlock ES	0	\$2,266.60
240995	Expenditure	Cedar Ridge ES	0	\$4,356.47
240995	Expenditure	Chiddix JHS	0	\$15,500.85
240995	Expenditure	Eugene Field Special Services	0	\$825.28
240995	Expenditure	Fairview ES	0	\$1,823.98
240995	Expenditure	Fox Creek ES	0	\$3,068.21
240995	Expenditure	Glenn ES	0	\$951.46
240995	Expenditure	Hoose ES	0	\$1,972.23
240995	Expenditure	Hudson ES	0	\$1,920.49
240995	Expenditure	Kingsley JHS	0	\$7,959.14
240995	Expenditure	Pepper Ridge ES	0	\$5,135.43
240995	Expenditure	Sugar Creek ES	0	\$2,711.76
240995	Expenditure	Towanda ES	0	\$1,927.10
240995	Expenditure	Unit Office	0	\$1,509.61
240995	Expenditure	Warehouse/Food Services	0	\$4,511.95
Total for Operations & Maintenance Fund				<u>\$59,315.03</u>
Transportation Fund				
240995	Expenditure	District Wide	0	\$1,901.77
Total for Midamerican Energy				<u>\$61,216.80</u>

Midwest Equipment li

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				

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Midwest Equipment li

Check#	Type	Location	PO Number	Amount
240996	Expenditure	District Wide	2100891	\$671.80
Total for Midwest Equipment li				\$671.80

Midwest Mailing & Shipping Systems,

Check#	Type	Location	PO Number	Amount
Educational Fund 240997	Expenditure	District Wide	2100963	\$1,311.00
Total for Midwest Mailing & Shipping Systems,				\$1,311.00

Midwest Sheet Music

Check#	Type	Location	PO Number	Amount
Educational Fund 240998	Expenditure	Normal Community HS	2100826	\$779.75
240998	Expenditure	Normal Community West HS	2100961	\$815.36
Total for Educational Fund				\$1,595.11
Total for Midwest Sheet Music				\$1,595.11

Miller Janitor Supply Co.

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund 240999	Expenditure	District Wide	2100812	\$11,235.16
240999	Expenditure	District Wide	2100845	\$26,450.00
240999	Expenditure	District Wide	2100867	\$3,500.00
240999	Expenditure	District Wide	2101004	\$4,304.96
Total for Operations & Maintenance Fund				\$45,490.12
Transportation Fund 240999	Expenditure	District Wide	2100864	\$3,375.00
240999	Expenditure	District Wide	2100867	\$3,500.00
Total for Transportation Fund				\$6,875.00
Total for Miller Janitor Supply Co.				\$52,365.12

Miller, Andrew M

Check#	Type	Location	PO Number	Amount
Educational Fund				

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Miller, Andrew M

Check#	Type	Location	PO Number	Amount
241000	Expenditure	Chiddix JHS	2100788	\$26.99
Total for Miller, Andrew M				\$26.99

Minerva Promotions

Check#	Type	Location	PO Number	Amount
Educational Fund 241001	Expenditure	District Wide	2100956	\$6,450.00
Total for Minerva Promotions				\$6,450.00

Modine, Sally Smykal

Check#	Type	Location	PO Number	Amount
Educational Fund 241002	Expenditure	District Wide	0	\$2.30
Total for Modine, Sally Smykal				\$2.30

Mulch, Lisa R

Check#	Type	Location	PO Number	Amount
Educational Fund 241003	Expenditure	District Wide	0	\$37.15
Total for Mulch, Lisa R				\$37.15

My Binding.Com

Check#	Type	Location	PO Number	Amount
Educational Fund 241004	Expenditure	District Wide	2100927	\$190.80
Total for My Binding.Com				\$190.80

Nicor Gas

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund 241005	Expenditure	Cedar Ridge ES	0	\$85.47
241005	Expenditure	Glenn ES	0	\$57.94
241005	Expenditure	Hoose ES	0	\$207.25
241005	Expenditure	Normal Community HS	0	\$43.30

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Nicor Gas				
Check#	Type	Location	PO Number	Amount
241005	Expenditure	Normal Community West HS	0	\$245.13
241005	Expenditure	Oakdale ES	0	\$75.23
241005	Expenditure	Warehouse/Food Services	0	\$44.28
Total for Operations & Maintenance Fund				\$758.60
Transportation Fund				
241005	Expenditure	District Wide	0	\$221.21
Total for Nicor Gas				\$979.81
Nu-Air Corporation				
Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241006	Expenditure	District Wide	2100976	\$12,783.72
Total for Nu-Air Corporation				\$12,783.72
O'Brien Kia Of Bloomington				
Check#	Type	Location	PO Number	Amount
Transportation Fund				
241007	Expenditure	District Wide	2100990	\$159.18
Total for O'Brien Kia Of Bloomington				\$159.18
Palma, Mary				
Check#	Type	Location	PO Number	Amount
Educational Fund				
241008	Expenditure	District Wide	0	\$26.91
Total for Palma, Mary				\$26.91
Piercy Auto Body				
Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241009	Expenditure	District Wide	2100992	\$1,987.97
Transportation Fund				
241009	Expenditure	District Wide	2100986	\$4,023.90
Total for Piercy Auto Body				\$6,011.87

Pipco Companies, Ltd

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Report Sort:	Remit Name			
Check#	Type	Location	PO Number	Amount
Tort Immunity Fund				
241010	Expenditure	District Wide	2100859	\$700.00
241010	Expenditure	District Wide	2100948	\$4,255.00
241010	Expenditure	District Wide	2100949	\$250.00
Total for Tort Immunity Fund				\$5,205.00
Total for Pipco Companies, Ltd				\$5,205.00
Playground Guardian, LLC.				
Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241011	Expenditure	District Wide	2100930	\$2,500.00
Total for Playground Guardian, LLC.				\$2,500.00
Pointcore, Inc.				
Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241012	Expenditure	District Wide	2100863	\$2,277.38
Total for Pointcore, Inc.				\$2,277.38
POWERSCHOOL GROUP LLC.				
Check#	Type	Location	PO Number	Amount
Educational Fund				
241013	Expenditure	District Wide	2100938	\$8,400.00
Total for POWERSCHOOL GROUP LLC.				\$8,400.00
Principal Life Insurance-Sbd Grand				
Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241014	Expenditure	District Wide	2100821	\$4,865.91
Total for Principal Life Insurance-Sbd Grand				\$4,865.91
Pro-Type Printing				
Check#	Type	Location	PO Number	Amount
Educational Fund				
241015	Expenditure	Normal Community HS	2100548	\$748.00
Total for Pro-Type Printing				\$748.00

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Prochnow, Carmen Yvonne

Check#	Type	Location	PO Number	Amount
Educational Fund				
241016	Expenditure	District Wide	0	\$49.68
Total for Prochnow, Carmen Yvonne				\$49.68

Professional Electric Motor Repair

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241017	Expenditure	District Wide	2100883	\$19.31
Total for Professional Electric Motor Repair				\$19.31

Quadient Finance USA, Inc.

Check#	Type	Location	PO Number	Amount
Educational Fund				
241018	Expenditure	District Wide	0	\$750.00
Total for Quadient Finance USA, Inc.				\$750.00

Quadient Leasing USA, Inc.

Check#	Type	Location	PO Number	Amount
Educational Fund				
241019	Expenditure	District Wide	2100099	\$653.97
Total for Quadient Leasing USA, Inc.				\$653.97

Quill Corporation

Check#	Type	Location	PO Number	Amount
Educational Fund				
241020	Expenditure	District Wide	2100841	\$267.81
241020	Expenditure	Sugar Creek ES	2100818	\$239.15
Total for Educational Fund				\$506.96
Total for Quill Corporation				\$506.96

Read's Sporting Goods

Check#	Type	Location	PO Number	Amount
Educational Fund				
241021	Expenditure	Chiddix JHS	2100913	\$118.00

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				Total for	Read's Sporting Goods	\$118.00
Republic Services - #368						
Check#	Type	Location		PO Number		Amount
Operations & Maintenance Fund						
241022	Expenditure	District Wide		2100247		\$5,286.58
				Total for	Republic Services - #368	\$5,286.58
Riddell All American						
Check#	Type	Location		PO Number		Amount
Educational Fund						
241023	Expenditure	Normal Community HS		2100815		\$12,987.90
				Total for	Riddell All American	\$12,987.90
Roake, Molly Beth						
Check#	Type	Location		PO Number		Amount
Educational Fund						
241024	Expenditure	District Wide		0		\$21.28
				Total for	Roake, Molly Beth	\$21.28
Rogers Supply Company Inc						
Check#	Type	Location		PO Number		Amount
Educational Fund						
241025	Expenditure	District Wide		2100911		\$129.60
Operations & Maintenance Fund						
241025	Expenditure	District Wide		2100897		\$71.81
241025	Expenditure	District Wide		2100911		\$52.06
241025	Expenditure	District Wide		2100974		\$6.51
				Total for	Operations & Maintenance Fund	\$130.38
				Total for	Rogers Supply Company Inc	\$259.98
Ruyle Corporation						
Check#	Type	Location		PO Number		Amount
Operations & Maintenance Fund						
241026	Expenditure	District Wide		2100888		\$3,278.00
Fire Prevention & Safety Fund						
241026	Expenditure	District Wide		2100931		\$770.00

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Report Sort:	Remit Name				
Educational Fund	Check#	Type	Location	PO Number	Amount
	241032	Expenditure	District Wide	0	\$27.37
				Total for Shoger, Carolyn J	\$27.37
Educational Fund	Check#	Type	Location	PO Number	Amount
	241033	Expenditure	District Wide	0	\$16.33
				Total for Shumaker, Natalie Elise	\$16.33
Educational Fund	Check#	Type	Location	PO Number	Amount
	241034	Expenditure	District Wide	2100626	\$5,000.00
				Total for Skillbot, Inc	\$5,000.00
Educational Fund	Check#	Type	Location	PO Number	Amount
	241035	Expenditure	High Schools	2100737	\$2,041.43
				Total for Sphero	\$2,041.43
Operations & Maintenance Fund	Check#	Type	Location	PO Number	Amount
	241036	Expenditure	District Wide	2100881	\$164.60
	241036	Expenditure	Evans JHS	2100881	\$64.00
	241036	Expenditure	Grove ES	2100881	\$42.75
				Total for Operations & Maintenance Fund	\$271.35
Fire Prevention & Safety Fund	Check#	Type	Location	PO Number	Amount
	241036	Expenditure	District Wide	2100884	\$3,026.64
				Total for Springfield Electric	\$3,297.99
Educational Fund	Check#	Type	Location	PO Number	Amount

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Springwood, Cheryl

Check#	Type	Location	PO Number	Amount
241037	Expenditure	Evans JHS	2100998	\$223.42
Total for Springwood, Cheryl				\$223.42

Stanfield, Brice

Check#	Type	Location	PO Number	Amount
Educational Fund 241038	Revenue	Normal Community West HS	0	\$258.00
Total for Stanfield, Brice				\$258.00

Stark Excavating, Inc

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund 241039	Expenditure	Chiddix JHS	2100887	\$3,539.50
Total for Stark Excavating, Inc				\$3,539.50

Tanner-Dixon, Hillary Beth

Check#	Type	Location	PO Number	Amount
Educational Fund 241040	Expenditure	District Wide	0	\$199.00
Total for Tanner-Dixon, Hillary Beth				\$199.00

Tci Companies, Inc.

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund 241041	Expenditure	Normal Community West HS	2100924	\$199.50
Total for Tci Companies, Inc.				\$199.50

Teaching Strategies, Inc

Check#	Type	Location	PO Number	Amount
Educational Fund 241042	Expenditure	Fairview ES	2100806	\$3,465.00
Total for Teaching Strategies, Inc				\$3,465.00

The Music Shoppe, Inc

Check#	Type	Location	PO Number	Amount
Educational Fund				

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The Music Shoppe, Inc

Check#	Type	Location	PO Number	Amount
241043	Expenditure	Chiddix JHS	2100789	\$168.08
241043	Expenditure	Junior High Schools	2100954	\$337.00
241043	Expenditure	Kingsley JHS	2100918	\$33.44
241043	Expenditure	Normal Community HS	2100814	\$607.75
241043	Expenditure	Normal Community HS	2100825	\$604.06
241043	Expenditure	Normal Community West HS	2100962	\$671.39

Total for Educational Fund \$2,421.72

Total for The Music Shoppe, Inc \$2,421.72

The Omni Group

Check#	Type	Location	PO Number	Amount
Educational Fund				
241044	Expenditure	District Wide	2100944	\$42.00
241044	Expenditure	District Wide	2100945	\$42.00

Total for Educational Fund \$84.00

Total for The Omni Group \$84.00

Thoennes, Lisa

Check#	Type	Location	PO Number	Amount
Educational Fund				
241045	Expenditure	District Wide	2100839	\$2,210.00

Total for Thoennes, Lisa \$2,210.00

Towanda Water Department

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241046	Expenditure	Towanda ES	0	\$51.33

Total for Towanda Water Department \$51.33

Traffic Sign Store

Check#	Type	Location	PO Number	Amount
Operations & Maintenance Fund				
241047	Expenditure	Normal Community West HS	2100889	\$143.50

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				Total for	Traffic Sign Store	\$143.50
Ucp Seguin/Infinitec						
Check#	Type	Location		PO Number		Amount
Educational Fund						
241048	Expenditure	District Wide		2100840		\$7,941.00
				Total for	Ucp Seguin/Infinitec	\$7,941.00
Uline						
Check#	Type	Location		PO Number		Amount
Operations & Maintenance Fund						
241049	Expenditure	District Wide		2100906		\$734.44
				Total for	Uline	\$734.44
Van Note,, Teresa						
Check#	Type	Location		PO Number		Amount
Educational Fund						
241050	Expenditure	District Wide		0		\$36.92
				Total for	Van Note,, Teresa	\$36.92
Varela, Shirley R						
Check#	Type	Location		PO Number		Amount
Operations & Maintenance Fund						
241051	Revenue	Normal Community West HS		0		\$60.00
				Total for	Varela, Shirley R	\$60.00
Venegas, Sergio						
Check#	Type	Location		PO Number		Amount
Educational Fund						
241052	Expenditure	District Wide		0		\$56.06
				Total for	Venegas, Sergio	\$56.06
Vespa, Shanna						
Check#	Type	Location		PO Number		Amount
Educational Fund						
241053	Expenditure	District Wide		2100937		\$297.60
				Total for	Vespa, Shanna	\$297.60

Vision Service Plan - (II)

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Report Sort:	Remit Name				
Check#	Type	Location		PO Number	Amount
Operations & Maintenance Fund					
241054	Expenditure	District Wide		2100820	\$1,092.30
			Total for	Vision Service Plan - (II)	\$1,092.30
Volz, Heather Leigh					
Check#	Type	Location		PO Number	Amount
Educational Fund					
241055	Expenditure	District Wide		0	\$34.50
			Total for	Volz, Heather Leigh	\$34.50
Washburn, Sharon F					
Check#	Type	Location		PO Number	Amount
Transportation Fund					
241056	Expenditure	District Wide		2100912	\$31.00
			Total for	Washburn, Sharon F	\$31.00
Watts Copy Systems, Inc					
Check#	Type	Location		PO Number	Amount
Educational Fund					
241057	Expenditure	District Wide		2100836	\$4,742.46
			Total for	Watts Copy Systems, Inc	\$4,742.46
Watts Copy Systems, Inc.					
Check#	Type	Location		PO Number	Amount
Educational Fund					
241058	Expenditure	District Wide		2100835	\$1,848.00
			Total for	Watts Copy Systems, Inc.	\$1,848.00
Wayne, Rachel					
Check#	Type	Location		PO Number	Amount
Educational Fund					
241059	Revenue	Fairview ES		0	\$260.00
			Total for	Wayne, Rachel	\$260.00
Wherry Machine & Welding, Inc					
Check#	Type	Location		PO Number	Amount
Operations & Maintenance Fund					

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Wherry Machine & Welding, Inc

Check#	Type	Location	PO Number	Amount
241060	Expenditure	District Wide	2100905	\$18.00
Total for Wherry Machine & Welding, Inc				\$18.00

Wood, Zachary

Check#	Type	Location	PO Number	Amount
Educational Fund 241061	Expenditure	District Wide	0	\$61.87
Total for Wood, Zachary				\$61.87

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Grand Total: \$1,007,735.12

Recap for Fund for remit name

10	Educational Fund	\$126,185.49
20	Operations & Maintenance Fund	\$273,447.28
40	Transportation Fund	\$15,989.33
60	Capital Projects Fund	\$72,920.70
80	Tort Immunity Fund	\$9,176.36
90	Fire Prevention & Safety Fund	\$510,015.96

End of Report

Name	Position Description	Base Salary	Vacation Days	Sick Days	Bonuses	Annuities	Retirement	Enhancements	Other Benefits	Other Compensation	Total Compensation
Adelman, Joseph R	Executive Director of Operations	\$122,878.18	15	15	\$0.00	\$0.00		\$5,935.40	\$22,320.00	\$0.00	\$151,133.58
Baldwin, Roger L	Director of Human Resources	\$74,708.33	15	16	\$0.00	\$0.00		\$3,686.11	\$15,897.50	\$0.00	\$94,291.94
Behrens, Dustin C	Network Administrator	\$69,369.96	15	14	\$0.00	\$0.00		\$6,717.04	\$7,200.00	\$0.00	\$83,287.00
Brown, Dayna Robyn	Director of Communications and Community Relations	\$74,912.88	15	15	\$0.00	\$0.00		\$3,557.06	\$19,850.00	\$0.00	\$98,319.94
Hickman, Martin S	Business Manager/Director of Technology	\$149,051.00	15	15	\$0.00	\$0.00		\$7,426.29	\$22,320.00	\$0.00	\$178,797.29
Hoerr, Thomas Dean III	Assistant Business Manager	\$94,448.00	15	15	\$0.00	\$0.00		\$4,113.67	\$7,200.00	\$0.00	\$105,761.67
Johnson, Douglas K	Director of Facilities and Grounds	\$106,190.26	15	15	\$0.00	\$0.00		\$5,458.21	\$7,200.00	\$0.00	\$118,848.47
Kozik, Christopher Andrew	Data Systems Operator	\$66,125.30	15	14	\$0.00	\$0.00		\$7,317.31	\$7,200.00	\$0.00	\$80,642.61
Montgomery, Craig A	Custodial Supervisor	\$82,053.67	15	15	\$0.00	\$0.00		\$3,768.78	\$7,200.00	\$0.00	\$93,022.45
Powers, Patricia M	Director of Food Services	\$101,768.07	15	15	\$0.00	\$0.00		\$5,230.91	\$7,200.00	\$0.00	\$114,198.98
Rewerts, JoAnna R	Director of Food Services	\$80,000.00	15	15	\$0.00	\$0.00		\$7,694.39	\$7,200.00	\$0.00	\$94,894.39
Richardson, Micheal Curt	Attorney	\$144,744.52	15	15	\$0.00	\$0.00		\$7,162.68	\$18,660.00	\$0.00	\$170,567.20
Schumer, David C	Technology Coordinator	\$94,448.00	15	15	\$0.00	\$0.00		\$4,654.51	\$7,200.00	\$0.00	\$106,302.51
Strickler, Lori A	Admin Assistant - Special Education	\$63,614.00	15	15	\$0.00	\$0.00		\$6,196.62	\$7,200.00	\$0.00	\$77,010.62
Zenger, Diane M	Admin Assistant - Curriculum & Instruction	\$71,852.60	15	15	\$0.00	\$0.00		\$6,989.20	\$7,200.00	\$0.00	\$86,041.80
Zobel, Daniel B	Senior System Administrator	\$72,122.73	15	14	\$0.00	\$0.00		\$8,424.21	\$7,200.00	\$0.00	\$87,746.94

Calendar	Last Name	First Name	Middle Name	Base Salary	Vacation Days	Sick Days	Annuities	Bonuses	Retirement	Enhancements	Other Benefits	Total
ADM-10	Alt	Jessica	L	\$82,943.35	0	14	\$0.00	\$0.00		\$8,204.65	\$7,767.12	\$98,915.12
ADM-10	Aslinger	Melanie	Renee	\$75,948.52	0	14	\$0.00	\$0.00		\$7,511.42	\$7,805.73	\$91,265.67
ADM-10	Barnard	Jeffrey	Dale	\$70,600.03	0	14	\$0.00	\$0.00		\$6,982.47	\$7,788.40	\$85,370.90
ADM-10	Bennington	Marlys		\$103,645.40	0	14	\$0.00	\$0.00		\$10,250.70	\$8,213.33	\$122,109.43
ADM-9.5	Bernardi	Emily	R	\$55,708.32	0	14	\$0.00	\$0.00		\$5,509.55	\$7,763.20	\$68,981.07
ADM-10	Braun	Nancy	A	\$108,145.00	0	14	\$0.00	\$0.00		\$10,695.71	\$8,293.32	\$127,134.03
ADM-10	Caffey	Brandon	L	\$79,649.67	0	14	\$0.00	\$0.00		\$7,866.30	\$7,777.17	\$95,293.14
ADM-10	Collins	Jane		\$100,719.07	0	14	\$0.00	\$0.00		\$9,961.26	\$8,218.31	\$118,898.64
ADM-9.5	Cox	Holly	M	\$59,546.40	0	14	\$0.00	\$0.00		\$5,889.20	\$7,770.44	\$73,206.04
ADM-10	Davenport	Leslie	A	\$75,559.64	0	14	\$0.00	\$0.00		\$7,473.01	\$7,800.91	\$90,833.56
ADM-10	Delgado	Laura	Lynn	\$74,878.83	0	14	\$0.00	\$0.00		\$7,405.68	\$7,838.86	\$90,123.37
ADM-10	Edwards	Sarah	Lynn	\$103,011.88	0	14	\$0.00	\$0.00		\$10,187.86	\$8,087.42	\$121,287.16
ADM-10	Ellis	Christina	Lynn	\$78,464.33	0	14	\$0.00	\$0.00		\$7,760.23	\$7,993.27	\$94,217.83
ADM-10	Fogal	Tina	Marie	\$103,050.88	0	14	\$0.00	\$0.00		\$10,191.83	\$8,241.89	\$121,484.60
ADM-10	Gliege	Terry	A	\$70,600.03	0	14	\$0.00	\$0.00		\$6,982.41	\$7,913.73	\$85,496.17
ADM-10	Harr	Matthew	W	\$91,472.13	0	14	\$0.00	\$0.00		\$9,046.68	\$8,085.66	\$108,604.47
ADM-10	Hernandez	Rachael	E	\$59,972.73	0	14	\$0.00	\$0.00		\$5,931.32	\$7,659.37	\$73,563.42
ADM-10	Holtz	Elizabeth	Marie	\$77,364.82	0	14	\$0.00	\$0.00		\$7,651.51	\$7,982.22	\$92,998.55
ADM-10	Jensen	Karraah	Barnes	\$88,543.37	0	14	\$0.00	\$0.00		\$8,757.04	\$7,916.79	\$105,217.20
ADM-10	Knepler	Julia		\$89,854.61	0	14	\$0.00	\$0.00		\$8,886.77	\$7,933.59	\$106,674.97
ADM-10	Larson	Dennis	J	\$89,110.97	0	14	\$0.00	\$0.00		\$8,813.24	\$7,963.36	\$105,887.57
ADM-10	McClure	Courtney		\$72,207.16	0	14	\$0.00	\$0.00		\$7,141.42	\$7,807.56	\$87,156.14
ADM-10	Myers	Scott		\$109,267.59	0	14	\$0.00	\$0.00		\$10,806.70	\$8,304.71	\$128,379.00
ADM-10	Palmer	Elisa	L	\$70,600.03	0	14	\$0.00	\$0.00		\$6,982.46	\$7,198.86	\$84,781.35
ADM-10	Peifer	Kristina	Mae	\$79,427.88	0	14	\$0.00	\$0.00		\$7,855.43	\$8,003.00	\$95,286.31
ADM-11	Pennington	Kristine	D	\$82,044.00	0	14	\$0.00	\$0.00		\$8,114.20	\$8,029.40	\$98,187.60
ADM-10	Peters	Scott	D	\$95,951.44	0	14	\$0.00	\$0.00		\$9,489.68	\$8,134.05	\$113,575.17
ADM-9.5	Rogers	Heather	V	\$59,340.00	0	14	\$0.00	\$0.00		\$5,868.80	\$7,800.00	\$73,008.80
ADM-10	Roop	Cari	Elizabeth	\$74,785.99	0	14	\$0.00	\$0.00		\$7,396.45	\$7,791.39	\$89,973.83
ADM-9.5	Shelby	Andrew	Kenneth	\$61,920.00	0	14	\$0.00	\$0.00		\$6,124.00	\$7,826.00	\$75,870.00
ADM-10	Shumaker	Natalie	Elise	\$67,049.51	0	14	\$0.00	\$0.00		\$6,631.21	\$7,877.89	\$81,558.61
ADM-9.5	Steffes	Jill	R	\$62,000.00	0	14	\$0.00	\$0.00		\$6,131.80	\$7,826.80	\$75,958.60
ADM-10	Tenuta	Gina	Johanna	\$80,975.18	0	14	\$0.00	\$0.00		\$8,008.58	\$8,018.66	\$97,002.42
ADM-10	Vogel	Scott	D	\$81,831.87	0	14	\$0.00	\$0.00		\$8,093.31	\$7,984.93	\$97,910.11
ADM-9.5	Woody	Stephanie	Lynn	\$57,792.00	0	14	\$0.00	\$0.00		\$5,715.69	\$7,784.20	\$71,291.89
ADM-10	Zbrozek	Adam	W	\$99,605.73	0	14	\$0.00	\$0.00		\$9,851.14	\$8,047.99	\$117,504.86

Calendar	Last Name	First Name	Middle Name	Base Salary	Vacation Days	Sick Days	Annuities	Bonuses	Retirement	Enhancements	Other Benefits	Total
ADM-12	Allen	Jimmie	Danford	\$95,123.32	15	16	\$0.00	\$0.00		\$9,407.82	\$8,068.19	\$112,599.33
ADM-12	Backe	Maureen	Elizabeth	\$105,643.33	15	16	\$0.00	\$0.00		\$10,448.32	\$8,150.80	\$124,242.45
ADM-12	Chapman	Carrie	J	\$100,632.24	15	16	\$0.00	\$0.00		\$9,952.66	\$8,059.88	\$118,644.78
ADM-12	Chapman	Trevor	Michael	\$109,017.74	15	16	\$0.00	\$0.00		\$10,781.97	\$8,197.92	\$127,997.63
ADM-12	Codron	Angela	R	\$80,160.10	15	16	\$0.00	\$0.00		\$7,927.99	\$7,856.63	\$95,944.72
ADM-12	Cooper	Darrin	M	\$102,363.33	15	16	\$0.00	\$0.00		\$10,346.30	\$8,257.63	\$120,967.26
ADM-12	Daniel	Mark	D	\$205,217.85	20	16	\$0.00	\$0.00		\$11,423.54	\$22,315.71	\$238,957.10
ADM-12	Davis	Wendy	Leigh	\$91,395.49	15	16	\$0.00	\$0.00		\$9,039.18	\$8,124.00	\$108,558.67
ADM-12	Epperson	Raymond	H	\$151,769.79	15	16	\$0.00	\$0.00		\$15,010.34	\$20,304.67	\$187,084.80
ADM-12	France	Stacie	M	\$88,637.33	15	16	\$0.00	\$0.00		\$8,766.42	\$7,917.70	\$105,321.45
ADM-12	Henderson	DeAndre	A	\$72,812.50	15	16	\$0.00	\$0.00		\$7,201.30	\$7,336.23	\$87,350.03
ADM-12	Hesser	Suzzette	L	\$92,500.00	15	16	\$0.00	\$0.00		\$9,148.32	\$8,135.06	\$109,783.38
ADM-12	Hill	Shane	Padraic	\$58,610.93	15	16	\$0.00	\$0.00		\$5,796.65	\$7,698.13	\$72,105.71
ADM-12	Johnson	David		\$118,004.30	15	16	\$0.00	\$0.00		\$11,670.73	\$8,258.16	\$137,933.19
ADM-12	Kearfott	Nicolas		\$105,128.00	15	16	\$0.00	\$0.00		\$10,397.27	\$8,262.79	\$123,788.06
ADM-12	Lamboley	Daniel	L	\$106,674.00	15	16	\$0.00	\$0.00		\$10,550.19	\$8,278.37	\$125,502.56
ADM-12	Lamboley	Michelle	Marie	\$127,802.67	15	16	\$0.00	\$0.00		\$12,639.81	\$19,952.16	\$160,394.64
ADM-12	Lewis	Stanley	J	\$128,066.68	15	16	\$0.00	\$0.00		\$12,666.00	\$8,494.80	\$149,227.48
ADM-12	Maurer	Nicole	L	\$85,958.03	15	16	\$0.00	\$0.00		\$8,501.32	\$7,925.23	\$102,384.58
ADM-12	McGraw	Christopher	R	\$90,848.11	15	16	\$0.00	\$0.00		\$8,985.03	\$8,020.71	\$107,853.85
ADM-12	Miethe	Melinda	S	\$79,361.33	15	16	\$0.00	\$0.00		\$7,848.89	\$8,002.25	\$95,212.47
ADM-12	Romagnoli	Leslie	Marie	\$85,345.38	15	16	\$0.00	\$0.00		\$8,440.68	\$8,062.88	\$101,848.94

Calendar	Last Name	First Name	Middle Name	Base Salary	Vacation Days	Sick Days	Annuities	Bonuses	Retirement	Enhancement	Other Benefits	Total
TEC	Adams	Candice	Fern	\$87,014.00	0	12	\$0.00	\$0.00		\$1,957.50	\$8,018.46	\$96,989.96
TEC	Adams	Mckenzie	Kay	\$38,728.00	0	12	\$0.00	\$0.00		\$871.20	\$7,564.32	\$47,163.52
TEC	Adams	Melissa	J	\$81,216.00	0	12	\$0.00	\$0.00		\$1,827.00	\$7,963.92	\$91,006.92
TEC	Akyuz	Ali		\$51,136.00	0	12	\$0.00	\$0.00		\$1,150.20	\$7,680.96	\$59,967.16
TEC	Albrechtsen	Donette	Britton	\$51,136.00	0	12	\$0.00	\$0.00		\$1,150.38	\$7,680.96	\$59,967.34
TEC	Albritton	Kathryn	Ann	\$74,072.00	0	12	\$0.00	\$0.00		\$1,666.48	\$7,896.84	\$83,635.32
TEC	Alcorn	Stephanie	D	\$75,946.00	0	12	\$0.00	\$0.00		\$1,708.38	\$7,914.42	\$85,568.80
TEC	Alexander	Jason	Paul	\$62,792.00	0	12	\$0.00	\$0.00		\$1,412.47	\$7,790.64	\$71,995.11
TEC	Alsene	Lauren	Judith	\$48,128.00	0	12	\$0.00	\$0.00		\$1,082.70	\$7,652.70	\$56,863.40
TEC	Alvarez	Annalyssa		\$45,120.00	0	12	\$0.00	\$0.00		\$1,015.02	\$7,624.44	\$53,759.46
TEC	Anderson	Heather	Marie	\$68,244.00	0	12	\$0.00	\$0.00		\$1,535.22	\$7,841.89	\$77,621.11
TEC	Anderson	Mary	E	\$62,630.11	0	12	\$0.00	\$0.00		\$7,217.21	\$7,789.09	\$77,636.41
TEC	Anderson	Shawn		\$82,434.00	0	12	\$0.00	\$0.00		\$1,854.36	\$7,975.44	\$92,263.80
TEC	Andres	Amanda	Michelle	\$46,812.00	0	12	\$0.00	\$0.00		\$1,053.00	\$7,640.28	\$55,505.28
TEC	Andris	Emily	Joyce	\$59,408.00	0	12	\$0.00	\$0.00		\$1,336.32	\$7,588.93	\$68,333.25
TEC	Angsten	Alesha	Kristine	\$40,420.00	0	12	\$0.00	\$0.00		\$909.24	\$7,580.22	\$48,909.46
TEC	Aper	Mary	A	\$75,946.00	0	12	\$0.00	\$0.00		\$1,708.42	\$7,914.38	\$85,568.80
TEC	Armstrong Mitchell	Britta		\$75,946.00	0	12	\$0.00	\$0.00		\$1,708.38	\$7,914.42	\$85,568.80
TEC	Armstrong	Amanda	Renee	\$42,112.00	0	12	\$0.00	\$0.00		\$947.30	\$7,596.11	\$50,655.41
TEC	Arnold	Nicholas	Ryne	\$42,112.00	0	12	\$0.00	\$0.00		\$947.34	\$7,596.18	\$50,655.52
TEC	Arnold	Rebekah	Louise	\$52,640.00	0	12	\$0.00	\$0.00		\$1,184.15	\$7,695.11	\$61,519.26
TEC	Atteberry	Anne	Marie	\$69,936.00	0	12	\$0.00	\$0.00		\$8,052.67	\$7,857.90	\$85,846.57
TEC	Aubin	Chad	Stephen	\$47,752.00	0	12	\$0.00	\$0.00		\$1,074.22	\$7,649.18	\$56,475.40
TEC	Aubin	Kaitlin		\$20,040.80	0	6	\$0.00	\$0.00		\$450.81	\$4,688.55	\$25,180.16
TEC	Augustin	Kayla	A	\$48,128.00	0	12	\$0.00	\$0.00		\$1,082.70	\$7,652.70	\$56,863.40
TEC	Auskings	Erin	Nicole	\$46,812.00	0	12	\$0.00	\$0.00		\$1,053.00	\$7,640.28	\$55,505.28
TEC	Babbs	Susan	Danyelle	\$58,092.00	0	12	\$0.00	\$0.00		\$1,306.80	\$7,746.48	\$67,145.28
TEC	Baez	Kaitlyn	Michele	\$44,368.00	0	12	\$0.00	\$0.00		\$998.10	\$7,617.42	\$52,983.52
TEC	Bafna	Sarika		\$56,776.00	0	12	\$0.00	\$0.00		\$1,277.10	\$7,734.06	\$65,787.16
TEC	Bain	Leeann	Janette	\$45,496.00	0	12	\$0.00	\$0.00		\$1,023.64	\$7,628.11	\$54,147.75
TEC	Baker	Latishia	Marie	\$83,770.00	0	12	\$0.00	\$0.00		\$1,884.42	\$7,988.04	\$93,642.46
TEC	Baldwin	Jolene	Joan	\$81,216.00	0	12	\$0.00	\$0.00		\$1,827.00	\$7,963.92	\$91,006.92
TEC	Baldwin	Mary Esther		\$82,434.00	0	12	\$0.00	\$0.00		\$1,854.36	\$7,975.44	\$92,263.80
TEC	Banks	Stephanie	A	\$87,014.00	0	12	\$0.00	\$0.00		\$1,957.35	\$8,018.57	\$96,989.92
TEC	Barbeau	Kimberly	Ann	\$64,296.00	0	12	\$0.00	\$0.00		\$1,446.30	\$7,804.80	\$73,547.10
TEC	Barbour	Keri	Lynn	\$45,369.62	0	12	\$0.00	\$0.00		\$1,020.63	\$7,626.85	\$54,017.10
TEC	Bare	Anne	Michelle	\$86,188.49	0	12	\$0.00	\$0.00		\$1,938.82	\$8,010.74	\$96,138.05
TEC	Barnes	Cathy	N	\$65,868.98	0	12	\$0.00	\$0.00		\$1,481.76	\$7,819.56	\$75,170.30
TEC	Barnes	Marivic	Balberona	\$51,512.00	0	12	\$0.00	\$0.00		\$1,158.84	\$7,684.56	\$60,355.40
TEC	Barrettsmith	Stacy	J	\$50,760.00	0	12	\$0.00	\$0.00		\$1,141.92	\$7,677.54	\$59,579.46
TEC	Bartels	Lisa	Dawn	\$58,009.00	0	12	\$0.00	\$0.00		\$1,304.82	\$7,745.76	\$67,059.58
TEC	Bass	Ronald	W	\$57,716.00	0	12	\$0.00	\$0.00		\$1,298.34	\$7,742.88	\$66,757.22
TEC	Batty	Ronda	K	\$82,434.00	0	12	\$0.00	\$0.00		\$1,854.36	\$7,975.44	\$92,263.80
TEC	Beal	Jeffrey	David	\$56,024.00	0	12	\$0.00	\$0.00		\$1,260.18	\$7,727.04	\$65,011.22
TEC	Beal	Laura	Ruth	\$50,760.00	0	12	\$0.00	\$0.00		\$1,141.91	\$7,677.54	\$59,579.45
TEC	Beaty	Shawn	M	\$75,946.00	0	12	\$0.00	\$0.00		\$1,708.51	\$7,914.42	\$85,568.93

TEC	Beaver	Matthew	P	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Beckman	Elizabeth	Logan	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Beddigs	Krista		\$56,964.00	0	12	\$0.00	\$0.00	\$1,281.16	\$7,735.78	\$65,980.94
TEC	Bedell	Jennifer	Elizabeth	\$54,520.00	0	12	\$0.00	\$0.00	\$1,226.48	\$7,712.76	\$63,459.24
TEC	Beemer	Lori	L	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Beer	Julia	Renee	\$62,980.00	0	12	\$0.00	\$0.00	\$1,416.60	\$7,792.56	\$72,189.16
TEC	Beggs	Elizabeth	Sue	\$40,420.00	0	12	\$0.00	\$0.00	\$909.24	\$7,580.22	\$48,909.46
TEC	Beirne	Corey	Thomas John	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.64	\$7,726.79	\$68,471.43
TEC	Belt	Christopher	Mckinley	\$49,256.00	0	12	\$0.00	\$0.00	\$1,108.08	\$7,663.32	\$58,027.40
TEC	Bender	Abigail		\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Benedict	Julie	Ann	\$66,176.00	0	12	\$0.00	\$0.00	\$1,488.68	\$7,822.45	\$75,487.13
TEC	Benner	Sarah	Rachel	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Bennett	Tara	Marie	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.29	\$7,896.83	\$83,635.12
TEC	Bensko	Josie	Dee	\$44,932.00	0	12	\$0.00	\$0.00	\$1,010.34	\$7,622.57	\$53,564.91
TEC	Berardi	Anthony	S	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.00	\$75,330.18
TEC	Berberich	Kathy		\$90,575.89	0	12	\$0.00	\$0.00	\$2,037.42	\$8,052.12	\$100,665.43
TEC	Bergmann	John	D	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.27	\$8,018.46	\$96,989.73
TEC	Bergmann	Lance		\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Bettis	Sheri	L	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Bierbaum	John	Ryan	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.89	\$7,833.02	\$76,650.91
TEC	Bill	Kimberly		\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Birky	Alicia	M	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.68	\$7,776.60	\$70,443.28
TEC	Birsa	Paula	Jean	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Bishop	Sarah	Tretter	\$36,977.51	0	12	\$0.00	\$0.00	\$852.00	\$7,522.57	\$45,352.08
TEC	Bishop	Stephanie	A	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Black	Christine	E	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.42	\$7,988.04	\$93,642.46
TEC	Blaum	Melissa	Marie	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.98	\$7,833.06	\$76,651.04
TEC	Blue	Melynda	Ann	\$43,240.00	0	12	\$0.00	\$0.00	\$972.61	\$7,606.78	\$51,819.39
TEC	Boehm	Kimberley	Ruth	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Bogner	Amy	Lynn	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Bohl	Karen	D	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.28	\$96,989.60
TEC	Boldt	Emily	Ann	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Bolender	Rebecca	J	\$98,114.44	0	12	\$0.00	\$0.00	\$2,207.16	\$8,123.04	\$108,444.64
TEC	Boline	Angela	Renee	\$57,904.00	0	12	\$0.00	\$0.00	\$1,302.48	\$7,744.68	\$66,951.16
TEC	Bollier	Hannah		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Bollmann	Brooke	M	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,804.80	\$73,547.10
TEC	Boomgarden	Tonya	Jo	\$10,937.42	0	2	\$0.00	\$0.00	\$245.98	\$1,302.90	\$12,486.30
TEC	Bordner	Kelly	L	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.76	\$7,975.62	\$92,264.38
TEC	Borst	Edward	A	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Bostic	Nathaniel	Robert	\$52,828.00	0	12	\$0.00	\$0.00	\$1,188.36	\$7,696.98	\$61,713.34
TEC	Boudeman	Jenna	Leigh	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.66	\$7,861.50	\$79,755.16
TEC	Bovenkerk	Bradley	Alan	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.38	\$7,680.96	\$59,967.34
TEC	Bovenkerk	Katherine	J	\$59,784.00	0	12	\$0.00	\$0.00	\$1,344.78	\$7,762.32	\$68,891.10
TEC	Bowman	Erin	Marie	\$66,176.00	0	12	\$0.00	\$0.00	\$1,488.60	\$7,822.44	\$75,487.04
TEC	Boyd	Courtney		\$29,476.31	0	12	\$0.00	\$0.00	\$663.11	\$3,277.28	\$33,416.70
TEC	Boyd	Layna		\$51,512.00	0	12	\$0.00	\$0.00	\$1,158.84	\$7,684.56	\$60,355.40
TEC	Boyd	Lora	Beth	\$74,072.00	0	12	\$0.00	\$0.00	\$5,703.06	\$7,896.78	\$87,671.84

TEC	Bradshaw	Annette	Julia	\$69,508.09	0	12	\$0.00	\$0.00	\$1,563.66	\$7,853.94	\$78,925.69
TEC	Braman	Rebecca	Jane	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.60	\$7,806.62	\$73,741.22
TEC	Brawner	Natalie	Michelle	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Brenton	Jamie	E	\$58,844.00	0	12	\$0.00	\$0.00	\$1,323.50	\$7,753.45	\$67,920.95
TEC	Breuning	Jeffrey	S	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,686.48	\$90,729.48
TEC	Brewster	Jamale	Alicia	\$44,932.00	0	12	\$0.00	\$0.00	\$1,010.67	\$7,622.63	\$53,565.30
TEC	Brigham	Amy	B	\$54,332.00	0	12	\$0.00	\$0.00	\$1,222.26	\$7,711.02	\$63,265.28
TEC	Broach	James	C	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Brobston	Stacy	L	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Brockman	Bridget	Ann	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.50	\$7,627.93	\$54,147.43
TEC	Broker	Blair	Elizabeth	\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.18	\$7,727.04	\$65,011.22
TEC	Broker	Brittany	A	\$46,812.00	0	12	\$0.00	\$0.00	\$1,053.00	\$7,640.28	\$55,505.28
TEC	Brown	Curtiss	Henry	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Brown	Deborah		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.79	\$8,018.66	\$96,990.45
TEC	Brown	Jill	Lynette	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Brown	Kathie	Sue	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Brown	Megan	N	\$63,168.00	0	12	\$0.00	\$0.00	\$1,421.15	\$7,794.21	\$72,383.36
TEC	Bruce	Amanda	Christine	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,570.20	\$73,312.50
TEC	Bruck	Steven	Kenneth	\$48,880.00	0	12	\$0.00	\$0.00	\$1,099.62	\$7,659.90	\$57,639.52
TEC	Bruer	Shelbie	Grace	\$50,008.00	0	12	\$0.00	\$0.00	\$1,124.95	\$7,670.35	\$58,803.30
TEC	Bruton	Katie	Ann	\$39,856.00	0	12	\$0.00	\$0.00	\$896.44	\$7,574.76	\$48,327.20
TEC	Budak	Heather	L	\$68,808.00	0	12	\$0.00	\$0.00	\$1,547.82	\$7,847.28	\$78,203.10
TEC	Budzinski	Ryan	A	\$54,332.00	0	12	\$0.00	\$0.00	\$1,222.32	\$7,711.21	\$63,265.53
TEC	Bullock	Jeannie	Marie	\$51,700.00	0	12	\$0.00	\$0.00	\$1,162.98	\$7,686.36	\$60,549.34
TEC	Bunting	Alicia	Marie	\$54,332.00	0	12	\$0.00	\$0.00	\$1,222.20	\$7,711.02	\$63,265.22
TEC	Burgess	Joe	Franklin	\$56,400.00	0	12	\$0.00	\$0.00	\$1,268.69	\$7,730.53	\$65,399.22
TEC	Burnett	Cory		\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,790.50	\$92,078.86
TEC	Burns	Jennifer	S	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.41	\$7,817.53	\$75,097.94
TEC	Burroughs	Jill	A	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.26	\$7,896.78	\$83,635.04
TEC	Burt	Michael	B	\$55,272.00	0	12	\$0.00	\$0.00	\$1,243.36	\$7,719.99	\$64,235.35
TEC	Caldwell	Kali	Ann	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.54	\$7,666.92	\$58,415.46
TEC	Callahan	Kaylee	N	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Callis	Lisa	A	\$84,724.03	0	12	\$0.00	\$0.00	\$1,905.84	\$7,997.04	\$94,626.91
TEC	Campbell	Kristy	A	\$98,410.70	0	12	\$0.00	\$0.00	\$2,213.82	\$8,125.74	\$108,750.26
TEC	Campbell	Laurie	J	\$93,488.40	0	12	\$0.00	\$0.00	\$2,102.94	\$8,079.48	\$103,670.82
TEC	Cannon	Kristine	Michelle	\$58,092.00	0	12	\$0.00	\$0.00	\$1,306.80	\$7,746.48	\$67,145.28
TEC	Carden	Clinton	Alec	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.91	\$7,840.14	\$77,427.05
TEC	Cardiff	Angela	R	\$66,552.00	0	12	\$0.00	\$0.00	\$1,497.01	\$7,826.04	\$75,875.05
TEC	Cardiff	Benjamin	R	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Carey	Jennifer		\$54,144.00	0	12	\$0.00	\$0.00	\$1,217.88	\$7,709.40	\$63,071.28
TEC	Carey	Kathleen	Susan	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Carlock	Kimberly	Jill	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.30	\$7,975.50	\$92,263.80
TEC	Carlson	Denise	Renee	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Carpenter	Daniel	James	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.42	\$7,988.04	\$93,642.46
TEC	Carqueville	Kelsey	Brandt	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.43	\$7,695.30	\$61,519.73
TEC	Carter	Kory		\$46,624.00	0	12	\$0.00	\$0.00	\$1,048.74	\$7,638.55	\$55,311.29
TEC	Carter	Lyn	Marie	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.41	\$7,758.92	\$68,503.33

TEC	Cave	Tammy	A	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.92	\$7,824.24	\$75,681.16
TEC	Cavinder	Lynette	M	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.90	\$66,757.24
TEC	Cawley	Kaylyn	Michelle	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Cerne Kaufman	Lauren	Jessica	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.86	\$7,824.24	\$75,681.10
TEC	Chalmers	Nathan	Andrew	\$68,808.00	0	12	\$0.00	\$0.00	\$1,547.82	\$7,847.28	\$78,203.10
TEC	Chambers	Natalie	K	\$54,896.00	0	12	\$0.00	\$0.00	\$1,234.80	\$7,716.42	\$63,847.22
TEC	Chapman	Matthew	Alan	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Chase	Kristina	Ann	\$56,776.00	0	12	\$0.00	\$0.00	\$1,277.10	\$7,734.06	\$65,787.16
TEC	Chedister	Jennifer	E	\$45,120.00	0	12	\$0.00	\$0.00	\$1,015.02	\$7,579.57	\$53,714.59
TEC	Chessare	Lauren	M	\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.64	\$7,760.70	\$68,697.34
TEC	Childers	Leonard	James	\$53,768.00	0	12	\$0.00	\$0.00	\$1,209.42	\$7,705.80	\$62,683.22
TEC	Chintala	Bhavani		\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Chlebowski	Jennifer	Susanne	\$70,312.00	0	12	\$0.00	\$0.00	\$9,245.47	\$7,861.50	\$87,418.97
TEC	Christopherson	Jeff	S	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.37	\$8,018.53	\$96,989.90
TEC	Clement	Margaret		\$46,624.00	0	12	\$0.00	\$0.00	\$1,048.86	\$7,638.66	\$55,311.52
TEC	Clinard	Kimberly	Ann	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Coe	Elizabeth	Anne	\$35,327.29	0	12	\$0.00	\$0.00	\$794.56	\$7,532.28	\$43,654.13
TEC	Coffey	Christopher	John	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Cole	Jeffery	D	\$84,832.86	0	12	\$0.00	\$0.00	\$1,908.38	\$7,997.99	\$94,739.23
TEC	Cole	Kelly	M	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Collins	Deann	D	\$39,614.40	0	7	\$0.00	\$0.00	\$891.18	\$7,572.60	\$48,078.18
TEC	Collins	Veronica		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.22	\$8,018.44	\$96,989.66
TEC	Conaway	Tara	Lynn	\$45,420.80	0	10	\$0.00	\$0.00	\$1,021.68	\$6,667.32	\$53,109.80
TEC	Conrad	Andrew	James	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Conway	Sara	J	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,006.91	\$45,452.73
TEC	Cookson	Ryan	K	\$53,016.00	0	12	\$0.00	\$0.00	\$1,192.50	\$7,698.78	\$61,907.28
TEC	Cooper	Kathy		\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.90	\$7,840.26	\$77,427.16
TEC	Copass	Joanna	Kay	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Copenhaver	Jill	Kristen	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.32	\$7,742.89	\$66,757.21
TEC	Copple	Amy		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Corbly	Jennifer	Lee	\$59,784.00	0	12	\$0.00	\$0.00	\$1,345.54	\$7,762.68	\$68,892.22
TEC	Coyle	Cynthia	Marie	\$85,563.77	0	12	\$0.00	\$0.00	\$1,924.23	\$8,004.62	\$95,492.62
TEC	Cramer	Megan	Jane	\$53,016.00	0	12	\$0.00	\$0.00	\$1,192.89	\$7,698.86	\$61,907.75
TEC	Croisant	Matthew		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Cunningham	Annette	Suzanne	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.61	\$7,861.48	\$79,755.09
TEC	Cunningham	Julie	Michelle	\$55,460.00	0	12	\$0.00	\$0.00	\$1,247.52	\$7,721.70	\$64,429.22
TEC	Cunningham	Stephanie	Lynn	\$66,176.00	0	12	\$0.00	\$0.00	\$1,488.65	\$7,822.42	\$75,487.07
TEC	Cupples	Brian	A	\$82,434.00	0	12	\$0.00	\$0.00	\$1,844.22	\$7,971.18	\$92,249.40
TEC	Curby	Dana	M	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Current	Julia	Marie	\$59,784.00	0	12	\$0.00	\$0.00	\$1,344.78	\$7,762.32	\$68,891.10
TEC	Current	Mary	D	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Dabler	Amy	D	\$58,009.00	0	12	\$0.00	\$0.00	\$1,304.82	\$7,745.76	\$67,059.58
TEC	Damery	Heather	K	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Dauenbaugh	Chelsea	Jo	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.54	\$7,666.92	\$58,415.46
TEC	Daughy	Lauren	M	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Davison	Britt	H	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Dawson	Katherine	Lynn	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92

TEC	De Freese	Ashley	Sue	\$81,216.00	0	12	\$0.00	\$0.00	\$9,351.49	\$7,964.10	\$98,531.59
TEC	Deal	Emily	Elizabeth	\$53,768.00	0	12	\$0.00	\$0.00	\$1,209.42	\$7,705.80	\$62,683.22
TEC	Dehner	Meredith	R	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.47	\$96,989.79
TEC	Delashmit	Sadie	Lin	\$48,504.00	0	12	\$0.00	\$0.00	\$1,091.16	\$7,656.30	\$57,251.46
TEC	Delveaux	Todd	Michael	\$74,423.17	0	12	\$0.00	\$0.00	\$1,674.18	\$7,900.02	\$83,997.37
TEC	Deti	Megan	N	\$44,932.00	0	12	\$0.00	\$0.00	\$1,010.76	\$7,622.72	\$53,565.48
TEC	Di Vita	Margherita		\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.43	\$7,819.09	\$75,099.52
TEC	Dickinson	Lindsey	Megan	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Dillow	Nicole	M	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.98	\$7,833.06	\$76,651.04
TEC	Dinges	Abigail	Marie	\$46,060.00	0	12	\$0.00	\$0.00	\$1,036.08	\$7,633.25	\$54,729.33
TEC	Dischert	Susan	Marie	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Dixon	Ellen	Norinne	\$48,504.00	0	12	\$0.00	\$0.00	\$1,091.16	\$7,656.30	\$57,251.46
TEC	Doak	Toni	Christine	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Dobson	Erin		\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Dodds	Heidi	C	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Donath	Tracy	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Donovan	Lori	A	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.86	\$7,824.24	\$75,681.10
TEC	Drengwitz	Jason		\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Duff	Julie	A	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.00	\$75,330.18
TEC	Duggins	Brian	K	\$54,520.00	0	12	\$0.00	\$0.00	\$1,226.34	\$7,712.82	\$63,459.16
TEC	Dullard	Mary	Therese	\$31,644.17	0	12	\$0.00	\$0.00	\$715.26	\$2,699.08	\$35,058.51
TEC	Dundas	David	R	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Durdan	Ashley	M	\$43,616.00	0	12	\$0.00	\$0.00	\$981.18	\$7,610.22	\$52,207.40
TEC	Durdan	Michelle	M	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.22	\$7,695.18	\$61,519.40
TEC	Dytrych	Amanda		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Eckert	Emily	Marie	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	EGge	Sarah	Ann	\$82,434.00	0	12	\$0.00	\$0.00	\$9,491.68	\$7,975.50	\$99,901.18
TEC	Ehrhardt	Michelle	E	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Eilers	Sara		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Eilts	Karen	Sue	\$55,460.00	0	12	\$0.00	\$0.00	\$1,247.40	\$7,721.64	\$64,429.04
TEC	Elias	Faye		\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Elias	Mason	A	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Ellinger	Nicole	Lynnee	\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.18	\$7,727.04	\$65,011.22
TEC	Ellison	Aaron	T	\$82,532.00	0	12	\$0.00	\$0.00	\$1,856.53	\$7,976.33	\$92,364.86
TEC	Ellison	Lori	N	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.47	\$7,774.70	\$70,249.17
TEC	Ely	Kathleen	Ann	\$61,826.00	0	12	\$0.00	\$0.00	\$1,390.74	\$7,781.58	\$70,998.32
TEC	Emberson	Matthew	David	\$47,752.00	0	12	\$0.00	\$0.00	\$1,074.11	\$7,649.17	\$56,475.28
TEC	Emerick	Drew	Mathew	\$42,901.60	0	12	\$0.00	\$0.00	\$965.11	\$7,603.59	\$51,470.30
TEC	Emerson	Rosann	Mary	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Endsley	Lori	A	\$54,646.93	0	12	\$0.00	\$0.00	\$1,229.22	\$7,714.08	\$63,590.23
TEC	England	Collette	Ann	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.86	\$7,824.24	\$75,681.10
TEC	Enomoto	Rachel	Kathryn	\$44,368.00	0	12	\$0.00	\$0.00	\$998.42	\$7,617.56	\$52,983.98
TEC	Enright	Amy	Christine	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Ernat	Ranae	Sue	\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.20	\$7,857.90	\$79,367.10
TEC	Ernst	Nicole	Sara	\$50,567.83	0	12	\$0.00	\$0.00	\$1,137.55	\$7,675.61	\$59,380.99
TEC	Escher	Mackenzie	E	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Estes	Danielle	Nicole	\$58,280.00	0	12	\$0.00	\$0.00	\$1,311.41	\$7,748.41	\$67,339.82

TEC	Evans	Rachel	M	\$42,676.00	0	12	\$0.00	\$0.00	\$960.03	\$7,601.41	\$51,237.44
TEC	Ewalt	Melinda	Jo	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.49	\$7,975.44	\$92,263.93
TEC	Fairfield	Kristyn	K	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Fee	Joan	D	\$101,181.44	0	12	\$0.00	\$0.00	\$2,276.10	\$8,151.84	\$111,609.38
TEC	Feely	Laura	Kristine	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Feeney	Amy	I	\$84,724.00	0	12	\$0.00	\$0.00	\$1,904.94	\$7,996.56	\$94,625.50
TEC	Feeney	David	George	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Felix	Susan	M	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.51	\$8,006.34	\$95,662.85
TEC	Ficek	Jennifer	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.85	\$8,018.80	\$96,990.65
TEC	Fields	Jason	Jerome	\$51,512.00	0	12	\$0.00	\$0.00	\$1,158.84	\$7,684.56	\$60,355.40
TEC	Fields	Julie	Marie	\$51,512.00	0	12	\$0.00	\$0.00	\$1,158.84	\$7,684.56	\$60,355.40
TEC	Figueroa	Amanda	Jane	\$43,240.00	0	12	\$0.00	\$0.00	\$973.05	\$7,606.94	\$51,819.99
TEC	Filkins	Karin	S	\$71,491.11	0	12	\$0.00	\$0.00	\$1,608.12	\$7,872.48	\$80,971.71
TEC	Fillingham	Kari	Lyn	\$55,272.00	0	12	\$0.00	\$0.00	\$1,243.76	\$7,720.07	\$64,235.83
TEC	Fincham	Nathan	C	\$54,332.00	0	12	\$0.00	\$0.00	\$1,222.20	\$7,711.02	\$63,265.22
TEC	Fish	Jill	E	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.30	\$7,975.50	\$92,263.80
TEC	Fisher	Charles	E	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.00	\$75,330.18
TEC	Fisher	Shelly	M	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.72	\$7,914.57	\$85,569.29
TEC	Fitzgerald	Kathy	J	\$61,826.00	0	12	\$0.00	\$0.00	\$1,390.74	\$7,781.58	\$70,998.32
TEC	Flikkema	Raegan	J	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$5,474.94	\$46,227.52
TEC	Flood	Jessica	Marie	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.70	\$7,652.70	\$56,863.40
TEC	Florido	Peter	Alvaro	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Fontana	Elizabeth	Rose	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.22	\$7,695.18	\$61,519.40
TEC	Ford	Karen	Terese	\$49,068.00	0	12	\$0.00	\$0.00	\$1,103.76	\$7,661.52	\$57,833.28
TEC	Ford	Nathan	G	\$83,770.00	0	12	\$0.00	\$0.00	\$1,885.03	\$7,988.36	\$93,643.39
TEC	Foreman	Marisa	Gabrielle	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,498.02	\$47,097.22
TEC	Foster	Nathan	C	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.18	\$7,964.10	\$91,007.28
TEC	Fox Anvick	Caroline		\$76,516.00	0	12	\$0.00	\$0.00	\$1,721.16	\$7,919.82	\$86,156.98
TEC	Franks	Rebecca	L	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Franz	Timothy	P	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.27	\$8,018.64	\$96,989.91
TEC	Frazier	Jill	R	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Freeman	Tracy		\$95,694.00	0	12	\$0.00	\$0.00	\$2,152.62	\$8,100.18	\$105,946.80
TEC	Freeze	Kirsten	E	\$41,892.67	0	12	\$0.00	\$0.00	\$942.37	\$7,594.03	\$50,429.07
TEC	Freitag	Traci		\$84,175.02	0	12	\$0.00	\$0.00	\$1,893.42	\$7,991.82	\$94,060.26
TEC	Freymann	Megan	Marie	\$87,014.00	0	12	\$0.00	\$0.00	\$1,959.27	\$8,019.33	\$96,992.60
TEC	Frietsch	Marissa	Kate	\$63,732.00	0	12	\$0.00	\$0.00	\$1,433.33	\$7,799.39	\$72,964.72
TEC	Froelich	Donald	Scott	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.14	\$8,018.46	\$96,989.60
TEC	Fudge	Dawn	M	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.42	\$7,988.04	\$93,642.46
TEC	Fujimoto	Leann		\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Funfar	Angela	L	\$82,434.00	0	12	\$0.00	\$0.00	\$9,491.74	\$7,975.44	\$99,901.18
TEC	Gaffney	Alexandra	Kathryn	\$45,449.00	0	12	\$0.00	\$0.00	\$1,022.40	\$7,627.51	\$54,098.91
TEC	Galliant	Lisa	Goeken	\$91,009.85	0	12	\$0.00	\$0.00	\$2,047.32	\$8,056.08	\$101,113.25
TEC	Gallick	Kelly	J	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.48	\$7,774.74	\$70,249.22
TEC	Gallier	Nicole	Marie	\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.02	\$7,857.90	\$79,366.92
TEC	Galvan	Tania		\$27,372.80	0	1	\$0.00	\$0.00	\$615.81	\$5,957.53	\$33,946.14
TEC	Gannaway	Rachel	L	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.66	\$7,861.50	\$79,755.16
TEC	Gantert	Mollie	Marie	\$40,984.00	0	12	\$0.00	\$0.00	\$921.90	\$7,585.48	\$49,491.38

TEC	Garard	Remy	Christine	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.31	\$7,975.44	\$92,263.75
TEC	Garceau	Aurora		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Gardner	Erin	E	\$58,009.00	0	12	\$0.00	\$0.00	\$1,304.82	\$7,745.76	\$67,059.58
TEC	Garman	Katelynn	Elizabeth	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.30	\$7,680.96	\$59,967.26
TEC	Garneau	Jill	R	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Gawron	Julie		\$38,728.00	0	12	\$0.00	\$0.00	\$871.16	\$7,564.33	\$47,163.49
TEC	Geiselman	Kailey	A	\$55,272.00	0	12	\$0.00	\$0.00	\$1,243.32	\$7,719.90	\$64,235.22
TEC	Gerharz	Kelly	Kathleen	\$62,040.00	0	12	\$0.00	\$0.00	\$1,395.60	\$7,783.62	\$71,219.22
TEC	Gerike	Abigail	R	\$62,228.00	0	12	\$0.00	\$0.00	\$1,399.93	\$7,785.43	\$71,413.36
TEC	Gerrietts	Jennifer	Lee	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,804.80	\$73,547.10
TEC	Ghrist	Tracie	Nicole	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.92	\$7,824.24	\$75,681.16
TEC	Gibbens	Bruce	Allen	\$103,698.96	0	12	\$0.00	\$0.00	\$2,332.62	\$8,175.42	\$114,207.00
TEC	Gibler	Ashleigh	Kate	\$52,640.00	0	12	\$0.00	\$0.00	\$6,921.89	\$7,695.18	\$67,257.07
TEC	Gibler	Daniel	M	\$64,672.00	0	12	\$0.00	\$0.00	\$1,454.73	\$7,808.39	\$73,935.12
TEC	Gibson	Jennifer	Katherine	\$82,434.00	0	12	\$0.00	\$0.00	\$10,839.42	\$7,975.50	\$101,248.92
TEC	Giermann	Jennifer	R	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Gillespie	Lindsey		\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Glatt	Michelle	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Goben	Denise	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.43	\$8,018.61	\$96,990.04
TEC	Goeke	Karl	A	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.92	\$7,824.24	\$75,681.16
TEC	Goeken	Beth	M	\$58,280.00	0	12	\$0.00	\$0.00	\$1,310.94	\$7,748.28	\$67,339.22
TEC	Golick	Christopher	J	\$88,266.16	0	12	\$0.00	\$0.00	\$1,985.58	\$8,030.34	\$98,282.08
TEC	Goluba-Melrose	Michelle	Kay	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Gomez-Banks	Maria	Concetta	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.73	\$7,667.00	\$58,415.73
TEC	Goodwin	Michael	Howard	\$52,828.00	0	12	\$0.00	\$0.00	\$1,188.36	\$7,696.98	\$61,713.34
TEC	Gordon	Angela	Jo	\$68,808.00	0	12	\$0.00	\$0.00	\$1,547.82	\$7,847.28	\$78,203.10
TEC	Gotschall	Heather	L	\$83,102.00	0	12	\$0.00	\$0.00	\$1,869.36	\$7,981.74	\$92,953.10
TEC	Gourley	Shauna	Kate	\$74,072.00	0	12	\$0.00	\$0.00	\$9,538.12	\$7,896.78	\$91,506.90
TEC	Goveia	Lauren		\$52,828.00	0	12	\$0.00	\$0.00	\$1,188.20	\$7,696.89	\$61,713.09
TEC	Gozur	Marielena		\$50,408.02	0	12	\$0.00	\$0.00	\$1,134.32	\$7,674.43	\$59,216.77
TEC	Gray	Jill	E	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Greif Bolton	Jennifer	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.72	\$8,018.77	\$96,990.49
TEC	Grieder	Erica	Ann	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.22	\$7,695.18	\$61,519.40
TEC	Griffin	Jade	Marie	\$50,384.00	0	12	\$0.00	\$0.00	\$1,133.40	\$7,673.94	\$59,191.34
TEC	Groff	Mary	S	\$89,421.60	0	12	\$0.00	\$0.00	\$2,011.50	\$8,041.14	\$99,474.24
TEC	Gross	Chelsea	Elizabeth	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Grubic	Angela	Marie	\$53,016.00	0	12	\$0.00	\$0.00	\$1,192.50	\$7,698.78	\$61,907.28
TEC	Hadden	Eric	B	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.37	\$7,914.34	\$85,568.71
TEC	Hafermann	Eduard	P	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.87	\$7,861.56	\$79,755.43
TEC	Hafermann	Tera	L	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.90	\$7,840.26	\$77,427.16
TEC	Hagler	Julie		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Hall	Monique	L	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.48	\$7,774.74	\$70,249.22
TEC	Hallatt	David	Lance	\$85,392.00	0	12	\$0.00	\$0.00	\$1,920.87	\$8,003.25	\$95,316.12
TEC	Halsey	Kelli	R	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.63	\$8,018.63	\$96,990.26
TEC	Ham	Claire	Rose	\$38,728.00	0	12	\$0.00	\$0.00	\$871.22	\$7,564.23	\$47,163.45
TEC	Hamilton	Sarah	M	\$43,992.00	0	12	\$0.00	\$0.00	\$1,908.66	\$7,376.39	\$53,277.05
TEC	Hamler	Jennifer	Theresa	\$50,008.00	0	12	\$0.00	\$0.00	\$1,124.94	\$7,670.49	\$58,803.43

TEC	Hammer	Kristen	Renee	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Hancock	Amy	Jenneal	\$50,572.00	0	12	\$0.00	\$0.00	\$1,137.60	\$7,675.74	\$59,385.34
TEC	Hanley	Michele	M	\$84,689.54	0	12	\$0.00	\$0.00	\$1,905.12	\$7,996.68	\$94,591.34
TEC	Hansen	Alyssa	Jean	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Hansen	Amanda	M	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.70	\$7,652.70	\$56,863.40
TEC	Hansen	Carla	L	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Hansen	Courtney	Laura	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,804.80	\$73,547.10
TEC	Harden	Lashonna	Nicole	\$63,168.00	0	12	\$0.00	\$0.00	\$1,420.92	\$7,794.18	\$72,383.10
TEC	Hardwick	Michelle		\$86,905.07	0	12	\$0.00	\$0.00	\$1,954.98	\$8,017.38	\$96,877.43
TEC	Harmon	Kimberly	Ann	\$59,784.00	0	12	\$0.00	\$0.00	\$1,344.78	\$7,762.32	\$68,891.10
TEC	Harms	Kristin	Elizabeth	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Harris	Elizabeth	Rae	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Harris	Rebert	Harvey	\$53,392.00	0	12	\$0.00	\$0.00	\$1,200.96	\$7,702.20	\$62,295.16
TEC	Harrison	Robert	W	\$57,065.10	0	12	\$0.00	\$0.00	\$1,283.74	\$7,736.76	\$66,085.60
TEC	Harroun	Hayley	Elizabeth	\$46,624.00	0	12	\$0.00	\$0.00	\$1,048.85	\$7,638.56	\$55,311.41
TEC	Hartke	Colleen	K	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.17	\$7,821.03	\$75,330.20
TEC	Hartke	Jill	Marie	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Hartseil	Barbara	Jean	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Haseman	Jamie	K	\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.64	\$7,760.70	\$68,697.34
TEC	Hawkins	Christopher	M	\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.20	\$7,857.90	\$79,367.10
TEC	Hawkins	Karrin	R	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.42	\$7,988.04	\$93,642.46
TEC	Hawkins	Meghan	Therese	\$64,296.00	0	12	\$0.00	\$0.00	\$1,549.66	\$7,848.06	\$73,693.72
TEC	Hayes	Mallory	Kay	\$41,548.00	0	12	\$0.00	\$0.00	\$934.62	\$7,590.84	\$50,073.46
TEC	Hazewinkel	Lisa	M	\$68,808.00	0	12	\$0.00	\$0.00	\$1,547.82	\$7,847.28	\$78,203.10
TEC	Headrick	Abigail	E	\$35,795.20	0	12	\$0.00	\$0.00	\$805.19	\$7,536.71	\$44,137.10
TEC	Heaser	Lisa	Marie	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Hedgespeth	Stephanie		\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Hedman	Shannon	Michelle	\$57,340.00	0	12	\$0.00	\$0.00	\$1,289.86	\$7,739.43	\$66,369.29
TEC	Hedrick	Brandy	Gayle	\$68,808.00	0	12	\$0.00	\$0.00	\$1,547.82	\$7,847.28	\$78,203.10
TEC	Heidemann	Elizabeth	Anne	\$54,896.00	0	12	\$0.00	\$0.00	\$1,234.62	\$7,716.42	\$63,847.04
TEC	Heimer	Casey	Blaine	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.42	\$7,666.94	\$58,415.36
TEC	Heller	Bradley	P	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.98	\$7,833.06	\$76,651.04
TEC	Henderson	Rachel	Elizabeth	\$50,760.00	0	12	\$0.00	\$0.00	\$1,141.92	\$7,677.54	\$59,579.46
TEC	Hendren	Jara	Kay	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Hensley	Audrey	Jo	\$53,016.00	0	12	\$0.00	\$0.00	\$1,192.50	\$7,698.78	\$61,907.28
TEC	Henson	Miranda	Michele	\$46,624.00	0	12	\$0.00	\$0.00	\$1,048.75	\$7,638.62	\$55,311.37
TEC	Hereford	Kara	Sue	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Herrren	Kelly	Lynn	\$74,636.00	0	12	\$0.00	\$0.00	\$1,678.86	\$7,902.18	\$84,217.04
TEC	Herrmann	Michele	Schmitgall	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.20	\$7,818.94	\$75,099.14
TEC	Hertzner	Daniel	C	\$40,984.00	0	12	\$0.00	\$0.00	\$921.80	\$7,585.40	\$49,491.20
TEC	Herzovi	Brittany	Taylor	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.70	\$7,652.70	\$56,863.40
TEC	Hess	Darren		\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.39	\$7,988.01	\$93,642.40
TEC	Hieser	Laura	B	\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.59	\$7,760.67	\$68,697.26
TEC	Higby	Daniel	L	\$63,168.00	0	12	\$0.00	\$0.00	\$1,421.02	\$7,794.18	\$72,383.20
TEC	Higby	Valerie	Maria	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.65	\$7,652.82	\$56,863.47
TEC	Highland	Abby	Elizabeth	\$71,816.00	0	12	\$0.00	\$0.00	\$1,615.49	\$7,875.56	\$81,307.05
TEC	Hille	Alexandra	J	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52

TEC	Hinman	Julia	F	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.54	\$8,018.46	\$96,990.00
TEC	Hinsshaw	Rachel	M	\$74,824.00	0	12	\$0.00	\$0.00	\$1,683.41	\$7,903.97	\$84,411.38
TEC	Hitchins	Tracy	Lynn	\$81,216.00	0	12	\$0.00	\$0.00	\$1,826.93	\$7,963.99	\$91,006.92
TEC	Hobson	Katie	Jean	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.92	\$7,824.24	\$75,681.16
TEC	Hoder	Christa	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Hoder	Matthew	T	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.54	\$7,975.44	\$92,263.98
TEC	Hoefer	John	R	\$21,139.56	0	12	\$0.00	\$0.00	\$475.55	\$3,198.88	\$24,813.99
TEC	Hoffman	Carrie	Ann	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Holder	Jennifer	Denise	\$46,812.00	0	12	\$0.00	\$0.00	\$1,053.00	\$7,640.28	\$55,505.28
TEC	Holland	Anita	Lynn	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Holmes	Tammy	L	\$57,559.76	0	12	\$0.00	\$0.00	\$1,294.74	\$7,741.44	\$66,595.94
TEC	Holzhauser	Lindsey		\$58,092.00	0	12	\$0.00	\$0.00	\$1,306.80	\$7,746.48	\$67,145.28
TEC	Hooten	Jessica	M	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Hopper	Daniele	A	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Horine	Sarah	Nicole	\$11,229.87	0	12	\$0.00	\$0.00	\$252.63	\$2,205.64	\$13,688.14
TEC	Horn	Jessica	Christine	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Horton	Julie	M	\$74,616.16	0	12	\$0.00	\$0.00	\$1,678.50	\$7,901.85	\$84,196.51
TEC	Horvath	Joselyn		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Hospelhorn	Hannah	E	\$19,217.78	0	6	\$0.00	\$0.00	\$432.30	\$4,980.80	\$24,630.88
TEC	Hospelhorn	Jodi	Marie	\$39,876.89	0	12	\$0.00	\$0.00	\$897.05	\$7,575.13	\$48,349.07
TEC	Houk	Emily	Elaine	\$48,880.00	0	12	\$0.00	\$0.00	\$1,099.55	\$7,659.77	\$57,639.32
TEC	Houseworth	Patricia		\$84,888.20	0	12	\$0.00	\$0.00	\$1,909.53	\$7,998.52	\$94,796.25
TEC	Howe	Jessica	Susan	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.48	\$7,774.74	\$70,249.22
TEC	Hubly-Sushka	Brenda		\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.20	\$7,857.90	\$79,367.10
TEC	Hucal	Heather	Lynn	\$59,784.00	0	12	\$0.00	\$0.00	\$1,344.85	\$7,762.37	\$68,891.22
TEC	Hughart	Rachel	Ann	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.54	\$7,666.92	\$58,415.46
TEC	Hughs	John		\$52,828.00	0	12	\$0.00	\$0.00	\$1,188.36	\$7,696.98	\$61,713.34
TEC	Hull	Sarah	C	\$64,860.00	0	12	\$0.00	\$0.00	\$7,468.16	\$7,810.19	\$80,138.35
TEC	Hunt	Amanda	Louise	\$76,516.00	0	12	\$0.00	\$0.00	\$1,721.26	\$7,919.81	\$86,157.07
TEC	Hunt	Lauren	Marie	\$44,368.00	0	12	\$0.00	\$0.00	\$998.12	\$7,617.31	\$52,983.43
TEC	Hutson	Cally	L	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Hutson	Christi	Lee	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.00	\$75,330.18
TEC	Ince	Addie	L	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	James	Danae	Marie	\$47,376.00	0	12	\$0.00	\$0.00	\$1,065.60	\$7,645.68	\$56,087.28
TEC	Janssen	Diana	J	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.68	\$8,018.64	\$96,990.32
TEC	Jarvis	Kristen	Lynn	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Jefferson	Andrea	Lynn	\$40,984.00	0	12	\$0.00	\$0.00	\$4,719.09	\$7,585.56	\$53,288.65
TEC	Jennings	Chad		\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Jessee	Sara	Janelle	\$56,776.00	0	12	\$0.00	\$0.00	\$1,277.10	\$7,734.06	\$65,787.16
TEC	Johns	Sara	Lyn	\$67,304.00	0	12	\$0.00	\$0.00	\$7,749.54	\$7,833.06	\$82,886.60
TEC	Johnson	Amanda	Jean	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Johnson	Kimberly	Nadine	\$58,280.00	0	12	\$0.00	\$0.00	\$1,311.42	\$7,748.44	\$67,339.86
TEC	Johnson	Lindsay	Christine	\$55,272.00	0	12	\$0.00	\$0.00	\$1,243.37	\$7,720.00	\$64,235.37
TEC	Johnson	Rebecca	D	\$52,076.00	0	12	\$0.00	\$0.00	\$1,171.44	\$7,643.03	\$60,890.47
TEC	Johnson	Terra	Kay	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Jones	Alyssa	K	\$59,784.00	0	12	\$0.00	\$0.00	\$1,345.19	\$7,762.56	\$68,891.75
TEC	Jones	Suzanne	Marie	\$51,512.00	0	12	\$0.00	\$0.00	\$1,158.84	\$7,684.56	\$60,355.40

TEC	Jordan	Latavia		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Kafer	Veronica	Jo	\$92,374.03	0	12	\$0.00	\$0.00	\$2,077.92	\$8,069.04	\$102,520.99
TEC	Kagy	Tara	M	\$52,828.00	0	12	\$0.00	\$0.00	\$1,188.39	\$7,697.02	\$61,713.41
TEC	Kardas	Gabrielle	J	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.38	\$7,680.96	\$59,967.34
TEC	Karr	Natalie	Ann	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Kath	Olivia	Ann	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Kaufman	Mark	E	\$68,808.00	0	12	\$0.00	\$0.00	\$1,547.82	\$7,847.28	\$78,203.10
TEC	Kaufman	Trevor	Allen	\$52,076.00	0	12	\$0.00	\$0.00	\$1,170.61	\$7,689.44	\$60,936.05
TEC	Kauten	Emily	Christine	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Kavanagh	Justine		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Keating	Lauren	Elizabeth	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Keeler	Bradford	J	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Keeney	Kimberly	K	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.30	\$7,575.20	\$54,094.50
TEC	Keller	Brock	A	\$40,984.00	0	12	\$0.00	\$0.00	\$921.95	\$7,585.53	\$49,491.48
TEC	Kelley Lett	Dawn	Marie	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.56	\$7,914.31	\$85,568.87
TEC	Kelley	Patricia	Mary	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Kelly	Colleen	Katherine	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Kelly	Jana	H	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Kelly	Jennifer	Lynn	\$58,009.00	0	12	\$0.00	\$0.00	\$1,306.43	\$7,746.36	\$67,061.79
TEC	Kelly-Schierholz	Karen		\$58,290.45	0	12	\$0.00	\$0.00	\$1,311.13	\$7,748.35	\$67,349.93
TEC	Keneipp	Sabin	Rose	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Keogh	Kelly	J	\$91,799.53	0	12	\$0.00	\$0.00	\$2,064.96	\$8,063.64	\$101,928.13
TEC	Kepuraitis	Alec	James	\$44,368.00	0	12	\$0.00	\$0.00	\$998.06	\$7,617.35	\$52,983.41
TEC	Kerber	Geri	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.64	\$8,018.63	\$96,990.27
TEC	Kerr	Ryan	D	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Keyser	Chelsea	D	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.56	\$7,914.24	\$85,568.80
TEC	Killam-Davis	Mallory	N	\$46,812.00	0	12	\$0.00	\$0.00	\$1,053.00	\$7,640.28	\$55,505.28
TEC	Kimball	Kyle	J	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.54	\$7,666.92	\$58,415.46
TEC	Kimmel	Tamara		\$89,421.60	0	12	\$0.00	\$0.00	\$2,011.50	\$8,041.14	\$99,474.24
TEC	Kimmerling	Morgan	Elizabeth	\$40,420.00	0	12	\$0.00	\$0.00	\$909.16	\$7,580.19	\$48,909.35
TEC	King	Abigail	Christine	\$43,119.89	0	12	\$0.00	\$0.00	\$970.02	\$7,605.67	\$51,695.58
TEC	King	Jessica	R	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	King	Osha		\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Kinley	Michele	Sue	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Kintner	Jared	Michael	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Kintner	Jill	Diane	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,541.67	\$73,283.97
TEC	Kintner	Rachael	E	\$50,653.52	0	12	\$0.00	\$0.00	\$1,139.23	\$7,676.41	\$59,469.16
TEC	Kirshenbaum	Leza	R	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Kitterman	Linda	Marie	\$51,945.52	0	12	\$0.00	\$0.00	\$1,168.44	\$7,688.62	\$60,802.58
TEC	Klendworth	Sherilyn		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.68	\$8,018.65	\$96,990.33
TEC	Klingler	Kristie	Sue	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Klockenga-Goss	Rhonda	S	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.63	\$8,018.62	\$96,990.25
TEC	Klokkenga	Jason	I	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Kloster	Heather	Ann	\$62,980.00	0	12	\$0.00	\$0.00	\$1,416.60	\$7,792.56	\$72,189.16
TEC	Kmetz	Julie		\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Knapp	Brandon	B	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Knauf	Amy	Lynne	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.94	\$7,840.16	\$77,427.10

TEC	Kniery	Debbie		\$93,436.88	0	12	\$0.00	\$0.00	\$2,101.86	\$8,078.94	\$103,617.68
TEC	Knight	Janelle	C	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Knott	Stanley	Allen	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.22	\$7,695.18	\$61,519.40
TEC	Knowles	Courtney	L	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.24	\$7,988.04	\$93,642.28
TEC	Kobel	Victoria	R Stout	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Koechle	Chelsea	Lamar	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Koechle	Cristie	Lamar	\$87,014.00	0	12	\$0.00	\$0.00	\$1,958.08	\$8,018.84	\$96,990.92
TEC	Koestner	Lyndsey	C	\$68,056.00	0	12	\$0.00	\$0.00	\$7,836.21	\$7,840.26	\$83,732.47
TEC	Kokotek	Leslie	Susan	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Konopasek	Christine	Marie	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.33	\$7,804.83	\$73,547.16
TEC	Kopp	Margaret	C	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Kosier	Naomi	Rae	\$75,946.00	0	12	\$0.00	\$0.00	\$9,986.45	\$7,914.24	\$93,846.69
TEC	Koski	Barbara	E	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Kraft	Grace	Michelle	\$90,715.86	0	12	\$0.00	\$0.00	\$2,040.66	\$8,053.38	\$100,809.90
TEC	Kraus	Elizabeth	A	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Krogmeier	Paul	Jeffrey	\$59,784.00	0	12	\$0.00	\$0.00	\$1,344.78	\$7,762.32	\$68,891.10
TEC	Krut	Elizabeth	Joy	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.38	\$7,680.96	\$59,967.34
TEC	Kummer	Melissa	Brianne	\$53,392.00	0	12	\$0.00	\$0.00	\$1,200.98	\$7,702.20	\$62,295.18
TEC	Kuras	Amy	L	\$68,244.00	0	12	\$0.00	\$0.00	\$1,535.16	\$7,841.96	\$77,621.12
TEC	Kutemeier	Andrew	M	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Lafond	Carolyn		\$86,571.59	0	12	\$0.00	\$0.00	\$1,947.42	\$8,014.32	\$96,533.33
TEC	Lake	Tracey	E	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Lakebrink	Margaret	Christina	\$51,888.00	0	12	\$0.00	\$0.00	\$1,167.30	\$7,688.16	\$60,743.46
TEC	Lamotte	Emma		\$51,512.00	0	12	\$0.00	\$0.00	\$1,158.84	\$7,684.56	\$60,355.40
TEC	Lange	Stacie	L	\$54,708.00	0	12	\$0.00	\$0.00	\$1,231.11	\$7,714.79	\$63,653.90
TEC	Lanier	Erexenia	W	\$87,014.00	0	12	\$0.00	\$0.00	\$11,441.68	\$8,018.64	\$106,474.32
TEC	Lanning	Suzanne	Lee	\$58,009.00	0	12	\$0.00	\$0.00	\$1,304.96	\$7,745.66	\$67,059.62
TEC	Lanning	Todd	A	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.00	\$75,330.18
TEC	Latzke	Jennifer	L	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Laudeman	Julia	Ann	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Lawler	Patrick	D	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Lawless	Melissa	K	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Lawrence	Kathryn	Ann	\$60,348.00	0	12	\$0.00	\$0.00	\$1,357.50	\$7,767.72	\$69,473.22
TEC	Leake	Cynthia	A	\$98,507.51	0	12	\$0.00	\$0.00	\$2,215.98	\$8,126.64	\$108,850.13
TEC	Leake	Kayla	Nicole	\$40,751.24	0	12	\$0.00	\$0.00	\$916.77	\$7,583.30	\$49,251.31
TEC	Leamer	Donna	Lee	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Learned	Janelle	Renae	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Learned	Nicole	Rae	\$43,240.00	0	12	\$0.00	\$0.00	\$972.65	\$7,606.80	\$51,819.45
TEC	Leddell	Chasity	T	\$81,216.00	0	12	\$0.00	\$0.00	\$1,826.95	\$7,963.98	\$91,006.93
TEC	Lee	Andrea	Bernice	\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.64	\$7,760.70	\$68,697.34
TEC	Lee	Cassandra	Leigh	\$42,676.00	0	12	\$0.00	\$0.00	\$959.82	\$7,256.19	\$50,892.01
TEC	Leff	Karen	Rosene	\$57,904.00	0	12	\$0.00	\$0.00	\$1,302.48	\$7,744.68	\$66,951.16
TEC	Lehr	David	M	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Lelm	Misty	Charlene	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Lenart	Anna	Rose	\$34,851.70	0	12	\$0.00	\$0.00	\$718.93	\$7,800.83	\$43,371.46
TEC	Lenz	Andrea	Lynn	\$42,676.00	0	12	\$0.00	\$0.00	\$959.88	\$7,601.42	\$51,237.30
TEC	Lenz	Linda		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78

TEC	Lessen	Beth	Anne	\$55,460.00	0	12	\$0.00	\$0.00	\$1,247.58	\$7,687.41	\$64,394.99
TEC	Leverton	Doris	Melinda	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Lewis	Connor	James	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Lewis	Emily	Anne	\$39,856.00	0	12	\$0.00	\$0.00	\$949.45	\$7,597.06	\$48,402.51
TEC	Lishka	Blake	A	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Litwiller	Laurel	E	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Logue	Megan	Lorraine	\$46,060.00	0	12	\$0.00	\$0.00	\$1,036.26	\$7,633.36	\$54,729.62
TEC	Long	Amanda	Danielle	\$53,747.11	0	12	\$0.00	\$0.00	\$1,209.06	\$7,705.62	\$62,661.79
TEC	Long	Jennifer	Ann	\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.64	\$7,760.70	\$68,697.34
TEC	Long	Stephanie		\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Loofbourrow	Valerie	T	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Lopez	Katie	Lynn	\$31,584.00	0	12	\$0.00	\$0.00	\$710.46	\$5,577.18	\$37,871.64
TEC	Lord	Michele	Ann	\$79,640.87	0	12	\$0.00	\$0.00	\$1,791.54	\$7,949.16	\$89,381.57
TEC	Love	Teresa	L	\$91,011.26	0	12	\$0.00	\$0.00	\$2,047.32	\$8,056.08	\$101,114.66
TEC	Lovell	Heidi	Ann	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Lowe	Kathy	M	\$55,836.00	0	12	\$0.00	\$0.00	\$1,256.04	\$7,725.24	\$64,817.28
TEC	Lucas	Amy	Linn	\$86,385.97	0	12	\$0.00	\$0.00	\$1,943.28	\$8,012.70	\$96,341.95
TEC	Luchtefeld	Mishel	Nikole	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.65	\$7,652.82	\$56,863.47
TEC	Luering	Elizabeth	A	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Lueschen	Heather	Lynn	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Luginbuhl	Benjamin		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.39	\$8,018.31	\$96,989.70
TEC	Lynch	Jessica	Ann	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.65	\$7,652.82	\$56,863.47
TEC	Lynch	Kimberly	M	\$43,616.00	0	12	\$0.00	\$0.00	\$981.18	\$7,610.22	\$52,207.40
TEC	Maas	Megan	Dawn	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Mackinson	John	E	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Mackinson	Nicole	A	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.36	\$7,964.04	\$91,007.40
TEC	Magnus	Melissa		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Main	Ellen	M	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Malcom	Allison	S	\$58,656.00	0	12	\$0.00	\$0.00	\$1,319.46	\$7,751.76	\$67,727.22
TEC	Mandros	Staci	L	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Mann	Marcus	Chamar	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Mann	Shawn	M	\$32,605.47	0	12	\$0.00	\$0.00	\$733.50	\$7,506.72	\$40,845.69
TEC	Manning	Rachael	M	\$43,992.00	0	12	\$0.00	\$0.00	\$989.64	\$7,614.00	\$52,595.64
TEC	Marcum	Nancy	S	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.74	\$7,914.76	\$85,569.50
TEC	Marsaglia	Shelley	Quinn	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Martin Bixby	Lynnette		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Martin Boyd	Kimberly	N	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.07	\$7,746.89	\$83,484.96
TEC	Martinelli	Danielle		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Martinez	John	Arthur Joseph	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Marvin	Ellie	M	\$61,826.00	0	12	\$0.00	\$0.00	\$1,390.12	\$7,781.33	\$70,997.45
TEC	Masker	Karli		\$38,234.41	0	12	\$0.00	\$0.00	\$860.06	\$7,559.70	\$46,654.17
TEC	Masla	Katherine	Louise	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Matthews	Katie	Sue	\$54,520.00	0	12	\$0.00	\$0.00	\$1,226.46	\$7,712.82	\$63,459.28
TEC	May	Diane	Kay	\$58,092.00	0	12	\$0.00	\$0.00	\$1,306.80	\$7,746.48	\$67,145.28
TEC	May	Julie	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.49	\$96,989.81
TEC	Maynerich	Sara	Ann	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.37	\$7,627.94	\$54,147.31
TEC	Maze	Lori	Ann	\$32,536.53	0	12	\$0.00	\$0.00	\$731.91	\$2,706.06	\$35,974.50

TEC	Mc Cullick	Teresa	L	\$66,719.75	0	12	\$0.00	\$0.00	\$1,500.78	\$7,827.63	\$76,048.16
TEC	Mc Cully	Julie	Kay	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Mc Gaugh	Valerie	Lynn	\$74,891.20	0	12	\$0.00	\$0.00	\$1,684.66	\$7,904.50	\$84,480.36
TEC	Mc Henry	Kimberly	Ann	\$45,243.25	0	12	\$0.00	\$0.00	\$1,017.63	\$7,625.66	\$53,886.54
TEC	Mc Leod	Emily	J	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.90	\$7,840.26	\$77,427.16
TEC	Mc Mahill	Kara	Ann	\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.64	\$7,760.70	\$68,697.34
TEC	Mc Morris	David	G	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	McCubbins	Hana	L	\$53,016.00	0	12	\$0.00	\$0.00	\$1,192.83	\$7,698.83	\$61,907.66
TEC	McKinney	Marleah	K	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	McQueeney	Kellina		\$19,217.78	0	6	\$0.00	\$0.00	\$432.30	\$4,980.80	\$24,630.88
TEC	McCreynolds	Joanna	Catherine	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	McWhorter	Tyler	Wayne	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.05	\$7,804.77	\$73,546.82
TEC	Meadows	Lance	D	\$88,727.69	0	12	\$0.00	\$0.00	\$1,996.02	\$8,034.66	\$98,758.37
TEC	Meadows	Rebecca	R	\$93,779.26	0	12	\$0.00	\$0.00	\$2,109.60	\$8,082.18	\$103,971.04
TEC	Mendoza	Madelin		\$40,420.00	0	12	\$0.00	\$0.00	\$909.24	\$7,580.22	\$48,909.46
TEC	Mennen	Carissa	Grace	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Mennenga	Hayley	Jo	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Mercer	Karen	Jane	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.42	\$7,666.94	\$58,415.36
TEC	Meredith	Corey	Grace	\$61,288.00	0	12	\$0.00	\$0.00	\$1,379.20	\$7,776.80	\$70,444.00
TEC	Meurs	Cassandra		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Meyer	Christine		\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.36	\$7,727.04	\$65,011.40
TEC	Mier	Angela	M	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.98	\$7,833.06	\$76,651.04
TEC	Miglin	Katherine	Marie	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Miles	Lucas	Gregory	\$32,721.80	0	12	\$0.00	\$0.00	\$800.28	\$7,534.62	\$41,056.70
TEC	Miller	Andrew	M	\$47,752.00	0	12	\$0.00	\$0.00	\$1,074.24	\$7,649.28	\$56,475.52
TEC	Miller	Blake	Andrew	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,503.15	\$47,102.35
TEC	Miller	Elizabeth	Carol	\$57,904.00	0	12	\$0.00	\$0.00	\$1,302.49	\$7,744.50	\$66,950.99
TEC	Milliken	Emma		\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Miner	Jeanne	Elizabeth	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Minor	Michelle		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Mitchell	Lynda	Jeanne	\$36,233.86	0	12	\$0.00	\$0.00	\$815.06	\$7,540.92	\$44,589.84
TEC	Modglin	Margaret	Kathleen	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.73	\$8,018.72	\$96,990.45
TEC	Montalbano	Katie	Marie	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.89	\$7,628.25	\$54,148.14
TEC	Montgomery	Rebecca	N	\$40,177.69	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$48,793.21
TEC	Moore	Amy	Elizabeth	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Moore	Colleen		\$89,681.63	0	12	\$0.00	\$0.00	\$2,017.44	\$8,043.66	\$99,742.73
TEC	Moore	Jaime	M	\$81,289.08	0	12	\$0.00	\$0.00	\$2,232.87	\$7,964.67	\$91,486.62
TEC	Mora	Christina	L	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.54	\$7,666.92	\$58,415.46
TEC	Morgan	Suzanne	Marie	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.90	\$7,840.26	\$77,427.16
TEC	Mroz	Jennifer	M	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Mueller	Kelsey	Rae	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.22	\$7,695.36	\$61,519.58
TEC	Murphy	Janet		\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Murray	Jan	A	\$97,024.10	0	12	\$0.00	\$0.00	\$2,182.67	\$8,112.78	\$107,319.55
TEC	Murray	Kelly	M	\$68,808.00	0	12	\$0.00	\$0.00	\$1,547.82	\$7,847.28	\$78,203.10
TEC	Murrin	Daniel	Patrick	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,804.80	\$73,547.10
TEC	Murrin	Malea	Masley	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.26	\$7,896.78	\$83,635.04
TEC	Musselman	Taylor	Marie	\$42,112.00	0	12	\$0.00	\$0.00	\$947.29	\$7,596.23	\$50,655.52

TEC	Mustard	Kellee	Ann	\$54,520.00	0	12	\$0.00	\$0.00	\$1,226.34	\$7,712.82	\$63,459.16
TEC	Myers	Gabriel	Aaron	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,881.24	\$85,535.62
TEC	Negley	Paula	Jo	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.00	\$75,330.18
TEC	Nelson	Margaret	Rose	\$62,510.00	0	12	\$0.00	\$0.00	\$1,406.10	\$7,788.02	\$71,704.12
TEC	Nemtusiak	Melanie		\$43,616.00	0	12	\$0.00	\$0.00	\$981.18	\$7,610.22	\$52,207.40
TEC	Neuhouser	Tammy	L	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Newkirk	Genevieve		\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Newton	Carlie	A	\$53,392.00	0	12	\$0.00	\$0.00	\$1,200.96	\$7,702.20	\$62,295.16
TEC	Newton-Gonzalez	Jordan	B	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Nicklas	Susan	Marie	\$65,547.49	0	12	\$0.00	\$0.00	\$1,474.56	\$7,816.68	\$74,838.73
TEC	Niekamp	Tracy		\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Nord	Allison	K	\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.18	\$7,727.04	\$65,011.22
TEC	Norris	Nina	Yoana	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Norton	Andrea	Nicole	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.47	\$7,681.11	\$59,967.58
TEC	Nourie	Cindy	Lynn	\$57,635.57	0	12	\$0.00	\$0.00	\$1,296.37	\$7,742.16	\$66,674.10
TEC	Nourie	Jason	E	\$74,824.00	0	12	\$0.00	\$0.00	\$1,683.18	\$7,903.80	\$84,410.98
TEC	Nourie	Julie	A	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Novotney	Megan	E	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Nuding	Gwendolyn	Jane	\$45,120.00	0	12	\$0.00	\$0.00	\$1,014.96	\$7,624.43	\$53,759.39
TEC	Nutter	Christina	Lynn	\$50,384.00	0	12	\$0.00	\$0.00	\$1,133.46	\$7,673.94	\$59,191.40
TEC	O'Brien	Jennifer	Anne	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.70	\$7,548.35	\$56,759.05
TEC	O'Connell	Kathleen		\$91,715.32	0	12	\$0.00	\$0.00	\$2,063.16	\$8,062.74	\$101,841.22
TEC	O'Day	Amber	Ann	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.26	\$7,896.78	\$83,635.04
TEC	O'Dea	Colleen	M	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	O'Dell	Dawn	M	\$74,636.00	0	12	\$0.00	\$0.00	\$1,678.86	\$7,902.18	\$84,217.04
TEC	O'Donnell	Katherine		\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	O'Brien	Lindsay	A	\$58,092.00	0	12	\$0.00	\$0.00	\$1,306.80	\$7,746.48	\$67,145.28
TEC	O'Connell	Erin	D	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	O'Neill	Stephanie	Nicole	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Oates	Brandan		\$38,728.00	0	12	\$0.00	\$0.00	\$871.43	\$7,564.44	\$47,163.87
TEC	Ochsner	Linley	Marie	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Ogdon	Tricia	L	\$61,194.00	0	12	\$0.00	\$0.00	\$1,376.58	\$7,775.70	\$70,346.28
TEC	Oliver	Jamie	Von	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Olsen	Cora	R	\$81,216.00	0	12	\$0.00	\$0.00	\$1,826.92	\$7,964.02	\$91,006.94
TEC	Olson	Erin	P	\$66,176.00	0	12	\$0.00	\$0.00	\$1,488.68	\$7,822.45	\$75,487.13
TEC	Olson	Katherine	Irene	\$74,824.00	0	12	\$0.00	\$0.00	\$1,683.18	\$7,903.80	\$84,410.98
TEC	Orr	Carla	J	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Ort	Ariane	C	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Ortiz	Brianna	Nicole	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Ostling	Corey	Matthew	\$59,784.00	0	12	\$0.00	\$0.00	\$1,344.78	\$7,762.32	\$68,891.10
TEC	Owens	Megan	A	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.39	\$7,804.82	\$73,547.21
TEC	Pabst	Rebecca	J	\$68,808.00	0	12	\$0.00	\$0.00	\$1,548.06	\$7,847.39	\$78,203.45
TEC	Pacey	Patricia	Arlene	\$46,060.00	0	12	\$0.00	\$0.00	\$1,036.07	\$7,633.19	\$54,729.26
TEC	Pagluica	Joseph		\$82,489.74	0	12	\$0.00	\$0.00	\$1,855.62	\$7,975.98	\$92,321.34
TEC	Palma	Janine	M	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.66	\$7,861.50	\$79,755.16
TEC	Panizo	Stacey	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.40	\$8,018.59	\$96,989.99
TEC	Pantaleone	Meaghan	E	\$56,024.00	0	12	\$0.00	\$0.00	\$1,263.20	\$7,728.19	\$65,015.39

TEC	Papoccia	Brett	Michael	\$56,212.00	0	12	\$0.00	\$0.00	\$1,264.50	\$7,728.84	\$65,205.34
TEC	Parton	Thomas	A	\$105,726.19	0	12	\$0.00	\$0.00	\$2,378.34	\$8,194.50	\$116,299.03
TEC	Patrick	Craig		\$98,213.38	0	12	\$0.00	\$0.00	\$2,209.32	\$8,123.94	\$108,546.64
TEC	Patrick	Jenna	M	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Payne	Mark	B	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Pendleton	Tara	D	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Peoples	Teresa	Ann	\$68,056.00	0	12	\$0.00	\$0.00	\$1,531.31	\$7,840.55	\$77,427.86
TEC	Perez	Christy	Renee	\$54,332.00	0	12	\$0.00	\$0.00	\$1,222.20	\$7,711.02	\$63,265.22
TEC	Perkins	Suzanne	Marie	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.61	\$7,735.13	\$65,878.74
TEC	Peters	Joshua	Dayle	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Petersen	Glen	R	\$58,009.00	0	12	\$0.00	\$0.00	\$1,304.82	\$7,745.76	\$67,059.58
TEC	Petersen	Jamith	L G	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Petersen	Vanessa	Marie	\$56,776.00	0	12	\$0.00	\$0.00	\$6,537.29	\$7,734.06	\$71,047.35
TEC	Peterson	Sarah	Jean	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Peyton	Caitlan	Elizabeth	\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.18	\$7,727.04	\$65,011.22
TEC	Pfleger	Carley	Ann	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Phelps	Dawn	M	\$74,824.00	0	12	\$0.00	\$0.00	\$1,683.18	\$7,903.80	\$84,410.98
TEC	Phillips	Cory	Allen	\$3,843.56	0	12	\$0.00	\$0.00	\$86.46	\$636.16	\$4,566.18
TEC	Phillips	David	J	\$50,196.00	0	12	\$0.00	\$0.00	\$1,129.14	\$7,672.14	\$58,997.28
TEC	Piepenbrink	Brady	S	\$46,624.00	0	12	\$0.00	\$0.00	\$1,048.86	\$7,638.66	\$55,311.52
TEC	Piercy	Nikki	A	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Pilon	Michelle	Marie	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.01	\$75,330.19
TEC	Pirtle	Grace		\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Plattner	Heather	Paullin	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Ploense	Rae	Ann	\$78,451.77	0	12	\$0.00	\$0.00	\$1,764.72	\$7,938.00	\$88,154.49
TEC	Pocic	Hailey	J	\$56,212.00	0	12	\$0.00	\$0.00	\$1,264.45	\$7,728.81	\$65,205.26
TEC	Polley	Melissa	Joan	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Pommier	Patrick	Scott	\$42,676.00	0	12	\$0.00	\$0.00	\$959.71	\$7,601.35	\$51,237.06
TEC	Pond	Craig	A	\$48,128.00	0	12	\$0.00	\$0.00	\$1,083.13	\$7,652.88	\$56,864.01
TEC	Porter	Jeffrey		\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Poskonka	Bryann	N	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Potts	Analiесе	Dee	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Poulos	Alyssa	Breanne	\$42,112.00	0	12	\$0.00	\$0.00	\$947.23	\$7,596.16	\$50,655.39
TEC	Powell	April	P	\$56,400.00	0	12	\$0.00	\$0.00	\$1,268.64	\$7,730.64	\$65,399.28
TEC	Pratt	Cynthia	R	\$52,828.00	0	12	\$0.00	\$0.00	\$1,188.36	\$7,696.98	\$61,713.34
TEC	Pratte	Diana	Lynn	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Prazma	Taylor		\$40,420.00	0	12	\$0.00	\$0.00	\$909.24	\$7,580.22	\$48,909.46
TEC	Prescott	Ericka	J	\$70,312.00	0	12	\$0.00	\$0.00	\$8,095.97	\$7,861.50	\$86,269.47
TEC	Preston	Lisa		\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.34	\$7,975.44	\$92,263.78
TEC	Price	Steven	B	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.64	\$96,989.96
TEC	Priller	Kimberly	Erin	\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.72	\$7,760.36	\$68,697.08
TEC	Primo	Abigail	Emma	\$39,292.00	0	12	\$0.00	\$0.00	\$883.86	\$7,569.60	\$47,745.46
TEC	Prosser	Sarah		\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Pufahl	Kathleen	S	\$26,620.80	0	12	\$0.00	\$0.00	\$598.80	\$7,450.36	\$34,669.96
TEC	Quakenbush	Maxine	J	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Quattro	Tracy	Jean	\$22,351.11	0	7	\$0.00	\$0.00	\$502.80	\$5,467.97	\$28,321.88
TEC	Quist	Margaret	Hope	\$45,120.00	0	12	\$0.00	\$0.00	\$1,014.98	\$7,594.31	\$53,729.29

TEC	Rackauskas	Jarrod	Anthony	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.48	\$7,774.74	\$70,249.22
TEC	Raglan	Melissa	N	\$34,468.63	0	12	\$0.00	\$0.00	\$538.29	\$7,725.09	\$42,732.01
TEC	Rapp	Susan		\$70,988.20	0	12	\$0.00	\$0.00	\$1,596.96	\$7,867.80	\$80,452.96
TEC	Rasch	Kathryn	Lee	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.11	\$7,695.17	\$61,519.28
TEC	Ratzsch	Jack		\$56,212.00	0	12	\$0.00	\$0.00	\$1,264.50	\$7,728.84	\$65,205.34
TEC	Ray	Angela		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Raycraft	Erica	Danielle	\$46,812.00	0	12	\$0.00	\$0.00	\$1,053.00	\$7,640.28	\$55,505.28
TEC	Read	Brittany	Lynn	\$5,978.40	0	12	\$0.00	\$0.00	\$134.48	\$656.24	\$6,769.12
TEC	Reardon	Kelly	J	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Recker	Randon	M	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Reckers	Tricia	M	\$54,652.92	0	12	\$0.00	\$0.00	\$1,229.36	\$7,714.08	\$63,596.36
TEC	Reeves	Rebecca	J	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Reichard	Karen	Ann	\$41,722.89	0	12	\$0.00	\$0.00	\$500.36	\$7,709.23	\$49,932.48
TEC	Rennels	Karen		\$89,621.73	0	12	\$0.00	\$0.00	\$2,016.00	\$8,043.12	\$99,680.85
TEC	Renollet	Mary	K	\$83,770.00	0	12	\$0.00	\$0.00	\$9,645.48	\$7,988.01	\$101,403.49
TEC	Rice	Keith		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$7,906.70	\$96,878.02
TEC	Rich	Erik	Michael	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Rich	Morgan	M	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Richards	Adam	J	\$49,444.00	0	12	\$0.00	\$0.00	\$1,112.22	\$7,665.12	\$58,221.34
TEC	Richardson	Marcy	Lynn	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Ried	Alyssa	K	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Rigali	Michael	Christopher	\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.18	\$7,727.04	\$65,011.22
TEC	Riley	Sara	M	\$56,776.00	0	12	\$0.00	\$0.00	\$1,277.10	\$7,734.06	\$65,787.16
TEC	Rippey	Angela	Rainia	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.38	\$8,006.40	\$95,662.78
TEC	Ritchason	Jennifer		\$81,216.00	0	12	\$0.00	\$0.00	\$1,826.96	\$7,963.97	\$91,006.93
TEC	Roberts	Adrienne	Grace	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Robinson	Stefen	J	\$49,444.00	0	12	\$0.00	\$0.00	\$1,112.22	\$7,665.18	\$58,221.46
TEC	Robison	Amanda	Rae	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Rockhold	Stacia	Dannette	\$53,204.00	0	12	\$0.00	\$0.00	\$1,196.82	\$7,700.40	\$62,101.22
TEC	Rohlwing	Kimberly	Sue Bohlmann	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.48	\$7,774.74	\$70,249.22
TEC	Roig	Jessica	L	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Roller	R Michael		\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.36	\$7,819.09	\$75,099.45
TEC	Romero	Lauren	A	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Roop	Jennifer	L	\$66,024.00	0	12	\$0.00	\$0.00	\$1,485.18	\$7,821.00	\$75,330.18
TEC	Roper	Keri	A	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Rose	Victoria	Elaine	\$47,376.00	0	12	\$0.00	\$0.00	\$1,065.75	\$7,645.74	\$56,087.49
TEC	Rosel	Joseph	R	\$45,120.00	0	12	\$0.00	\$0.00	\$1,015.02	\$7,624.45	\$53,759.47
TEC	Rosenberger	Sheryl	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Rosenlund	Kathleen		\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Ross	Kenneth	Allen	\$52,828.00	0	12	\$0.00	\$0.00	\$1,188.36	\$7,696.98	\$61,713.34
TEC	Ruestman	Karrie	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Rumps	James		\$74,824.00	0	12	\$0.00	\$0.00	\$1,683.18	\$7,903.80	\$84,410.98
TEC	Runyon	Jayne	E	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Ruyle	Hilary	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Ruyle	Jason	E	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Rybarczyk	Claire	Christine	\$52,452.00	0	12	\$0.00	\$0.00	\$1,179.96	\$7,693.38	\$61,325.34
TEC	Saal	Patricia	A	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78

TEC	Sadicoff	Dawn	Mc Guire	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Safranek	Haley	B	\$26,363.45	0	12	\$0.00	\$0.00	\$593.04	\$6,487.98	\$33,444.47
TEC	Safranek	Jason	Allen	\$60,348.00	0	12	\$0.00	\$0.00	\$1,357.50	\$7,767.72	\$69,473.22
TEC	Salm	Mackenzie	L	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Salrin	Jason	Darrell	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Salvati	Dawn		\$51,888.00	0	12	\$0.00	\$0.00	\$1,244.72	\$7,688.13	\$60,820.85
TEC	Sams	Christina	Lee	\$63,168.00	0	12	\$0.00	\$0.00	\$1,420.92	\$7,794.18	\$72,383.10
TEC	Samuel	Latrice		\$55,272.00	0	12	\$0.00	\$0.00	\$1,243.40	\$7,719.92	\$64,235.32
TEC	Sanders	Erin	E	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.98	\$7,833.06	\$76,651.04
TEC	Sanders	Neil	W	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.14	\$7,819.02	\$75,099.16
TEC	Sargent	Zachary	Philip	\$50,196.00	0	12	\$0.00	\$0.00	\$1,129.14	\$7,672.14	\$58,997.28
TEC	Sarver	Michael	Scott	\$53,016.00	0	12	\$0.00	\$0.00	\$1,192.57	\$7,018.86	\$61,227.43
TEC	Saunches	Michael	T	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.48	\$7,628.04	\$54,147.52
TEC	Sauve	Haley	Rose	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Schaber	Michelle	Lynn	\$64,373.40	0	12	\$0.00	\$0.00	\$1,448.05	\$7,805.48	\$73,626.93
TEC	Schafer	Kendra		\$29,010.49	0	1	\$0.00	\$0.00	\$652.54	\$6,272.86	\$35,935.89
TEC	Scheffers	Kelly	Nicole	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Schenk	Gillian	S	\$70,312.00	0	12	\$0.00	\$0.00	\$1,582.22	\$7,861.57	\$79,755.79
TEC	Schermann	April	M	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.41	\$7,896.92	\$83,635.33
TEC	Schertz	Suzanne	Marie	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Schippert	David		\$100,109.87	0	12	\$0.00	\$0.00	\$2,251.98	\$8,141.76	\$110,503.61
TEC	Schlais	Kathleen	T	\$43,992.00	0	12	\$0.00	\$0.00	\$989.64	\$7,613.82	\$52,595.46
TEC	Schlipf	Bethany	L	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Schlipf	Jamie	M	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.53	\$7,861.38	\$79,754.91
TEC	Schlouch	Kelly		\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Schnabel	Mirjam	Magdalena	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Schonauer	Derrick	J	\$44,932.00	0	12	\$0.00	\$0.00	\$1,010.76	\$7,622.70	\$53,565.46
TEC	Schroen	Staci	Nicole	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.22	\$7,695.18	\$61,519.40
TEC	Schultz	Abigail		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Schultz	Bryan	Christopher	\$46,624.00	0	12	\$0.00	\$0.00	\$1,048.86	\$7,638.66	\$55,311.52
TEC	Schultz	Christina		\$39,876.89	0	12	\$0.00	\$0.00	\$897.06	\$7,575.16	\$48,349.11
TEC	Schubbach	Mary	Ellen	\$81,216.00	0	12	\$0.00	\$0.00	\$1,826.64	\$7,963.92	\$91,006.56
TEC	Schwartz	Andrew	Isaac	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Schweickert	Dawn	Marie	\$29,499.29	0	6	\$0.00	\$0.00	\$663.60	\$5,077.50	\$35,240.39
TEC	Schweinberg	Carlyn	Ann	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.62	\$7,776.54	\$70,443.16
TEC	Schweinberg	Matthew	S	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.99	\$7,833.19	\$76,651.18
TEC	Schwerman	Shawn	L	\$90,120.47	0	12	\$0.00	\$0.00	\$2,027.31	\$8,047.80	\$100,195.58
TEC	Scornavacco	Robert	A	\$45,496.00	0	12	\$0.00	\$0.00	\$1,023.52	\$7,627.97	\$54,147.49
TEC	Scott	Amy	J	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.27	\$8,018.46	\$96,989.73
TEC	Scott	Bridget		\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.15	\$7,857.89	\$79,367.04
TEC	Scott	Lori	Anne	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.68	\$8,018.65	\$96,990.33
TEC	Scott	Rebecca	J	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.33	\$8,018.28	\$96,989.61
TEC	Scott	Robert	W	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Sebeny	Janel	Nichole	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.82	\$7,824.24	\$75,681.06
TEC	Sefton	Nathaniel	J	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Seibert	Max	William	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Sennett	Timothy	E	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80

TEC	Sewell	Christine	Denise	\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.20	\$7,857.90	\$79,367.10
TEC	Shackley	Julie	Ann	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Shackley	Kevin	Patrick	\$41,548.00	0	12	\$0.00	\$0.00	\$934.62	\$7,542.28	\$50,024.90
TEC	Shackley	Thomas		\$93,488.39	0	12	\$0.00	\$0.00	\$2,102.94	\$8,079.48	\$103,670.81
TEC	Shanks	Katherine	Alice	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.98	\$7,833.06	\$76,651.04
TEC	Shannon	Eryn	Danielle	\$49,632.00	0	12	\$0.00	\$0.00	\$1,116.80	\$7,666.92	\$58,415.72
TEC	Sharer-Barbee	Molly	Bosche	\$58,092.00	0	12	\$0.00	\$0.00	\$1,306.75	\$7,746.47	\$67,145.22
TEC	Shaw	Karen	L	\$54,332.00	0	12	\$0.00	\$0.00	\$1,222.13	\$7,711.02	\$63,265.15
TEC	Shay	Natalie	Marie	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Shelby	Karen	Lynn	\$53,204.00	0	12	\$0.00	\$0.00	\$1,196.82	\$7,700.40	\$62,101.22
TEC	Shempf	Charles	Howard	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Sheppelman	Dawn	Demlow	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Sherrick	Brandy	J	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Sherrill	Lindsey	J	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.72	\$7,804.95	\$73,547.67
TEC	Sherrill	Matthew	David Micah	\$51,512.00	0	12	\$0.00	\$0.00	\$1,159.02	\$7,684.67	\$60,355.69
TEC	Shields	Heather	Michelle	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Short	Ryan	E	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Shoukry	Kaitlin		\$40,984.00	0	12	\$0.00	\$0.00	\$925.30	\$7,586.98	\$49,496.28
TEC	Showalter	Karen	R	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Siebenthal	Melissa	A	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.37	\$7,914.42	\$85,568.79
TEC	Siebert	Kristy	K	\$82,532.00	0	12	\$0.00	\$0.00	\$1,856.52	\$7,976.34	\$92,364.86
TEC	Sikes	Jennifer	Ann	\$43,015.53	0	12	\$0.00	\$0.00	\$486.64	\$7,703.49	\$51,205.66
TEC	Simmons	Sondra	Jean	\$67,304.00	0	12	\$0.00	\$0.00	\$1,513.98	\$7,833.06	\$76,651.04
TEC	Sims-King	Siobhan	Duvelle	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.32	\$7,758.90	\$68,503.22
TEC	Sivyer	Darcie	Lynne	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Smith	Julia	A	\$67,866.96	0	12	\$0.00	\$0.00	\$1,526.66	\$7,766.55	\$77,160.17
TEC	Smith	Kerra	Lynn	\$50,760.00	0	12	\$0.00	\$0.00	\$1,141.92	\$7,677.54	\$59,579.46
TEC	Smith	Stacy	R	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Smith	Teresa	Maureen	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Snyder	Jennifer	L	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Soard	Brandee	Leigh	\$46,624.00	0	12	\$0.00	\$0.00	\$1,049.05	\$7,638.70	\$55,311.75
TEC	Sokulski	Jennifer	L	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.51	\$8,006.40	\$95,662.91
TEC	Soliday	Mackenzie	Grace	\$53,016.00	0	12	\$0.00	\$0.00	\$1,192.57	\$7,698.78	\$61,907.35
TEC	Sondgeroth	Debra	Joan	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,963.92	\$91,006.92
TEC	Southerd	Michele	D	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.66	\$7,861.50	\$79,755.16
TEC	Sparks	Julie	A	\$65,943.26	0	12	\$0.00	\$0.00	\$1,483.38	\$7,820.28	\$75,246.92
TEC	Spath	Natalie		\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.18	\$7,727.04	\$65,011.22
TEC	Spears	Rebecca	Nicole	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Spencer	Lori		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Sprau-Hayden	Tena	M	\$65,497.40	0	12	\$0.00	\$0.00	\$1,473.32	\$7,816.09	\$74,786.81
TEC	Springwood	Cheryl	L	\$49,256.00	0	12	\$0.00	\$0.00	\$1,108.08	\$7,663.32	\$58,027.40
TEC	Stack	Erin	Jane	\$41,080.09	0	12	\$0.00	\$0.00	\$924.09	\$7,586.46	\$49,590.64
TEC	Stahmer	Jeremy		\$59,596.00	0	12	\$0.00	\$0.00	\$1,340.64	\$7,760.70	\$68,697.34
TEC	Stalter	Angela	S	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.44	\$7,988.04	\$93,642.48
TEC	Stanczak	Connie	J	\$68,059.46	0	12	\$0.00	\$0.00	\$1,531.02	\$7,840.26	\$77,430.74
TEC	Stanton	Autumn	J	\$53,392.00	0	12	\$0.00	\$0.00	\$1,201.28	\$7,702.35	\$62,295.63
TEC	Stark	Kacy	Lynn	\$64,672.00	0	12	\$0.00	\$0.00	\$1,454.73	\$7,808.40	\$73,935.13

TEC	Starkey	Dana	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.27	\$8,018.46	\$96,989.73
TEC	Starkey	Jennifer	Susan	\$59,408.00	0	12	\$0.00	\$0.00	\$1,336.63	\$7,758.96	\$68,503.59
TEC	Starkey	Megan	Ruth	\$52,452.00	0	12	\$0.00	\$0.00	\$1,179.07	\$7,692.90	\$61,323.97
TEC	Starr	David	E	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.48	\$7,774.92	\$70,249.40
TEC	Staver	Carla	Sue	\$47,752.00	0	12	\$0.00	\$0.00	\$1,074.11	\$7,649.17	\$56,475.28
TEC	Stawick	Carol	A	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.50	\$8,018.46	\$96,989.96
TEC	Steadman	Kelcey	A	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Stear	Hannah	R	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Steers	Priscilla	Dawn	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Steinbach	Susan	L	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.65	\$7,914.54	\$85,569.19
TEC	Stelmaszek	Anabel		\$22,292.62	0	6	\$0.00	\$0.00	\$501.48	\$4,709.70	\$27,503.80
TEC	Stephens	Debra	K	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.04	\$7,695.36	\$61,519.40
TEC	Stephens	Elizabeth	Ann	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Stephenson	Daniel	P	\$50,760.00	0	12	\$0.00	\$0.00	\$1,141.92	\$7,677.54	\$59,579.46
TEC	Stephenson	Laura	Beth	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Sternquist	Zoey	I	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Sterrett	Matthew	N	\$60,360.93	0	12	\$0.00	\$0.00	\$1,357.74	\$7,767.90	\$69,486.57
TEC	Sterritt	Kelsey	Christine	\$42,112.00	0	12	\$0.00	\$0.00	\$947.37	\$7,596.07	\$50,655.44
TEC	Steve	Justin	A	\$57,716.00	0	12	\$0.00	\$0.00	\$1,296.09	\$7,741.96	\$66,754.05
TEC	Stevens	Carrie	Ann	\$85,728.00	0	12	\$0.00	\$0.00	\$1,928.52	\$8,006.40	\$95,662.92
TEC	Stevens	Lori	Joann	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Stevenson	Calley	Fjaere	\$43,992.00	0	12	\$0.00	\$0.00	\$989.64	\$7,613.82	\$52,595.46
TEC	Stiers	Brianna	M	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Stille	Kimberly	Ann	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Stillwell	Tonya	M	\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.20	\$7,857.90	\$79,367.10
TEC	Stolbom	Jennifer	Ann	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Stolfa	Molly	M	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Stone	Lacey	Nicole	\$46,060.00	0	12	\$0.00	\$0.00	\$1,036.14	\$7,633.29	\$54,729.43
TEC	Stricklin	Julie	Cristine	\$63,168.00	0	12	\$0.00	\$0.00	\$1,420.92	\$7,794.18	\$72,383.10
TEC	Stroh	Rebecca	Ann	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.36	\$7,975.44	\$92,263.80
TEC	Strupek	Ashley	Ann	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Stuczynski	Victoria	Lynn	\$54,332.00	0	12	\$0.00	\$0.00	\$1,222.20	\$7,711.02	\$63,265.22
TEC	Stutz	Jessica	Lynn	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.92	\$7,824.24	\$75,681.16
TEC	Suddarth	Jackson	Leeanda	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Sudkamp	Alisha	R	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.37	\$7,695.33	\$61,519.70
TEC	Suess	Kevin		\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.22	\$7,896.71	\$83,634.93
TEC	Summers	Ashley	Shae	\$52,640.00	0	12	\$0.00	\$0.00	\$1,184.22	\$7,695.18	\$61,519.40
TEC	Sunkel	Carolyn	Anne	\$68,425.73	0	12	\$0.00	\$0.00	\$1,539.22	\$7,843.68	\$77,808.63
TEC	Surian	Jason	M	\$58,280.00	0	12	\$0.00	\$0.00	\$1,310.94	\$7,748.28	\$67,339.22
TEC	Sutherland	Nicholas	C	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.72	\$7,776.53	\$70,443.25
TEC	Sutton	Karin	Judson	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.38	\$7,680.96	\$59,967.34
TEC	Swallow	Craig	Daniel	\$88,208.67	0	12	\$0.00	\$0.00	\$1,984.32	\$8,029.80	\$98,222.79
TEC	Swanson	Alyssa	M	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Swanson	Joel	E	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Swartzentruber	Gretchen	L	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.90	\$7,840.26	\$77,427.16
TEC	Szarek	Jessica	L	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Szwajka	Kristyn	Marie	\$40,984.00	0	12	\$0.00	\$0.00	\$921.79	\$7,527.23	\$49,433.02

TEC	Tague	Amy	L	\$46,060.00	0	12	\$0.00	\$0.00	\$1,036.07	\$7,633.23	\$54,729.30
TEC	Tamburini	Jodi	S	\$49,256.00	0	12	\$0.00	\$0.00	\$1,108.08	\$7,663.32	\$58,027.40
TEC	Tanner-Dixon	Danny	Ray	\$47,752.00	0	12	\$0.00	\$0.00	\$1,074.24	\$7,649.28	\$56,475.52
TEC	Tanner-Dixon	Hillary	Beth	\$60,536.00	0	12	\$0.00	\$0.00	\$1,361.72	\$7,769.47	\$69,667.19
TEC	Tarmann	Marty	K	\$93,432.78	0	12	\$0.00	\$0.00	\$2,101.68	\$8,078.94	\$103,613.40
TEC	Tarnowski	Jena	Marie Jeanette	\$51,599.73	0	12	\$0.00	\$0.00	\$1,345.97	\$7,685.45	\$60,631.15
TEC	Taylor	Robyn	Irene Elaine	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Taylor	Tiffany	A	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.26	\$7,896.78	\$83,635.04
TEC	Taylor	Treavor	Glenn	\$39,856.00	0	12	\$0.00	\$0.00	\$896.58	\$7,574.94	\$48,327.52
TEC	Temples	Shea		\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.62	\$7,806.60	\$73,741.22
TEC	Temples	Wesley	G	\$69,936.00	0	12	\$0.00	\$0.00	\$1,573.16	\$6,657.89	\$78,167.05
TEC	Thoennes	Gerald	Duane	\$56,864.00	0	12	\$0.00	\$0.00	\$1,279.08	\$7,734.96	\$65,878.04
TEC	Thoennes	Kary	B	\$72,944.00	0	12	\$0.00	\$0.00	\$1,640.83	\$7,886.16	\$82,470.99
TEC	Thomas	Bryan	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Thomas	Laura	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.14	\$7,889.63	\$96,860.77
TEC	Thomas	Maureen	T	\$78,440.00	0	12	\$0.00	\$0.00	\$1,764.54	\$7,937.82	\$88,142.36
TEC	Thompson	Kara	L	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.70	\$7,893.84	\$83,632.54
TEC	Thornwell	Julie	Marie	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.55	\$7,681.13	\$59,967.68
TEC	Thorson Beaty	Elizabeth	M	\$36,772.80	0	12	\$0.00	\$0.00	\$827.25	\$5,625.98	\$43,226.03
TEC	Thurwanger	Heather	Joy	\$63,168.00	0	12	\$0.00	\$0.00	\$1,420.92	\$7,794.18	\$72,383.10
TEC	Tilford	Mary	K	\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Tinsley	Candace	N	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Tipps	Rachel		\$38,728.00	0	12	\$0.00	\$0.00	\$871.20	\$7,564.32	\$47,163.52
TEC	Tomlin	Lisa	A	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.36	\$8,018.46	\$96,989.82
TEC	Topping	Elizabeth	E	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Tracey	Sara	Elizabeth	\$66,176.00	0	12	\$0.00	\$0.00	\$1,488.60	\$7,822.44	\$75,487.04
TEC	Trask	Angela		\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Traynor	Grace	M	\$50,760.00	0	12	\$0.00	\$0.00	\$1,141.92	\$7,677.54	\$59,579.46
TEC	Triezenberg	Thomas	N	\$48,128.00	0	12	\$0.00	\$0.00	\$1,082.62	\$7,652.69	\$56,863.31
TEC	Trimpe	Julie	Renee	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Tripp	Kristen	Ann	\$61,288.00	0	12	\$0.00	\$0.00	\$1,378.79	\$7,776.57	\$70,443.36
TEC	Tucker	Mary	Jane	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.64	\$96,989.96
TEC	Turnbow	Jennifer	Lynn	\$63,168.00	0	12	\$0.00	\$0.00	\$1,420.92	\$7,794.18	\$72,383.10
TEC	Turner	Andrea	Rene	\$49,444.00	0	12	\$0.00	\$0.00	\$1,112.22	\$7,665.12	\$58,221.34
TEC	Turner	Laura	A	\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.21	\$7,726.97	\$65,011.18
TEC	Turner	Lisa	K	\$82,513.08	0	12	\$0.00	\$0.00	\$1,856.16	\$7,976.16	\$92,345.40
TEC	Twaddle	Theresa	M	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.25	\$7,804.82	\$73,547.07
TEC	Twork	Kayleigh	Ann	\$51,136.00	0	12	\$0.00	\$0.00	\$5,888.01	\$7,680.96	\$64,704.97
TEC	Uhlman	Teresa	L	\$75,028.71	0	12	\$0.00	\$0.00	\$1,687.68	\$7,905.78	\$84,622.17
TEC	Underwood	Dustin	R	\$57,904.00	0	12	\$0.00	\$0.00	\$1,302.58	\$7,744.68	\$66,951.26
TEC	Unsbee	Catherine	B	\$64,484.00	0	12	\$0.00	\$0.00	\$1,450.74	\$7,806.69	\$73,741.43
TEC	Valverde	Douglas	W	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Van Winkle	George	Ryan	\$51,136.00	0	12	\$0.00	\$0.00	\$1,150.38	\$7,597.91	\$59,884.29
TEC	Vandegraft	April Nichole		\$64,672.00	0	12	\$0.00	\$0.00	\$7,446.59	\$7,808.39	\$79,926.98
TEC	Varner	Julie	A	\$43,240.00	0	12	\$0.00	\$0.00	\$972.72	\$7,606.80	\$51,819.52
TEC	Verdery	Traci	Kay	\$47,752.00	0	12	\$0.00	\$0.00	\$1,074.24	\$7,649.10	\$56,475.34
TEC	Vernon	Kevin	Yale	\$81,216.00	0	12	\$0.00	\$0.00	\$1,826.69	\$7,963.90	\$91,006.59

TEC	Veselak	Amy	Elizabeth	\$48,880.00	0	12	\$0.00	\$0.00	\$1,099.62	\$7,659.90	\$57,639.52
TEC	Vincent	Susan	Anne	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.86	\$7,840.16	\$77,427.02
TEC	Vissering	Diana	L	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.26	\$7,896.78	\$83,635.04
TEC	Vollhaber	Kathryn	A	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.82	\$7,774.89	\$70,249.71
TEC	Voyles	Jerioth	Rebekah	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Wagner	Cynthia	Ann	\$84,732.86	0	12	\$0.00	\$0.00	\$1,906.02	\$7,997.04	\$94,635.92
TEC	Walker	Jeanna	L	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Walker	Karen	L	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.39	\$7,988.01	\$93,642.40
TEC	Walker	Mary	M	\$87,014.00	0	12	\$0.00	\$0.00	\$10,019.03	\$8,018.46	\$105,051.49
TEC	Walker	Valentine	S	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.50	\$8,018.46	\$96,989.96
TEC	Wall	Brooke	Elise	\$38,945.25	0	12	\$0.00	\$0.00	\$876.06	\$7,566.39	\$47,387.70
TEC	Wall	Shelby		\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Warner	Trisha	L	\$76,516.00	0	12	\$0.00	\$0.00	\$8,810.37	\$7,919.81	\$93,246.18
TEC	Watson	Anna	Kathleen	\$41,042.49	0	12	\$0.00	\$0.00	\$923.39	\$7,586.10	\$49,551.98
TEC	Watts	Erica	R	\$19,217.78	0	6	\$0.00	\$0.00	\$432.30	\$4,980.80	\$24,630.88
TEC	Watts	Hunter	S	\$37,600.00	0	12	\$0.00	\$0.00	\$845.82	\$7,553.70	\$45,999.52
TEC	Webb	Lyndra	S	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Weber	David	Jonathan	\$65,800.00	0	12	\$0.00	\$0.00	\$1,480.43	\$7,819.09	\$75,099.52
TEC	Wehmeyer Wood	Candice	Joe	\$74,072.00	0	12	\$0.00	\$0.00	\$1,666.65	\$7,896.97	\$83,635.62
TEC	Welch	Meagan	Leigh	\$66,364.00	0	12	\$0.00	\$0.00	\$1,492.56	\$7,824.24	\$75,680.80
TEC	West	Sarah	M	\$56,024.00	0	12	\$0.00	\$0.00	\$1,260.18	\$7,727.04	\$65,011.22
TEC	Westhues	Stephanie	S	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.36	\$7,742.98	\$66,757.34
TEC	Wheelwright	Jaime	S	\$61,100.00	0	12	\$0.00	\$0.00	\$1,374.26	\$7,774.68	\$70,248.94
TEC	White	Rosa		\$48,828.90	0	12	\$0.00	\$0.00	\$1,098.36	\$7,659.36	\$57,586.62
TEC	Whitman	Donald	Oliver	\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.24	\$7,988.04	\$93,642.28
TEC	Widmer	Jane	E	\$94,736.90	0	12	\$0.00	\$0.00	\$2,131.02	\$8,091.18	\$104,959.10
TEC	Wiechman	Jacob	R	\$43,240.00	0	12	\$0.00	\$0.00	\$972.92	\$7,606.87	\$51,819.79
TEC	Wiedman	Nicole	Amber	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,804.80	\$73,547.10
TEC	Wiist	Deanna	M	\$82,434.00	0	12	\$0.00	\$0.00	\$1,854.31	\$7,975.39	\$92,263.70
TEC	Wilbourn	Armie	Brown	\$70,312.00	0	12	\$0.00	\$0.00	\$1,581.66	\$7,861.50	\$79,755.16
TEC	Williams	Cameo	Lanette	\$64,296.00	0	12	\$0.00	\$0.00	\$1,446.30	\$7,804.80	\$73,547.10
TEC	Williams	Kristi	Anne	\$42,112.00	0	12	\$0.00	\$0.00	\$947.34	\$7,596.18	\$50,655.52
TEC	Williams	Sara	E	\$61,826.00	0	12	\$0.00	\$0.00	\$1,390.72	\$7,781.66	\$70,998.38
TEC	Wilson	Devin	Wayne	\$54,520.00	0	12	\$0.00	\$0.00	\$1,226.48	\$7,712.84	\$63,459.32
TEC	Wilson	Kimberly	Marie	\$59,784.00	0	12	\$0.00	\$0.00	\$1,344.78	\$7,762.32	\$68,891.10
TEC	Wilson	Morgan	Elizabeth	\$41,656.62	0	12	\$0.00	\$0.00	\$937.08	\$7,591.86	\$50,185.56
TEC	Wilson	Teri	K	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.65	\$8,018.60	\$96,990.25
TEC	Wilson-Pridgen	Isoke	Abeo	\$54,144.00	0	12	\$0.00	\$0.00	\$1,217.88	\$7,709.40	\$63,071.28
TEC	Winn	Carly	A	\$61,826.00	0	12	\$0.00	\$0.00	\$1,390.74	\$7,781.58	\$70,998.32
TEC	Winstead	Casey	A	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Wirtz	Becca	Lynn	\$52,076.00	0	12	\$0.00	\$0.00	\$1,171.50	\$7,689.84	\$60,937.34
TEC	Wittrig	Haley	Kylene	\$51,248.80	0	12	\$0.00	\$0.00	\$1,160.18	\$7,685.19	\$60,094.17
TEC	Witzig	David	G	\$87,014.00	0	12	\$0.00	\$0.00	\$1,957.32	\$8,018.46	\$96,989.78
TEC	Witzig	Pamela	A	\$49,256.00	0	12	\$0.00	\$0.00	\$1,108.08	\$7,663.32	\$58,027.40
TEC	Wojtanowski	Nancy		\$69,776.06	0	12	\$0.00	\$0.00	\$1,569.60	\$7,856.46	\$79,202.12
TEC	Wolfe	Kathryn	Ellen	\$46,812.00	0	12	\$0.00	\$0.00	\$1,053.00	\$7,640.28	\$55,505.28
TEC	Wollenweber	Sarah	Kathleen	\$62,792.00	0	12	\$0.00	\$0.00	\$1,406.17	\$7,788.15	\$71,986.32

TEC	Wood	Ethan		\$47,376.00	0	12	\$0.00	\$0.00	\$1,065.78	\$7,645.68	\$56,087.46
TEC	Woodall	Jessica	M	\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Woodward	Kjersten	Ann	\$75,946.00	0	12	\$0.00	\$0.00	\$1,708.38	\$7,914.42	\$85,568.80
TEC	Wright	Jason	Linn	\$66,176.00	0	12	\$0.00	\$0.00	\$1,488.60	\$7,822.44	\$75,487.04
TEC	Wultzen	Maggie	Leigh	\$42,676.00	0	12	\$0.00	\$0.00	\$960.00	\$7,601.48	\$51,237.48
TEC	Wurster	Samuel	Duane	\$40,984.00	0	12	\$0.00	\$0.00	\$921.90	\$7,585.58	\$49,491.48
TEC	Wynn	Jason	Joseph	\$40,984.00	0	12	\$0.00	\$0.00	\$921.96	\$7,585.56	\$49,491.52
TEC	Yaklich	Megan	Kathryn	\$81,216.00	0	12	\$0.00	\$0.00	\$9,351.58	\$7,963.92	\$98,531.50
TEC	Yard	Karen	Jean	\$57,716.00	0	12	\$0.00	\$0.00	\$1,298.34	\$7,742.88	\$66,757.22
TEC	Yehl	Staci	Ann	\$44,368.00	0	12	\$0.00	\$0.00	\$998.03	\$7,617.32	\$52,983.35
TEC	Yokley	Amy		\$83,770.00	0	12	\$0.00	\$0.00	\$1,884.88	\$7,988.33	\$93,643.21
TEC	York	Alison	Lee	\$76,516.00	0	12	\$0.00	\$0.00	\$1,721.16	\$7,919.82	\$86,156.98
TEC	Yost	Laura	D	\$81,216.00	0	12	\$0.00	\$0.00	\$1,827.00	\$7,964.10	\$91,007.10
TEC	Young	Erin	Nicole	\$62,792.00	0	12	\$0.00	\$0.00	\$1,412.46	\$7,790.76	\$71,995.22
TEC	Young	Wendy	Marie	\$68,056.00	0	12	\$0.00	\$0.00	\$1,530.90	\$7,840.26	\$77,427.16
TEC	Yount	Lindsey		\$56,212.00	0	12	\$0.00	\$0.00	\$2,484.78	\$7,728.84	\$66,425.62
TEC	Zeman	Jacqueline		\$44,368.00	0	12	\$0.00	\$0.00	\$998.10	\$7,617.42	\$52,983.52
TEC	Ziebart	Patricia		\$99,900.94	0	12	\$0.00	\$0.00	\$2,247.30	\$8,139.78	\$110,288.02
TEC	Zimmerman	Betsy	Jo	\$39,745.29	0	12	\$0.00	\$0.00	\$894.31	\$7,573.97	\$48,213.57
TEC	Zimmerman	Jamie	R	\$43,582.58	0	12	\$0.00	\$0.00	\$980.36	\$7,610.00	\$52,172.94
TEC	Zink	Laura	Susanne	\$55,460.00	0	12	\$0.00	\$0.00	\$1,247.58	\$7,721.64	\$64,429.22

RESOLUTION OF THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 5, MCLEAN AND WOODFORD COUNTIES, ILLINOIS, RATIFYING THE EMERGENCY EXPENDITURE OF PUBLIC FUNDS PURSUANT TO 105 ILCS 5/10-20.21(A)(XIV) FOR THE PURCHASE OF EQUIPMENT, MATERIALS, AND SUPPLIES DUE TO THE COVID-19 PANDEMIC

WHEREAS, Community Unit School District No. 5, McLean and Woodford Counties, Illinois (the “District”) is an Illinois public school district, organized and operating under the Illinois School Code; and

WHEREAS, since early March 2020, Illinois has faced a pandemic caused by the Coronavirus Disease 2019 (COVID-19), a novel severe acute respiratory illness that spreads rapidly through respiratory transmissions and has caused extraordinary sickness and loss of life, infecting over 140,000 and growing, and taking the lives of thousands of residents; and

WHEREAS, the Board has adopted Policy 4.180, *Pandemic Preparedness; Management; and Recovery*, which recognizes the District plays an essential role along with the local health department and emergency management agencies in protecting the public’s health and safety during a pandemic; and

WHEREAS, the Board has adopted Administrative Procedure 7.280-AP2, *COVID-19 Prevention* in order to outline the District’s health and safety prevention efforts for the reopening of schools during the COVID-19 global pandemic consistent with the Restore Illinois plan, Part Three of the Transition Advisory Workgroup’s recommendations for transitioning to in-person instruction entitled “Starting the 2020-21 School Year June 23, 2020 Part 3 – Transition Joint Guidance” as updated (“Part 3 – Transition Joint Guidance”), the Centers for Disease Control and Prevention’s (“CDC”) “Schools and Childcare Programs” guidance, as updated, and Presidential Policy Directive 8; and

WHEREAS, on July 22, 2020, the Board adopted the “Return to School A Guide to the 2020-2021 School Year” plan which outlined the District’s plan to return to in-person learning for the start of the 2020-2021 school year and provided families the option of in-person learning or online instruction; and

WHEREAS, as the District worked through plans and reviewed data from student learning choices, several significant issues emerged including, the inability to maintain social distancing in our buildings and the ability to adequately staff in person and online instruction. Based on these discussions and monitoring of local and national trends in COVID cases, the District decided on August 6, 2020, to begin the 2020-2021 school year with remote learning through the end of the first quarter on October 16, 2020; and

WHEREAS, although beginning the school year with remote learning, the District’s Remote Learning Plan provides for certain essential personnel to report to their buildings, allows teachers to work from their classrooms, provides for some cases of in-person learning pursuant to Individualized Remote Learning Plans, and allows limited access to buildings for students and families; and

WHEREAS, as one of many health and safety prevention measures, the District has purchased hand sanitizer, pumps, and dispensers; and

WHEREAS, the District was in urgent need of hand sanitizer, pumps, and dispensers in order to help prevent the spread of COVID-19 in the workplace, during in-person learning, and during remote learning; and

WHEREAS, Section 10-20.21 of the School Code (105 ILCS 5/10-20.21(a)) requires, except in specified circumstances, a school board to award all contracts for purchase of supplies and materials or work involving an expenditure in excess of \$25,000 or a lower amount as required by board policy to the lowest responsible bidder, considering conformity with specifications, terms of delivery, quality and serviceability, after due advertisement; and

WHEREAS, Section 10-20.21(a)(xiv) is an exception to the general bidding requirement and allows school boards to expend funds in an emergency for the purchase of supplies and materials or work without bidding provided such emergency expenditure is approved by 3/4 of the members of the board;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 5, MCLEAN AND WOODFORD COUNTIES, ILLINOIS, AS FOLLOWS:

Section 1. Due to the COVID-19 pandemic, the urgent need for hand sanitizer, pumps, and dispensers to help prevent the spread of COVID-19 in the workplace, during in-person learning, and during remote learning, and the high demand and limited supply of such materials and supplies, the Board hereby declares an emergency and ratifies the emergency expenditure of funds for the purchase of hand sanitizer, pumps, and dispensers for District buildings without bidding pursuant to 105 ILCS 5/10-20.21(a)(xiv).

Section 2. This Resolution shall be in full force and in effect upon its passage.

PASSED BY THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 5, MCLEAN AND WOODFORD COUNTIES, ILLINOIS, BY A THREE-FOURTHS OF THE MEMBERS OF THE BOARD IN REGULAR AND PUBLIC SESSION THIS 16th DAY OF SEPTEMBER, 2020.

**AYES:
NAYS:
ABSENT:**

President, Board of Education

ATTEST:

Secretary, Board of Education

CERTIFICATE OF APPROVAL FOR THE EXPENDITURE OF FIRE PREVENTION AND SAFETY FUNDS

(Section 17-2.11 of the School Code)

NORMAL COMMUNITY HIGH SCHOOL	McLean
School Building	County
McLean County USD 5, 0050	
District Name and Number	
Amendment Number 33	

Total Previously Approved	
Approved to raise with this Amendment	\$29,940.00
Total Approved to Date	\$29,940.00
Existing District Funds Approved	\$0.00

I, , State Superintendent of Education, acknowledge receipt of the estimate of cost certified by the architect/engineer required:

1.	<input type="checkbox"/>	to bring this school building into compliance with the safety standards set forth in 23 Ill. Adm. Code Part 175, 23 Ill. Adm. Code Part 180, and or 23 Ill. Adm. Code Part 185 as promulgated by the State Board of Education.
2.	<input type="checkbox"/>	to bring the school building into compliance with the Asbestos Abatement Act 105 ILCS 105/1 et.seq, and the federal Asbestos Hazard Emergency Response Act of 1986 as amended (AHERA).
3.	<input type="checkbox"/>	to provide funds for energy conservation; disabled accessibility; school security; repair of school sidewalks, playgrounds, parking lots, or school bus turnarounds; and other repair purposes pursuant to Section 17-2.11 of the School Code with funds not necessary for the completion of items under No. 1 or No. 2 above.

I Further certify that the estimate of total approval to date, in the amount of \$29,940.00 has been examined and determined to be reasonable and is hereby approved.

Date	Signature of State Superintendent of Education

EXPLANATORY NOTES:

1.	<input checked="" type="checkbox"/>	No items in this amendment were disapproved nor were any of the estimated costs adjusted.
2.	<input type="checkbox"/>	One or more items in this amendment were disapproved and the estimated costs adjusted accordingly. The amount shown above as the total amount approved for this amendment reflects an aggregate cost adjustment of + / - \$0.00. Comments regarding this amendment and a list of the items disapproved and cost adjustments applied are attached to this certificate.

COMMENTS:

ADJUSTED ITEMS:

ITEM ID	DESCRIPTION	ESTIMATED AMOUNT	ADJUSTED AMOUNT	DIFFERENCE	REASON
---------	-------------	------------------	-----------------	------------	--------

(35-22) (7/07) Prescribed for ISBE for ISBE Use

REQUEST FOR AUTHORIZATION To use Fire Prevention and Safety Funds

Amendment Number

PART I. CERTIFICATION OF ESTIMATED COSTS

This is to certify that:

The NORMAL COMMUNITY HIGH SCHOOL school, located at 3900 E Raab Rd Normal, Illinois, and under the management and control of the Board of Education of School District # 0050, McLean County, was surveyed by me on 8/31/2020.

All of the urgent or necessary work as indicated on the attached Form 35-48 is necessary to abate the violations of applicable code requirements and should result in effecting compliance with said requirements within prescribed timelines. No violations of applicable code requirements other than those cited in previously approved safety survey reports or amendments and those noted in this survey or amendment were noted.

All other work recommended in the attached Form 35-48, though not required to abate violations of applicable requirements of the Health/Life Safety Code for Public Schools, is recommended for energy conservation; disabled accessibility; school security; repair of school sidewalks, playgrounds, parking lots, or school bus turnarounds; and other repair purposes provided in Section 17 2.11 of the School Code.

The certified estimated cost figures were prepared by me and to the best of my knowledge are true and accurate estimates of the costs to execute the work as specified. The total estimated costs to finance the work involved is \$ 29,940.00.

<i>Name of Architect/Engineer</i> Randall Middleton	<i>Name of Firm</i> MIDDLETON ASSOCIATES INC.
<i>Phone Number</i> (309) 452-1271	<i>Fax Number</i> (309) 454-8049.
<i>License Number</i> 001-007938	<i>Expiration Date</i> 11/30/2020
<i>Email Address</i> rand@middletonassociates.net	
<i>[Seal and Signature]</i>	

PART II. CERTIFICATION OF NEED (Provided by district through IWAS)

The local Board of Education hereby certifies and assures the State Board of Education:

- a. Based upon the report of the architect referred to above, the district faces total estimated costs of \$ to finance the work involved.
- b. The district has \$ available in its operations and maintenance fund, fire prevention and safety fund, school facility occupation tax fund and/or other fund to finance the work.
- c. The district needs to raise \$ in additional revenue through the levy of the Fire Prevention and Safety Tax or issuance of Bonds to finance the recommended work.
- d. Plans and specifications for the work will be submitted to the Regional Superintendent for review and approval.
- e. The work to be financed with Fire Prevention and Safety funds will not commence until the Certificate of Approval of the State Superintendent is received, the detailed plans and specifications have been approved by the regional superintendent and the regional superintendent (or other lawful agency) has issued an appropriate Order to Effect Compliance with the Health/Life Safety Code for public schools (or other lawful order requiring the work to be done).
- f. All work authorized by the District will be executed in conformity with all applicable codes.
- g. In the case of work recommended to repair school sidewalks, playgrounds, parking lots, or school bus turnarounds the notice and hearing requirements of Section 17-2.11 of the School Code were complied with by publishing the required notice on and holding the required public hearing on .

VIOLATION AND RECOMMENDATION SCHEDULE

(23 IL Adm. Code 180, Sections 180.320)

1. COUNTY CODE 064, McLean		2. DISTRICT CODE/NAME 0050, McLean County USD 5			3. FACILITY CODE/NAME NORMAL COMMUNITY HIGH SCHOOL	
4. Item ID	5. Location(s) (Room No)	6. Priority Code	7. Rule Violated	8. Description of the violation	9. Recommendation to correct violation	
1	Mechanical 102	b.	BOCA 3401.2	Contactors in the Operation Panel for Chiller #1 and Chiller #2 are not operating consistently causing incorrect running time.	Replace Contactors.	

Form 35-84 (7/07) (Prescribed by ISBE for local board use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 064, McLean			2. DISTRICT CODE/NAME 0050, McLean County USD 5			3. FACILITY CODE/NAME NORMAL COMMUNITY HIGH SCHOOL					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	f	b.	Remove and install new Contactors K1, K2, K3, K4, and all applicable contacts in Chiller #1 & #2 Operating panels.	each panel	2	2	\$24,950.00			11/15/2020	F

	Original Subtotal	\$24,950.00	Adjusted Subtotal	\$24,950.00
	Original 10.00% Contingency	\$2,495.00	Adjusted 10.00% Contingency	\$2,495.00
	Original 10.00% A/E Fees	\$2,495.00	Adjusted 10.00% A/E Fees	\$2,495.00
	Original Grand Total	\$29,940.00	Adjusted Grand Total	\$29,940.00

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

T-Mobile for Education EmpowerED Agreement (with Device Subsidy) 2-year Term

This T-Mobile for Education Agreement which will be effective as of the date the second Party signs this Agreement below ("**Agreement Effective Date**"), is by and between T-Mobile USA, Inc., a Delaware corporation ("**T-Mobile**" or "**Contractor**"), and McLean County Unit District No.5, an Illinois School District, with its principal place of business at 1809 W. Hovey Rd, Normal, IL 61761 ("**Customer**").

1. Term. The term of this Agreement is for 24 months from Agreement Effective Date and each line of Service will have a 2-year term from date of activation ("Term").

2. Underlying Agreement. Customer agrees to purchase wireless mobile Services and Devices from T-Mobile and T-Mobile agrees to provide the Services and Devices to Customer based on the prices listed below. The terms of Customer's purchase and use of the Services will be governed by this Agreement and by this Agreement and the NASPO ValuePoint Contract No. MA176. ("Master Agreement").

(a) The terms and conditions of this Agreement or the Master Agreement will not be modified or superseded by any terms and conditions in a Customer generated Purchase Order. Purchase Orders will have no force or effect other than to denote quantity, the products or services purchased, delivery destinations, requested delivery dates and any other information required by this Agreement.

3. Offer/Pricing. Mobile Rate Plans include Mobile Device as listed below:

- Discounted or free mobile Internet devices dependent on rate plan as described below.

Rate Plan	Monthly Recurring Charge/Line*	Features	Device Subsidy/line**
2GB	\$0	Up to 2GB of high-speed data, followed by data at reduced speeds up to 128kbps.	\$0 subsidy
2GB	\$10	Up to 2GB of high-speed data, followed by data at reduced speeds up to 128kbps.	\$100 subsidy/line
Government Unlimited LTE	\$20	Unlimited on device 4G LTE data	\$200 subsidy/line

**This internet connectivity device offer is subject to inventory availability;

* Prices above do not include applicable taxes and surcharges; not qualified for any further aggregate volume discount.

4. Total Order. Customer agrees to order the following lines of Service and, if applicable, Devices. Amounts below do not include any applicable taxes and surcharges:

Total # of Lines of Service	Rate Plan (check applicable rate plan)	Term Length (months)	Total Service Charge for Term \$7,200	Pre-Subsidy Cost per Device	Total Pre-Subsidy Cost of Devices	Total Subsidy Amount to Customer under T-Mobile EmpowerED Program (Subsidy from Section 3 x # of Lines)	Total Customer Commitment for Service and Device for the Term of the Agreement ¹
200	<input type="checkbox"/> \$0* <input type="checkbox"/> \$10 <input checked="" type="checkbox"/> \$20	24	\$96,000	\$84	\$16,800	\$40,000	\$72,800

¹Total Customer Commitment for Service and Device is equal to the Total Service Charge for Term added to the Total Pre-Subsidy Cost of Device subtracted from the Total Subsidy Amount to Customer under the T-Mobile EmpowerEd Program.

5. (a) Requirements to qualify for Device Discount/Subsidy:

- For the Device Discount/Subsidy to be effective, Customer must purchase a Device from T-Mobile with an activated line of Service based on the rate plan listed above under its Master Account. Each line of Service must be activated and maintained for at least the Term without any suspension or termination of any line of Service that received the Device Discount/Subsidy (the “**Device Discount/Subsidy Term**”);
- Customer agrees that it cannot change or move the lines of Service with a Device Discount/Subsidy to a rate plan with a different or lower Rate Plan during the Device Discount/Subsidy Term and if it does, Customer will reimburse T-Mobile for the Device Discount/Subsidy received, as set forth in Section (c) below;
- Each line of Service and each Device purchased must be activated in accordance with the terms of the Master Agreement;
- This Device Discount/Subsidy cannot be combined with any other discount or promo offers;
- Customer’s account must remain in good standing with T-Mobile to receive the Device Discount/Subsidy; and
- Lines of Service that are terminated or suspended (without reactivation) within the Device Discount/Subsidy Term will be subject to repayment of the Device Discount/Subsidy as set forth below in Section (c). Customer may suspend lines during the summer months while Customer is not in session; however, the terms for those lines will be extended to qualify for the Device Discount/Subsidy Term, and the months while the lines are suspended will not qualify to meet the Device Discount/Subsidy Term.

(b) Device Discount/Subsidy on Customer’s Master Account. Subject to the requirements in the Section above, T-Mobile will issue the Device Discount/Subsidy when Customer submits an order to T-Mobile under its Master Account.

(c) Device Discount/Subsidy Term/Termination; Device Discount/Subsidy Repayment. If any line of Service that received a Device Discount/Subsidy is terminated or suspended (without reactivation) prior to the end of the Device Discount/Subsidy Term, then Customer agrees to reimburse T-Mobile a pro rata portion of the Device Discount/Subsidy equal to 1/24th of the discounted or subsidized amount for each month remaining in the Device Discount/Subsidy Term. T-Mobile will charge Customer the repayment amount of the Device Discount/Subsidy for each line of Service terminated before the end of the Device Discount/Subsidy Term on Customer’s monthly bill.

6. Primary Contacts: The primary contact individuals for this Agreement are as follows (or their named successors):

T-Mobile/Contractor

Name:	David Bezzant, Vice President, T-Mobile For Government
Address:	c/o T-Mobile USA, Inc., 12920 SE 38 th Street, Bellevue, WA 98006
Telephone:	(480) 638-2608
Email:	David.Bezzant@T-Mobile.com

For Legal Notice – send a copy to:

Name:	Legal Department – Sales & Distribution, T-Mobile USA, Inc.
Address:	12920 SE 38 th Street, Bellevue, WA 98006

Customer:

Name of School/ Contact Name:	McLean County Unit District No.5/ Marty Hickman
Address:	1809 W. Hovey Rd, Normal IL 61761
Telephone:	(309) 452-4491
Email:	hickmanms@unit5.org

This Agreement is executed by each Party's authorized representative as of the Agreement Effective Date.

Customer: McLean County Unit District No.5 <small>DocuSigned by:</small>	Contractor: T-Mobile USA, Inc. <small>DocuSigned by:</small>
Signature: <i>Marty Hickman</i> <small>6D777DB883C2549B</small>	Signature: <i>James Spillane</i> <small>3E308A3F84954FB</small>
Printed Name: Marty Hickman	Printed Name: James Spillane
Title: CFO	Title: Sales Director
Date: 9/4/2020	Date: 9/4/2020
	Reviewed and Acknowledged <i>Alfredo N. Harwood</i> <small>E8830774DEF242E...</small> T-Mobile USA, Inc. CSCA Representative



This contract by and between Gaggle.Net, Inc. (Gaggle) and McLean County Unit District No 5 - Normal IL (Customer) for good and valuable consideration as set forth hereby agree and contract as follows:

1. Services Provided by Gaggle

Gaggle shall provide the Customer with services as outlined in quote number 55579 included as an appendix and incorporated herein for the duration of the contract term at a price guaranteed herein unless the service changes. In the event of change of services, the term of this agreement remains the same however pricing may vary. Gaggle will notify the Customer of any resulting changes in pricing prior to increase and service change.

2. Contract Term

Service Commencement Date: 2020-09-01

Service End Date: 2021-08-31

Contract End Date: 2023-08-31

3. Services and Payment

Gaggle shall provide services as outlined by the Quote (appendix). Full annual payment is due and payable upon receipt of invoice. Customer is responsible for any and all taxes associated with services. If Customer wishes to begin installation before the contract term start date, Customer may be required to pay a pro-rated cost for early started services. Gaggle will notify the Customer of any charges prior to the early commencement of services.

This agreement provides for fixed pricing over the term of contract. The parties recognize that that the number of accounts may vary over the term of the contract. No amendment to pricing shall take place unless the number of active accounts varies by more than 20% from the original contract numbers.

4. Incorporation by Reference

Upon the commencement of service; Gaggle’s applicable Quote, Invoice, [Terms of Service](#), [Service Level Agreement](#), [Privacy Policy](#), [Student Data Privacy Notice](#), along with future engagements and renewals of service; are hereby acknowledged and incorporated by reference.

We respectfully require a signed contract on file before the start of any services.

Please sign and return this Contract for Services to our Director of Sales Operations, Jennie Eft, via e-mail jennie@gaggle.net or fax 309.665.0171.

Authorized Representative
of Gaggle

Date

Authorized Representative for
McLean County Unit District No 5 - Normal IL

Date



Gaggle.Net, Inc.
 P.O. Box 1352, Bloomington, IL 61702-1352
 800-288-7750 Fax: 309-665-0171
 FEIN: 04-3602422

Gaggle Quote # 55579

Prepared for

McLean County Unit District No 5 - Normal IL

Service Details

Service Description	Quantity	Unit Price	Line Item Total
One Time Setup Fee	1.00	\$1,000.00	\$1,000.00
Gaggle Safety Management for Google - Student	9,367.00	\$5.00	\$46,835.00
SpeakUp for Safety - Google	9,367.00	\$0.00	\$0.00
Gaggle Safety Management for Web Filtering	9,367.00	\$0.00	\$0.00
Professional Development	1.00	\$0.00	\$0.00
Flexible PD based on district needs			
		Total*	\$47,835.00

Pricing Term: 12 Month Annual
 Service Term: 2020-09-01 - 2021-08-31
 Contract End Date: 2023-08-31
 Valid Through: 08/21/2020
 Additional Info:

*Does not include any applicable sales tax.

Administrative Procedure – Title IX Sexual Harassment Response (NEW)

The District responds to all reports of alleged sexual harassment in violation of Title IX regardless of whether the Complainant or Title IX Coordinator pursues a Formal Title IX Sexual Harassment Complaint. Use this procedure to implement the District’s required response to reports of sexual harassment that may violate Title IX.

Responses must include: Training, Reporting, an Initial Meeting with the Complainant and Complaint Analysis, Consideration of a Formal Title IX Sexual Harassment Complaint, Consideration of Removal of the Respondent, and Recordkeeping. Procedures for each of these responses are outlined below.

Formal Title IX Sexual Harassment Complaints are processed using 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*.

Glossary of Terms

Use Exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, in conjunction with this procedure.

Training

Actor	Action
Superintendent or Designee	Ensures: <ol style="list-style-type: none"> 1. All District employees receive training on the definition of sexual harassment, the scope of the District’s education program or activity, all relevant District policies and procedures, and the necessity to promptly forward all reports of sexual harassment to the Title IX Coordinator. 2. An individual designated by the District as a Title IX Coordinator, investigator, decision-maker (including the Initial Decision-Maker and Appellate Decision-Maker), or informal resolution process facilitator receives training on the definition of sexual harassment, the scope of the District’s education program or activity, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially. 3. Title IX investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. 4. Title IX decision-makers receive training on issues of relevance of questions and evidence, including when questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant to the allegations. 5. Public availability of all training materials for the Title IX Coordinator, investigators, decision-makers, and any informal resolution facilitators by posting them on the District’s website, if any, or

Adopted:
 Reviewed: September 2020
 Amended:

Actor	Action
	otherwise making them available upon request for inspection by members of the public. 34 C.F.R. §106.45(b)(10)(i)(D). See 2:250-E2, <i>Immediately Available District Public Records and Web-Posted Reports and Records</i> .

Reporting

Actor	Action
All District employees	Upon receiving knowledge of a sexual harassment allegation: <ol style="list-style-type: none"> 1. Immediately report a suspicion of child abuse or neglect to the Ill. Dept. of Children and Family Services on its Child Abuse Hotline 1-800-25-Abuse (1-800-252-2873 (within Illinois); 1-217-524-2606 (outside Illinois); or 1-800-358-5117 (TTY)). 2. Promptly forward all reports of sexual harassment to the Title IX Coordinator. <p>Note: Employees may receive knowledge of a sexual harassment allegation via an anonymous report. 85 Fed. Reg. 30132.</p>

Initial Meeting with the Complainant; Complaint Analysis

Actor	Action
Title IX Coordinator	Upon receiving knowledge of a sexual harassment allegation, promptly contacts the Complainant to (34 C.F.R. §106.44(a)): <ol style="list-style-type: none"> 1. Discuss the availability of supportive measures; 2. Consider the Complainant's wishes with respect to supportive measures; <p>Note: If a Complainant desires supportive measures, the District should keep the Complainant's identity confidential (including from the Respondent) unless disclosing the Complainant's identity is necessary to provide a particular supportive measure, e.g., no contact order. 85 Fed. Reg. 30133.</p> 3. Inform the Complainant that supportive measures are available regardless of whether the Complainant files a Formal Title IX Sexual Harassment Complaint; and 4. Explain to the Complainant the process for filing a Formal Title IX Sexual Harassment Complaint, including 2:265-AP2, <i>Formal Title IX Sexual Harassment Complaint Grievance Process</i>. <p>Maintains the confidentiality of the sexual harassment allegation, to the greatest extent practicable.</p> <p>Analyzes the sexual harassment allegation under the following Board policies:</p> <ul style="list-style-type: none"> • 2:260, <i>Uniform Grievance Procedure</i> • 5:20, <i>Workplace Harassment Prohibited</i>

	<ul style="list-style-type: none"> • 5:90, <i>Abused and Neglected Child Reporting</i> • 5:120, <i>Employee Ethics; Conduct; and Conflict of Interest</i> • 7:20, <i>Harassment of Students Prohibited</i> • 7:180, <i>Prevention of and Response to Bullying, Intimidation, and Harassment</i> • 7:185, <i>Teen Dating Violence Prohibited</i> • 7:190, <i>Student Behavior</i> <p>Answers the following questions:</p> <ol style="list-style-type: none"> 1. Does another appropriate method exist for processing and reviewing the sexual harassment allegation? 2. If yes, does that other method govern the District's response in addition to or at the exclusion of policy 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>? <p>See 2:265-E, <i>Title IX Sexual Harassment Glossary of Terms</i>, for a discussion of sexual harassment governed by laws other than Title IX. Consult the board attorney for guidance.</p>
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Consideration of a Formal Title IX Sexual Harassment Complaint

A Formal Title IX Sexual Harassment Complaint may be filed by the Complainant with the Title IX Coordinator in person, by mail, or by email, by using the contact information required to be listed for the Title IX Coordinator under 34 C.F.R. §106.8(a), and by any additional method designated by the District. The Formal Title IX Sexual Harassment Complainant must contain the Complainant's physical or digital signature, or otherwise indicate that the Complainant is the person filing it.

When the Title IX Coordinator signs a Formal Title IX Sexual Harassment Complaint, the Title IX Coordinator is not a Complainant or otherwise a party under 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*. 34 C.F.R. §106.30.

Actor	Action
Title IX Coordinator	<p>When a Complainant Does NOT File a Formal Title IX Sexual Harassment Complaint:</p> <p>Assesses the sexual harassment allegation to determine whether the circumstances justify overriding the Complainant's choice and signing a Formal Title IX Sexual Harassment Complaint.</p> <p>"If a grievance process is initiated against the wishes of the complainant, that decision should be reached thoughtfully and intentionally by the Title IX Coordinator [and] not [be] an automatic result that occurs any time [the District] has notice that a complainant was allegedly victimized by sexual harassment." 85 Fed. Reg. 30131. Consult the board attorney for guidance.</p> <p>The District's Every Student Succeeds Act (ESSA) obligations may require the Title IX Coordinator to sign a Formal Title IX Sexual Harassment Complaint initiating a grievance process against an</p>

	<p>employee-respondent, even when the Complainant does not wish to file a Formal Title IX Sexual Harassment Complaint; e.g., the District wishes to investigate allegations in order to determine whether it has probable cause of employee sexual misconduct that affect its ESSA obligations.</p> <p>When a Complainant Files, or the Title IX Coordinator Signs, a Formal Title IX Sexual Harassment Complaint:</p> <p>Proceeds to and follows 2:265-AP2, <i>Formal Title IX Sexual Harassment Complaint Grievance Process</i>, in conjunction with any response required by this procedure.</p>
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Consideration of Removal of the Respondent

Actor	Action
Title IX Coordinator	<p>Emergency Removal of Respondent-Student:</p> <p>If the Respondent is an identified student, considers whether the Respondent-student should be removed from the District's education program or activity on an emergency basis in accordance with 34 C.F.R. §106.44(c).</p> <p>Before removing a Respondent-student on an emergency basis, conducts an individualized safety and risk analysis to determine whether removal is justified by an immediate threat to the physical health or safety of any student or other individual arising from the sexual harassment allegations. See 4:190-AP2, <i>Threat Assessment Team (TAT)</i>.</p> <p>If the Respondent-student is removed on an emergency basis:</p> <ol style="list-style-type: none"> 1. Provides the Respondent-student with written notice and an opportunity to challenge the decision immediately following the removal; and 2. Follows requirements set forth in 105 ILCS 5/10-22.6. <p>Administrative Leave for Respondent-Employee:</p> <p>If the Respondent is identified and is a non-student employee, in conjunction with the Assistant Superintendent for Human Resources, considers whether the Respondent-employee should be placed on administrative leave in accordance with 34 C.F.R. §106.44(d), relevant District policies and procedures, and any applicable collective bargaining agreements. See Board policies 5:240, <i>Suspension</i>, and 5:290, <i>Employment Termination and Suspensions</i>.</p> <p>Note: While Title IX regulations do not impose a time limit on the duration of an emergency removal (85 Fed. Reg. 30230), time limits may apply based upon District policies and procedures, any applicable collective bargaining agreements, and other laws and regulations, e.g., the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, 105 ILCS 5/10-22.6.</p>

Recordkeeping

Actor	Action
Title IX Coordinator	Creates and maintains, for a period of at least seven years, records of any actions and supportive measures taken and provided in response to the

Adopted:
 Reviewed: September 2020
 Amended:

	<p>report of sexual harassment, regardless of whether a Formal Title IX Sexual Harassment Complaint was filed. 34 C.F.R. §106.45(b)(10)(ii). Ensures that records document:</p> <ol style="list-style-type: none">1. Why the District's response to the sexual harassment allegation was not deliberately indifferent, e.g., was deliberately concerned and appropriate;2. The supportive measures the District took to restore or preserve equal access to its education program or activity; and3. If the District did not provide Complainant with supportive measures, why not providing them was clearly reasonable in light of the circumstances. <u>Id.</u> <p>See 5:150, <i>Personnel Records</i>, and 5:150-AP, <i>Personnel Records</i>, addressing the identification, storage, and access to personnel records.</p> <p>See 7:340, <i>Student Records</i>, along with 7:340-AP1, <i>School Student Records</i>, and 7:340-AP2, <i>Storage and Destruction of School Student Records</i>, addressing the District's legal obligations regarding the identification, confidentiality, safeguarding, access, and disposal of school student records.</p>
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Administrative Procedure – Formal Title IX Sexual Harassment Complaint Grievance Process (NEW)

This procedure implements the District's investigation and response process to a Formal Title IX Sexual Harassment Complaint after a decision to pursue one has been made using 2:265-AP1, *Title IX Sexual Harassment Response*. See 34 C.F.R. Part 106. Use this procedure to comply with 34 C.F.R. §106.45, *Grievance process for formal complaints of sexual harassment*. Use exhibit 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, in conjunction with this procedure.

This procedure contains a **Table of Contents** and lettered **Sections**.

Table of Contents

- A. Overview of 34 C.F.R. §106.45 Grievance Process
- B. Notice of Allegations
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- D. Dismissal of Formal Title IX Sexual Harassment Complaint
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- F. Investigation of Formal Title IX Sexual Harassment Complaint
- G. Determination Regarding Responsibility; Remedies
- H. Appeals
- I. Recordkeeping

Sections

A. Overview of 34 C.F.R. §106.45 Grievance Process

The District treats Complainants and Respondents engaging in the Formal Title IX Sexual Harassment Complaint Grievance Process (Grievance Process) equitably and adheres to the following guidelines:

1. Presumption of Non-Responsibility. The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process. 34 C.F.R. §106.45(b)(1)(iv).
2. Grievance Process Required Before Imposing Sanctions. The District complies with this Grievance Process before imposing any disciplinary sanctions or other actions against a Respondent. 34 C.F.R. §106.45(b)(1)(i).
3. Supportive Measures. The District may provide counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures to Complainants and/or Respondents. 34 C.F.R. §106.45(b)(1)(ix). See 2:265-E, *Title IX Sexual Harassment Glossary of Terms*, for the definition of *supportive measures*.

4. Evidence Considered. All relevant evidence – including both inculpatory and exculpatory evidence – is objectively evaluated. Credibility determinations are not based on a person's status as a Complainant, Respondent, or witness. The District does not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, e.g., attorney-client privilege, doctor-patient privilege, or spousal privilege, unless the person holding such privilege has waived the privilege. 34 C.F.R. §106.45(b)(1)(ii) and (x).
5. Standard of Proof. All determinations are based upon the *preponderance of evidence* standard. 34 C.F.R. §106.45(b)(1)(vii).
6. Right to Appeal. Each party may appeal any determination as described in **Section H. Appeals**, below. 34 C.F.R. §106.45(b)(1)(viii); 34 C.F.R. §106.45(b)(8)(i).
7. Timeline. This Grievance Process is concluded within 90 school business days after receipt of a Formal Title IX Sexual Harassment Complaint. As used in this Grievance Process, *school business days* means days on which the District's main office is open. For good cause, this Grievance Process may be temporarily delayed or extended for a limited time only if the Complainant and the Respondent are provided written notice of the delay/extension and the reasons for it. Good cause may include: the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. 34 C.F.R. §106.45(b)(1)(v).
8. Disciplinary Sanctions and Remedies. Following a determination of responsibility, the District may implement recommended disciplinary sanctions, up to and including: discharge, for a Respondent-employee; expulsion, for a Respondent-student; and termination of any existing contracts and/or prohibition from District property and activities, for a third-party Respondent. 34 C.F.R. §106.45(b)(1)(vi).

Where a determination of responsibility for sexual harassment is made against a Respondent, remedies designed to restore or preserve equal access to the District's education program or activities are provided to a Complainant. Remedies may include the same individualized services described in Supportive Measures, above. Unlike Supportive Measures, however, remedies may be disciplinary or punitive, and they may burden the Respondent. 34 C.F.R. §106.45(b)(1)(i). The District may implement remedies up to and including the recommended disciplinary sanctions described above. 34 C.F.R. §106.45(b)(1)(vi).

9. Training Requirements. The District ensures certain training requirements are met. At a minimum, any individual designated by the District as a Title IX Coordinator, investigator, decision-maker (including the Initial Decision-Maker and Appellate Decision-Maker), or any person designated by the District to facilitate an informal resolution process will:
 - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual Complainant or Respondent; and
 - b. Receive training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and Grievance Process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially (including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias).

Any individual designated by the District as an investigator receives training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Any individual designated by the District as a decision-maker receives training on issues of relevance of questions and evidence, including training about when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant to the allegations. 34 C.F.R. §106.45(b)(1)(iii).

B. Notice of Allegations

Upon signing a Formal Title IX Sexual Harassment Complaint or receiving a Formal Title IX Sexual Harassment Complaint filed by a Complainant, the Title IX Coordinator:

1. Provides written notice to all known parties of the following information:
 - a. This procedure 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*, including any available informal resolution process.
 - b. The allegations of sexual harassment potentially constituting Title IX sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Title IX sexual harassment, and the date and location of the alleged incident, if known.
 - c. That the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Grievance Process.
 - d. That all parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
 - e. That all parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Title IX Sexual Harassment Complaint (including evidence the District does not intend to rely on in determining responsibility, and inculpatory or exculpatory evidence) so that each party can meaningfully respond to the evidence before the investigation concludes.
 - f. That the District's behavior policies prohibit knowingly making false statements or knowingly submitting false information during the Grievance Process.
2. Provides a second written notice to all known parties if, during the investigation, the District decides to investigate allegations not included in the first written notice.
3. Decides whether to personally conduct the investigation or appoint a qualified investigator. If the Title IX Coordinator appoints a qualified investigator, provides written notice of the appointment to the Investigator.

When the Complainant's Identity Is Unknown

If the Complainant's identity is unknown, e.g., where a third party reports that a Complainant was victimized by sexual harassment but does not reveal the Complainant's identity, or a Complainant reports anonymously, the Grievance Process may proceed if the Title IX Coordinator determines it is necessary to sign a Formal Title IX Sexual Harassment Complaint, even though the written notice provided in **Section B.1**, above, will not include the Complainant's identity. 85 Fed. Reg. 30133. If the Complainant's identity is later discovered, the Title IX Coordinator provides another written notice to the parties. *Id.* at f/n 594.

When the Respondent's Identity is Unknown

If the Respondent's identity is unknown, e.g. where a Complainant does not know the Respondent's identity, the Grievance Process shall proceed because an investigation might reveal the Respondent's identity, even though the written notice provided in **Section B.1**, above, will not include the Respondent's identity. If the Respondent's identity is later discovered, the Title IX Coordinator provides another written notice to the parties. 85 Fed. Reg. 30138.

C. Consolidation of Formal Title IX Sexual Harassment Complaints

When the allegations of sexual harassment arise out of the same facts or circumstances, the Title IX Coordinator may consolidate Formal Title IX Sexual Harassment Complaints alleging sexual harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party. 34 C.F.R. §106.45(b)(4).

D. Dismissal of Formal Title IX Sexual Harassment Complaint

After an investigation, if the Title IX Coordinator determines that the conduct alleged would not constitute Title IX sexual harassment even if proved, did not occur in the District's education program or activity, or did not occur against a person in the United States, then the Title IX Coordinator dismisses the Formal Title IX Sexual Harassment Complaint with regard to that conduct for purposes of Title IX sexual harassment only. Such a dismissal does not preclude action under another applicable District policy or procedure.

At any time during the investigation, the Title IX Coordinator may dismiss the Formal Title IX Sexual Harassment Complaint, or any allegations contained in it, if any of the following occur:

1. The Complainant notifies the Title IX Coordinator in writing that he or she wants to withdraw the Formal Title IX Sexual Harassment Complaint or any allegations contained in it;
2. The Respondent is no longer enrolled or employed by the District; or
3. Specific circumstances prevent the District from gathering enough evidence to reach a determination as to the Formal Title IX Sexual Harassment Complaint or allegations in it.

Upon dismissal, the Title IX Coordinator promptly sends simultaneous written notice to the parties of the dismissal, reason(s) for the dismissal, and the right to appeal the dismissal. 34 C.F.R. §106.45(b)(3).

E. Informal Resolution of Formal Title IX Sexual Harassment Complaint

At any time prior to reaching a determination regarding responsibility, the District may facilitate informal resolution of a Formal Title IX Sexual Harassment Complaint, such as mediation, that does not involve a full investigation and adjudication, provided that the District (34 C.F.R. §106.45(b)(9)):

1. Provides the parties written notice disclosing:
 - a. The allegations;
 - b. Informal resolution process requirements, including the circumstances where parties are precluded from resuming a Formal Title IX Sexual Harassment Complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the Grievance Process for the Formal Title IX Sexual Harassment Complaint; and

- c. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- 2. Obtains the parties' voluntary, written consent to the informal resolution process; and
- 3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

F. Investigation of Formal Title IX Sexual Harassment Complaint

The Investigator or Title IX Coordinator follows these steps when investigating the allegations in a Formal Title IX Sexual Harassment Complaint.

Actor	Action
Investigator or Title IX Coordinator	<p>During an investigation and throughout the Grievance Process (34 C.F.R. §106.45(b)(5)):</p> <ol style="list-style-type: none"> 1. Ensures that the burden of proof and burden of gathering evidence rest on the District and not the parties involved. 34 C.F.R. §106.45(b)(5)(i). 2. Provides an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. 34 C.F.R. §106.45(b)(5)(ii). 3. Refrains from restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. 34 C.F.R. §106.45(b)(5)(iii). 4. Provides the parties the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice (who may, but is not required to, be an attorney). 34 C.F.R. §106.45(b)(5)(iv). 5. Provides, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings, with sufficient time for the party to prepare to participate. 34 C.F.R. §106.45(b)(5)(v). 6. Provides the parties an equal opportunity to inspect and review any evidence obtained during the investigation that is directly related to the Formal Title IX Sexual Harassment Complaint's allegations (including evidence the District does not intend to rely on in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence). 34 C.F.R. §106.45(b)(5)(vi). 7. Prior to the completion of the investigative report, sends to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy and

Actor	Action
	<p>provides each party with 10 school business days to submit a written response. <u>Id.</u></p> <p>8. Upon receipt of a party’s written response to the evidence, reviews the response and sends a copy to the other party in an electronic format or a hard copy.</p> <p>Prepares an investigative report summarizing all relevant evidence. 34 C.F.R. §106.45(b)(5)(vii).</p> <p>Sends to each party and the party’s advisor, if any, the investigative report in an electronic format or hard copy, for their review and written response. <u>Id.</u></p> <p style="padding-left: 40px;">Note: This step must occur at least 10 school business days before the Initial Decision-Maker’s determination regarding responsibility. <u>Id.</u></p> <p>At the conclusion of the investigation, sends to the Initial Decision-Maker in an electronic format or hard copy:</p> <ol style="list-style-type: none"> 1. The Formal Title IX Sexual Harassment Complaint; 2. All evidence gathered during the investigation that is directly related to the Formal Title IX Sexual Harassment Complaint’s allegations (including evidence the District does not intend to rely on in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence); and 3. The investigative report.

G. Determination Regarding Responsibility; Remedies

Initial Decision-Maker	<p>The Superintendent or designee acts as the Initial Decision-Maker for all Formal Title IX Sexual Harassment Complaints, unless it involves allegations against the Superintendent or designee or against a Board Member. In such cases, an outside consultant, e.g., an attorney or retired school administrator, acts as the Initial Decision-Maker.</p> <p>Reviews Investigative Report and Corresponding Materials; Opportunity for Parties to Submit Questions</p> <p>Reviews all materials received from the Investigator.</p> <p>Provides the parties with written notice of the opportunity to submit, through the Initial Decision-Maker, written, relevant questions that a party wants asked of any party or witness. 34 C.F.R. §106.45(b)(6)(ii). In the written notice, informs the parties that:</p>
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	<ol style="list-style-type: none">1. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless they: are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant; or concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. <u>Id.</u>2. Any questions must be submitted to the Initial Decision-Maker within five (5) school business days. <p>Reviews any questions received from each party for submission to any party or witness.</p> <p>Determines which questions to forward to any party or witness for answers. If any proposed questions are excluded as not relevant, provides the proposing party with a written explanation of the decision to exclude a question as not relevant. <u>Id.</u></p> <p>Forwards relevant questions to any party or witness with instructions to submit answers to the Initial Decision-Maker within five (5) school business days.</p> <p>Upon receipt of answers to questions, provides each party with copies of them. <u>Id.</u></p> <p>Provides the parties with written notice of the opportunity to submit, through the Initial Decision-Maker, additional, limited follow-up written, questions that a party wants asked of any party or witness. <u>Id.</u></p> <p>Notifies the parties that any questions must be submitted to the Initial Decision-Maker within five (5) school business days.</p> <p>Upon receipt of answers to the additional questions, provides each party with copies of them. <u>Id.</u></p> <p>Determination and Written Notice of Determination</p> <p>Basing all decisions on the <i>preponderance of evidence</i> standard, simultaneously issues to the parties a written determination regarding responsibility that (34 C.F.R. §106.45(b)(7)(ii)):</p> <ol style="list-style-type: none">1. Identifies the allegations potentially constituting Title IX sexual harassment;2. Describes the procedural steps taken from the receipt of the Formal Title IX Sexual Harassment Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;3. Contains findings of fact supporting the determination;
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	<ol style="list-style-type: none"> 4. Contains conclusions regarding the application of the District's policies and procedures to the facts; 5. Contains a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any recommended disciplinary sanctions for the District to impose on the Respondent, and whether remedies designed to restore or preserve equal access to the District's education program or activity will be provided by the District to the Complainant; and 6. Outlines the District's procedures and permissible bases for the Complainant and Respondent to appeal.
Title IX Coordinator	Implements any remedies for the Complainant as ordered by the Initial Decision-Maker. 34 C.F.R. §106.45(b)(7)(iv).

H. Appeals

The determination regarding responsibility becomes final either on the date that the Appellate Decision-Maker provides the parties with the written decision of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. 34 C.F.R. §106.45(b)(7)(iii).

Actor	Action
Complainant or Respondent	<p>Within 10 school business days after receiving the either the Initial Decision-Maker's written determination regarding responsibility or the notice of dismissal of Formal Title IX Sexual Harassment Complaint, makes a written request to the Title IX Coordinator appealing the determination/dismissal based on:</p> <ol style="list-style-type: none"> 1. Procedural irregularity that affected the outcome. 2. New evidence now available that could affect the outcome but that was not reasonably available at the time the determination. 3. The Title IX Coordinator, Investigator, or Initial Decision-Maker had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome. 34 C.F.R. §106.45(b)(8)(i). <p>Note: The District may offer appeals on additional bases, so long as they are offered equally to both parties. 34 C.F.R. §106.45(b)(8)(ii). Consult the board attorney before offering additional appeal bases, as they may overlap with or impact related proceedings that occur separately from this Grievance Process, e.g., a student expulsion hearing or teacher dismissal</p>

Actor	Action
	hearing to impose recommended disciplinary sanctions as a result of this Grievance Process.
Title IX Coordinator	<p>Upon receiving an appeal from one party:</p> <ol style="list-style-type: none"> 1. Notifies the other party in writing that an appeal has been filed. 2. Provides both parties five (5) school business days to submit a written statement in support of, or challenging, the outcome. 3. Promptly forwards all materials relative to the appeal to the Appellate Decision-Maker. <p>Note: The District must ensure that the Appellate Decision-Maker is not the same person as the Initial Decision-Maker, the Investigator, or the Title IX Coordinator. 34 C.F.R. §106.45(b)(8)(iii)(B). The Board may, but is not required to, hear and decide the appeal; it is a suggestion that aligns with the appeal provisions in policy 2:260, <i>Uniform Grievance Procedure</i>, and with Ill. State Board of Education sex equity regulations requiring districts to “provide for final appeal of grievance decisions made at the system level to the system’s governing board.” 23 Ill. Admin. Code §200.40(c)(1). If the Board acts as the Appellate Decision-Maker, the Board must receive the training in Section A.9, above.</p> <p>Note: Some school attorneys recommend that the appeal not go to the Board, so that the Board’s objectivity is not called into question if it needs to conduct a hearing related to recommended disciplinary sanctions resulting from the Grievance Process. Districts should discuss their options with their board attorney.</p>
Appellate Decision-Maker	<p>Within 30 school business days, affirms, reverses, or amends the written determination regarding responsibility or the notice of dismissal.</p> <p>Within five (5) school business days after its decision, simultaneously issues a written decision to both parties that describes the result of the appeal and the rationale for the result. 34 C.F.R. §106.45(b)(8)(iii)(E), (F).</p>

I. Recordkeeping

Actor	Action
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Title IX Coordinator	<p>Creates and maintains, for a period of at least seven (7) years, records of (34 C.F.R. §106.45(b)(10)(i)):</p> <ol style="list-style-type: none">1. The sexual harassment investigation, including any determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore/preserve equal access to the District's education program or activity;2. Any appeal and its result;3. Any informal resolution and its result; and4. All materials used to train the Title IX Coordinator, investigators, decision-makers, and any person who facilitates an informal resolution. <p>See 5:150, <i>Personnel Records</i>, and 5:150-AP, <i>Personnel Records</i>, addressing the identification, storage, and access to personnel records.</p> <p>See 7:340, <i>Student Records</i>, along with 7:340-AP1, <i>School Student Records</i>, and 7:340-AP2, <i>Storage and Destruction of School Student Records</i>, addressing the District's legal obligations regarding the identification, confidentiality, safeguarding, access, and disposal of school student records.</p>
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Exhibit – Title IX Sexual Harassment Glossary of Terms (NEW)

Use this exhibit to educate employees and students about Title IX terms, and with the required Title IX response and grievance process in Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, implemented by administrative procedures 2:265-AP1, *Title IX Sexual Harassment Response*, and 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*.

Glossary of Terms

Actual Knowledge – Notice of sexual harassment or allegations of sexual harassment to any District employee or to the District’s Title IX Coordinator. Assumption of knowledge based solely on the District’s status as an employer or other presumption under law does not constitute actual knowledge. This standard is not met when the only official of the District with actual knowledge is the Respondent. *Notice* as used here includes, but is not limited to, a report or complaint of sexual harassment to the Title IX Coordinator in person, by mail, by telephone, or by email using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. 34 C.F.R. §§ 106.30, 106.8(a).

Appellate Decision-Maker – An individual or group, e.g., a Board-appointed appeal examiner or the Board, which reviews an appeal of the Initial Decision-Maker’s determination regarding responsibility or a dismissal of a Formal Title IX Sexual Harassment Complaint (defined below). The Appellate Decision-Maker cannot be the same person as the Initial Decision-Maker, the Investigator, or the Title IX Coordinator. 34 C.F.R. §106.45(b)(8)(iii)(B). The Appellate Decision-Maker must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. 34 C.F.R. §106.45(b)(1)(iii).

Complainant – An individual who is alleged to be the victim of conduct that could constitute sexual harassment. 34 C.F.R. §106.30.

Consent – Knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity. Consent may not be inferred from silence, passivity, or a lack of verbal or physical resistance. A person’s manner of dress does not constitute consent. Past consent to sexual activities, or a current or previous dating relationship, does not imply ongoing or future consent. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person. Consent may be withdrawn at any time. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following: (1) the person is incapacitated due to the use or influence of alcohol or drugs; (2) the person is asleep or unconscious; (3) the person is under age; or (4) the person is incapacitated due to a mental disability. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred. Coercion, force, or the threat of either invalidates consent.

Note: 34 C.F.R. §106.30, added at 85 Fed. Reg. 30574, states that Title IX recipients are not required to adopt a particular definition of consent with respect to sexual assault; however, in its 2020 Title IX rulemaking, the U.S. Dept. of Education (DOE) stated that “recipients must clearly define consent and must apply that definition consistently.” 85 Fed. Reg. 30125.
Consult the Board Attorney if the District would like to customize this definition.

Education Program or Activity – Includes locations, events, or circumstances in the United States over which the District exercised substantial control over both the Respondent and the context in which the sexual harassment occurred. 34 C.F.R. §106.44(a).

Note: Title IX jurisdiction is geographically limited to discrimination against a person in the United States. 34 C.F.R. §106.8(d). The District’s Title IX obligations extend to off-campus sexual harassment incidents “if the off-campus incident occurs as part of the [district]’s ‘operations’ pursuant to 20 U.S.C. 1687 and 34 CFR 106.2(h)” or if the District “exercised substantial control over the respondent and the context of alleged sexual harassment that occurred off campus pursuant to § 106.44(a).” 85 Fed. Reg. 30196. No single factor is determinative of whether the District exercised *substantial control* or whether an incident occurred as part of the District’s *operations*. *Id.* at 30197. *Operations* may include computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in, the District’s operations. *Id.* at 30202. **Consult the Board Attorney for further guidance.**

Formal Title IX Sexual Harassment Complaint – A document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the District investigate the allegation. At the time of filing a Formal Title IX Sexual Harassment Complaint, a Complainant must be participating in or attempting to participate in the District’s education program or activity with which the Formal Title IX Sexual Harassment Complaint is filed.

Note: Whether a Complainant is *attempting to participate* is a fact-specific inquiry. For example, a Complainant who has graduated may still be attempting to participate in an education program where he or she intends to remain involved in alumni programs or activities. 85 Fed. Reg. 30138. **Consult the Board Attorney for further guidance.**

Initial Decision-Maker – An individual designated by the Title IX Coordinator to reach an initial determination regarding responsibility in a Formal Title IX Sexual Harassment Complaint (defined above) by applying the standard of proof set forth in 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*. See 85 Fed. Reg. 30054. The Title IX Coordinator cannot be the Initial Decision-Maker. 34 C.F.R. §106.45(b)(7)(i). The Initial Decision-Maker must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. 34 C.F.R. §106.45(b)(1)(iii).

Investigator – The Title IX Coordinator or an individual designated by the Title IX Coordinator to investigate a *Formal Title IX Sexual Harassment Complaint* (defined above) according to 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*. The Investigator must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. 34 C.F.R. §106.45(b)(1)(iii).

Respondent – An individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment. 34 C.F.R. §106.30.

Supportive Measures – Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a Complainant or Respondent before or after the filing of a Formal Title IX Sexual Harassment Complaint or where no Formal Title IX Sexual Harassment Complaint has been filed. Such measures are designed to restore or preserve equal access to the District’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District’s educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties,

changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District will maintain as confidential any supportive measures provided to a Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. 34 C.F.R. §106.30.

Sexual Harassment Governed by Laws Other Than Title IX – The District must also address sexual harassment that does not meet the definition of Title IX sexual harassment, including but not limited to sexual harassment in violation of the State Officials and Employees Ethics Act (5 ILCS 430/), Illinois Human Rights Act (775 ILCS 5/), and Title VII of the Civil Rights Act of 1964 (42 U.S.C. §2000e et seq.).

For each report or complaint received, the Title IX Coordinator reviews the following Board policies to determine if they require additional action by the District in addition to or at the exclusion of policy 2:265, *Title IX Sexual Harassment Grievance Procedure*:

- 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
- 5:20, *Workplace Harassment Prohibited*. This policy prohibits employees from engaging in sexual harassment.
- 5:90, *Abused and Neglected Child Reporting*. This policy requires employees who suspect or receive knowledge that a student may be an abused or neglected child to immediately report their suspicion to the Ill. Dept. of Children and Family Services (DCFS). If an employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, it further requires the District to coordinate with the local Children's Advocacy Center.
- 5:120, *Employee Ethics; Conduct; and Conflict of Interest*. This policy sets forth high standards for employee ethics and conduct, and incorporates by reference the Code of Ethics for Illinois Educators.
- 7:20, *Harassment of Students Prohibited*. This policy prohibits all sexual harassment of students.
- 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes stalking, sexual harassment, sexual violence, or retaliation for asserting or alleging an act of bullying.
- 7:185, *Teen Dating Violence Prohibited*. This policy prohibits students 13-19 years of age from using or threatening to use physical, mental, or emotional abuse to control an individual in the dating relationship, and from using or threatening to use sexual violence in the dating relationship.
- 7:190, *Student Behavior*. This policy sets forth student conduct rules, prohibited student conduct, and behavioral interventions and disciplinary measures designed to address the causes of misbehavior and teach students positive behavioral skills.

Title IX Sexual Harassment – Conduct on the basis of sex that satisfies one or more of the following (34 C.F.R. §106.30):

- A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(10), *domestic violence* as defined in 34 U.S.C. §12291(a)(8), or *stalking* as defined in 34 U.S.C. §12291(a)(30).
 - *Sexual assault* means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system (UCR Program) of the Federal Bureau of Investigation (FBI), and includes rape, fondling, incest, and statutory rape. 20 U.S.C. §1092(f)(6)(A)(v); 34 C.F.R. Part 668, Appendix A to Subpart D. For more information regarding the FBI UCR Program, see www.fbi.gov/services/cjis/ucr/.
 - *Dating violence* means violence committed by a person: (1) who is or has been in a social relationship of a romantic or intimate nature with the victim, and (2) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. 34 U.S.C. §12291(a)(10).
 - *Domestic violence* includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. 34 U.S.C. §12291(a)(8).
 - *Stalking* means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for his or her safety or the safety of others, or (2) suffer substantial emotional distress. 34 U.S.C. §12291(a)(30).

Title IX Sexual Harassment Grievance Procedure (NEW)

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment whenever that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(10), *domestic violence* as defined in 34 U.S.C. §12291(a)(8), or *stalking* as defined in 34 U.S.C. §12291(a)(30).

Examples of sexual harassment include, but are not limited to, touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, spreading rumors related to a person's alleged sexual activities, rape, sexual battery, sexual abuse, and sexual coercion.

Definitions from 34 C.F.R. §106.30

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Education program or activity includes locations, events, or circumstances where the District has substantial control over both the *Respondent* and the context in which alleged sexual harassment occurs.

Formal Title IX Sexual Harassment Complaint means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation.

Respondent means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a *Formal Title IX Sexual Harassment Complaint* or where no *Formal Title IX Sexual Harassment Complaint* has been filed.

Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, or a Complaint Manager.
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons.

Making a Report

A person who wishes to make a report under this Title IX Sexual Harassment grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Associate Building Principal, Assistant Building Principal, a Complaint Manager, or any employee with whom the person is comfortable speaking. A person who wishes to make a report may choose to report to a person of the same gender.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.

Title IX Coordinator:

Name: M. Curt Richardson
Address: 1809 West Hovey Ave, Normal, IL 61761
Email: richardmc@unit5.org
Telephone: (309) 557-4082

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational program or activity that is productive, respectful, and free of sexual harassment.

Formal Title IX Sexual Harassment Complaint Grievance Process

When a *Formal Title IX Sexual Harassment Complaint* is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation.

The Superintendent or designee shall implement procedures to ensure that all *Formal Title IX Sexual Harassment Complaints* are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with 34 C.F.R. §106.45 before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
 - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
 - b. Receive training on the definition of sexual harassment, the scope of the District's *education program or activity*, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.

6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*.

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90

Adopted:
Reviewed: September 2020
Amended:

(Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct, and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior)

General Personnel – Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of such program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development for licensed staff members shall be designed to effectuate the District and School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.
42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.
105 ILCS 5/2-3.62, 5/10-22.6(c-5), 5/10-22.39, 5/22-80(h), 5/10-23.12, 5/22-80(h), and 5/24-5, 25/1.15, and 110/3.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
105 ILCS 150/25, Seizure Smart School Act.
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 49/, Good Samaritan Act.
775 ILCS 5/2-109, Ill. Human Rights Act.
7 C.F.R. Part 240.
23 Ill. Admin. Code §§ 22.20, 226.800, and Part 525.
77 Ill. Admin. Code §527.800.
CROSS REF.: 2.265, 3.40, 3.50, 4.160, 5.20, 5.90, 5.120, 5.250, 6.15, 6.20, 6.160, 7.10, 7.20, 7.180, 7.185, 7.270, 7.285, 7.290, 7.305
ADMIN. PROC.: 4.160-AP1, 4.170-AP6, 5.100-AP1, 5.150-AP1, 6.120-AP1, 7.185-E1, 7.250-AP1

Adopted: March 18, 1969
Reviewed: ~~February 2016~~ September 2020
Amended: March 2, 2016

**General Personnel – Equal Employment Opportunity
and Minority Recruitment**

~~The Board shall maintain an effective recruitment program designed to attract, secure, and hold the highest qualified personnel for all positions. The recruitment program shall be based upon alertness to candidates who will devote themselves to the education and welfare of the children attending the District's schools.~~

The District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic, ~~or~~ sexual, or gender violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories.

No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis ~~Pilot~~ Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated against because he or she:

- (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or
- (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. ~~The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator. Contact the District Office for~~ The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:	Name:	M. Curt Richardson
—and—	Address:	1809 West Hovey Ave, Normal, IL 61761
Complaint Manager:	Email:	<u>richardmc@unit5.org</u>
	Telephone:	(309) 557-4082

Complaint Manager:	Name:	Dayna Brown <u>Roger Baldwin</u>
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Adopted: April 23, 1997
Reviewed: ~~November 2017~~ September 2020
Amended: December 13, 2017

Address: 1809 West Hovey Ave; Normal IL 61761
Email: brownda@unit5.org
Telephone: (309) 557-40324026

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

Minority Recruitment

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

Current Staff

~~Staff currently employed by the District are encouraged to apply for newly created or vacated positions with the District.~~

~~When two or more applicants are equally qualified for a position and one of these is a current staff member of the District, priority shall be given to the District employee.~~

LEGAL REF.:

8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; ~~implemented by~~
34 C.F.R. Part 106.
29 U.S.C. §206(d), Equal Pay Act.
29 U.S.C. §621 et seq., Age Discrimination in Employment Act.
29 U.S.C. §791 et seq., Rehabilitation Act of 1973.
38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).
42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964, implemented by 29 C.F.R. Part 1601.
42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.
42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.
Ill. Constitution, Art. I, §§17, 18, and 19.
105 ILCS 5/10-20.7, 5/20.7a, 5/21.1, 5/22.4, 5/23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.
410 ILCS 130/40, Compassionate Use of Medical Cannabis ~~Pilot~~-Program Act.
410 ILCS 513/25, Genetic Information Protection Act.
740 ILCS 174/, Ill. Whistleblower Act.
775 ILCS 5/1-103, 5/2-102, 103, and 5/6-101, Ill. Human Rights Act.
775 ILCS 35/5, Religious Freedom Restoration Act.
820 ILCS 55/10, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
820 ILCS 75/, Job Opportunities for Qualified Applicants Act.
820 ILCS 112/, Ill. Equal Pay Act of 2003.
820 ILCS 180/30, Victims' Economic Security and Safety Act.
820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2.260, 2.265, 5.20, 5.30, 5.40, 5.50, 5.70, 5.180, 5.200, 5.250, 5.270, 5.300, 5.330, 7.10, 7.180, 8.70

Adopted: April 23, 1997
Reviewed: ~~November 2017~~ September 2020
Amended: December 13, 2017

ADMIN. PROC.: 5.10-AP1, 5.30-AP2, 5.40-AP1

General Personnel – Workplace Harassment Prohibited

The District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's race, color, religion, national origin, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's or other protected status identified in Board policy 5.10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board ~~policy~~ policies 2.260, Uniform Grievance Procedure; 2:265, Title IX Sexual Harassment Grievance Procedure; 7.20, Harassment of Students Prohibited; 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment; and 7:185, Teen Dating Violence Prohibited.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting ~~sexual~~ harassment on the basis of sex as defined and otherwise prohibited by State and federal law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Report or Complaint

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

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

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims

using Board policy 2.260, *Uniform Grievance Procedure*. If a claim is reported using ~~this Board policy 2.260~~, the Complaint Manager shall process and review the ~~complaint-claim~~ according to ~~Board that policy 2.260, Uniform Grievance Procedure~~, in addition to any response required by this policy.

Please see Board policy 2.260, *Uniform Grievance Procedure* for the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

Nondiscrimination Coordinator: Name: M. Curt Richardson
Address: 1809 West Hovey Ave, Normal, IL 61761
Email: richardmc@unit5.org
Telephone: (309) 557-4082

Complaint Manager: Name: Roger Baldwin
Address: 1809 West Hovey Ave, Normal IL 61761
Email: baldwinr@unit5.org
Telephone: (309) 557-4026

Investigation Process

~~Supervisors, Building Principals, or administrators~~Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. ~~A supervisor or administrator~~Any employee who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. ~~The District shall investigate alleged workplace harassment when a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.~~

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

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

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

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

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

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e.g., vendor, parent, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing ~~bona fide~~ complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*), and depending on the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U.S. Equal Employment Opportunity Commission.

The Superintendent shall use reasonable measures to inform staff members, ~~and~~ applicants, and nonemployees of this policy, which shall include ~~reprinting~~ posting on the District website and/or making this policy in the appropriate handbooks.

LEGAL REF.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.; 29 C.F.R. §1604.11.
Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq.; 34 C.F.R. ~~§1604.11~~Part 106.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
Ill. Human Rights Act, 775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2.
56 Ill. Admin. Code Parts 2500, 2510, 5210, and 5220.
Burlington Industries v. Ellerth, 524 U.S. 742 (1998).
Crawford v. Metro. Gov't of Nashville Davidson County, 555 U.S. 271 (2009).
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).
Franklin V. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).
Harris v. Forklift Systems, 510 U.S. 17 (1993).
Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).
Oncale v. Sundown Offshore Services, 523 U.S. 75 (1998).
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).
Vance v. Ball State University, 133 S.Ct. 2434 (2013).
CROSS REF.: 2.260, 2.265, 4.60, 5.10, 5.90, 5.120, 7.20, 8.30
~~ADMIN. PROC.: 5.20-AP1~~

Professional Personnel – Terms and Conditions of Employment and Dismissal

The Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

School Year and Day

Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days ~~(including an all-day parent-teacher conference day)~~ and a minimum of 180 teacher workdays, including teacher institute days. Additionally, five emergency days shall be included for a minimum calendar of 185 days.

Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on such days; i.e. the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (the Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans' Day).

All teachers new to the District shall report two days prior to the opening of school for an orientation workshop.

Teachers are required to work the school day adopted by the Board. Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

The District accommodates employees who are nursing mothers according to provisions in the Nursing Mothers in the Workplace Act.

Experience Credit

New certified employees shall be given full credit for the first ten years of teaching experience. No credit shall be given on the salary schedule beyond ten years provided, however, the Superintendent or designee shall have the discretion to give credit beyond ten years for hard to fill positions.

~~A maximum of two years credit shall be given for military service.~~

For purposes of this policy, "teaching experience" shall be interpreted as full-time teaching in a pre-K-12 position in a public school. Part-time, partial year and private school experience shall not be recognized as teaching experience for the purposes of determining credit on the salary schedule.

Salary

Teachers shall be paid according to the salary schedule adopted by the Board, but in no case less than the minimum salary provided by *The School Code*. ~~Each certified employee~~ Teachers shall be paid on the basis of 24 equal payments (September-August). ~~), Certified personnel shall be paid~~ by direct check deposit to approved financial institutions.

Adopted: April 19, 1976
Reviewed: ~~January 2017~~ September 2020
Amended: February 22, 2017

If a regular pay date during the school term falls on a day when school is not in session, teachers shall receive their checks on the last working day prior thereto. Paydays shall be the 15th and 30th of the month.

~~Certified employees~~ Teachers resigning at the end of the school year may receive total payment of salary due the 30th of June by requesting the advance payment in writing prior to June 1.

Payroll Deductions

Payroll deductions shall be made for Federal and State Income Tax, Teachers' Retirement System, Illinois Municipal Retirement Fund, Medicare, Social Security (FICA) and Teachers' Health Insurance Security. Upon the written request of an employee, payroll deductions shall be made for group health insurance, flex plan, savings bonds, United Way Fund, Beyond the Books Educational Foundation, tax-sheltered annuities, TRS 2.2, TRS Optional Service, membership dues in professional associations and unions, and other purposes as may be approved by the Board.

The dues deduction for membership in professional organizations shall be from each regular payroll period for nine months and shall be of an amount equal to the pro rata share of the annual membership dues. ~~The Custodial/Maintenance Labor Pension and dues for custodial maintenance employees shall be from each regular payroll period for 12 months.~~

The Board shall remit such deductions to the specified groups.

Assignments and Transfers

The Superintendent or designee is authorized to make teaching, study hall, extra class duty, and co-curricular assignments. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires.

Dismissal

The District will follow State law when dismissing a teacher.

Evaluation

The evaluation of ~~certified personnel~~ teachers of the District shall serve a dual purpose:

1. To provide a sound basis for improvement of instruction.
2. To provide an objective measure of teachers' effectiveness.

Probationary teachers shall be evaluated at least two times per year. Tenured teachers shall be evaluated at least once every other year. The Building Principal and the teacher shall confer before and after each formal evaluative observation and sign the evaluation form which that shall be placed in the teacher's personnel folder.

The District's teacher evaluation system will be conducted under the plan filed pursuant to State law.

On an annual basis, the Superintendent or designee will provide the Board with a written report, which outlines the results of the District's teacher evaluation system.

LEGAL REF.: 105 ILCS 5/10-19, ~~5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/48-8, 5/22.4~~, 5/24-16.5,
5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12,
5/24-21, 5.5/24A-1 through 24A-20.
820 ILCS 260/1 et seq.
23 Ill. Admin. Code Parts 50 and 51.
Cleveland Board of Education v. Loudermill, 105 S.Ct. 1487 (1985).
CROSS REF.: ~~5.10~~, 5.290, 6.20
~~ADMIN. PROC.: 5.10-AP1~~

Adopted: April 19, 1976
Reviewed: ~~January 2017~~ September 2020
Amended: February 22, 2017

Professional Personnel - Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license or short-term substitute license and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year, except as follows:

1. A substitute teacher holding a substitute license may teach for any one licensed teacher under contract with the District only for a period not to exceed 90 school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 school days.
3. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, ~~2020~~2021, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The School Board establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within 5 business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.: 105 ILCS 5/10-20.~~67-68(P.A. 100-596, final citation pending)~~, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).
23 Ill. Admin. Code §1.790 and §25.520.

CROSS REF.: 5.30
~~ADMIN. PROC.: 5.220-AP1, 5.220-E1~~

Adopted: March 18, 1968
Reviewed: ~~May 2019~~September 2020
Amended: June 12, 2019

Equal Educational Opportunities

Equal educational and co-curricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board policy 8.20, Community Use of School Facilities. Any student may file a discrimination grievance by using Board policy 2.260, Uniform Grievance Procedure.

Sex Equity

No student shall, on the basis of sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and co-curricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2.260, Uniform Grievance Procedure. A student may appeal the Board's resolution of the complaint to the Regional Superintendent ~~of Schools~~ (pursuant to 105 ILCS 5/3-10) and thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, who also serves as the District's Title IX Coordinator. The Superintendent or designee and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

LEGAL REF.: ~~42 U.S.C. §11431 et seq., McKinney Homeless Assistance Act.~~
20 U.S.C. §1681 et seq., Title IX of the Education Amendments implemented by 34 C.F.R. Part 106.
29 U.S.C. §791, et seq., Rehabilitation Act of 1973.
~~42 U.S.C. §11431 et seq., McKinney Homeless Assistance Act.~~
775 ILCS 35/5, Religious Freedom Restoration Act.
~~Ill. Constitution, Art. I, §18.~~
~~Good News Club v. Milford Central Sch.ool, 121 S.Ct. 2093-533 U.S. 98 (2001).~~
~~Ill. Constitution, Art. I, §18.~~
105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60 (P.A.s 100-29 and 100-163, final citations pending), 5/10-22.5, and 5/27-1.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
~~775 ILCS 35/5, Religious Freedom Restoration Act.~~
23 Ill. Admin. Code §1.240, and Part 200.

CROSS REF.: 2.260, 2.265, 6.65, 6.220, 7.20, 7.50, 7.60, 7.130, 7.160, 7.165, 7.180, 7.185, 7.250, 7.330, 7.340, 8.20

~~ADMIN. PROC.: 2.260-AP1, 2.260-AP2, 7.10-AP1, 7.10-E1, 7.10-E2, 7.10-E3, 7.330-E1~~

Adopted: October 6, 1987
Reviewed: ~~September 2016~~ September 2020
Amended: October 12, 2016

Prevention of and Response to Bullying, Intimidation, and Harassment

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

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

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

Definitions from Section 27-23.7 of the *School Code* (105 ILCS 5/27-23.7)

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

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyber-bullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyber-bullying* includes

the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyber-bullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

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

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

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the district's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-2.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the District Nondiscrimination Coordinator, a Complaint Manager, Building Principal, Associate Building Principal, Assistant Building Principal, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District Nondiscrimination Coordinator, a Complaint Manager, or any staff member. Anonymous reports are also accepted. All staff members are available for help with a bully or to make a report about bullying.

Nondiscrimination	Name:	M. Curt Richardson
Coordinator:	Address:	1809 West Hovey Ave, Normal, IL 61761
and	Email:	richardmc@unit5.org
Complaint Manager:	Telephone:	(309) 557-4082
Complaint Manager:	Name:	Dayna Brown Roger Baldwin
	Address:	1809 West Hovey Ave, Normal, IL 61761

Adopted: February 13, 2008
Reviewed: ~~September 2019~~ [September 2020](#)
Amended: September 25, 2019

Email: brownda@unit5.org
Telephone: (309) 557-4032/4026

4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parents/guardians of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. ~~5.~~ The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

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

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's Internet website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must also be distributed annually to parents/guardians, students, and school personnel (including new

employees when hired), and must also be provided periodically throughout the school year to students and faculty.

11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification or areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the *Board policies*, including without limitation, the following:
 - a. 2.260, Uniform Grievance Procedure. A student may use this policy to complain about bullying.
 - a.b. 2:265, Title IX Sexual Harassment Grievance Procedure. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
 - b.c. 6.60, Curriculum Content. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - c.d. 6.65, Student Social and Emotional Development. Student social and emotional development is incorporated in the District's educational program as required by State law.
 - d.e. 6.235, Access to Electronic Networks. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - e.f. 7.20, Harassment of Students Prohibited. This policy prohibits any person from harassing, intimidating, or bullying a student based on an actual or perceived characteristic (the list of characteristics in 7.20 is the same as the list in this policy).
 - f.g. 7.185, Teen Dating Violence Prohibited. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - g.h. 7.190, Student Behavior. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - h.i. 7.310, Restrictions on Publications; Elementary Schools. This policy prohibits students from, and provides consequences for: (i) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written, printed, or electronic material, including photographs and Internet material

and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 405 ILS 49/, Children's Mental Health Act.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill. Admin. Code §§1.240 and §1.280.

CROSS REF.: 2.240, 2.260, 2.265, 4.170, 5.230, 6.60, 6.65, 6.235, 7.20, 7.185, 7.190, 7.220, 7.230, 7.240,
7.285, 7.310

Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
 - a. 2:260, Uniform Grievance Procedure. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
 - b. 2:265, Title IX Sexual Harassment Grievance Procedure. This policy prohibits any person from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
 - ~~a.c.~~ Board policy 7.20, Harassment of Students Prohibited. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - ~~b.d.~~ Board policy 7.180, Prevention of and Response to Bullying, Intimidation, and Harassment. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence
 - b. The Nondiscrimination Coordinator, Building Principal, Associate Building Principal, Assistant Building Principal, or a Complaint Manager identified in Board policy 7.20, Harassment of Students Prohibited.
3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board policy 6.60, Curriculum Content. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6.65, Student Social and Emotional Development.

4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Associate Building Principal, Assistant Building Principal, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

LEGAL REF.: 105 ILCS 110/3.10.

CROSS REF.: 2.240, 2.260, 5.100, 5.230, 6.60, 6.65, 7.20, 7.180, 7.190, 7.20, 7.180, 7.190, 7.220, 7.230, 7.240

~~ADMIN. PROC.: 7.185-AP1~~

Adopted: April 23, 2014
Reviewed: September 2020
Amended:

Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully another student based upon ~~on the basis of~~ student's actual or perceived race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic.

The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

~~The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. Sexual harassment of students is prohibited. See policies 2:265, Title IX Sexual Harassment Grievance Procedure, and 2:260, Uniform Grievance Procedure. Any person, including a District employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:~~

- ~~1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or~~
- ~~2. Has the purpose or effect of:
 - ~~a. Substantially interfering with a student's educational environment;~~
 - ~~b. Creating an intimidating, hostile, or offensive educational environment;~~
 - ~~c. Depriving a student of educational aid, benefits, services, or treatment; or~~
 - ~~d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.~~~~

~~The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.~~

Making a ~~Report or Complaint~~; ~~Enforcement~~

Students are encouraged to promptly report claims or incidences of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Associate Principal, Assistant Principal, ~~or a Complaint Manager~~, or ~~anonymously via the District's Bullying Hotline (phone number is located on the District's website and in the Parent/Student Handbook)~~ any employee with whom the student is comfortable speaking. A student may choose to report to an person-employee of the student's same ~~sex~~ gender. Complaints will be kept confidential to the extent possible given the need to investigate. ~~Students who make good faith complaints will not be disciplined.~~

~~An allegation that a student was a victim of any prohibited conduct perpetrated by another student shall be referred to the Building Principal, Associate Principal, or Assistant Principal, for appropriate action.~~

~~Reports under this policy will be considered a report under Board policy 2:260, Uniform Grievance Procedure, and/or Board policy 2:265, Title IX Sexual Harassment Grievance Procedure. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure.6~~

~~Contact the District Office for the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.~~

~~**Complaint Manager:** Name: M. Curt Richardson
and Address: 1809 West Hovey Ave; Normal IL 61761
Nondiscrimination Email: richardmc@unit5.org
Coordinator: Telephone: (309) 557-4082~~

~~**Complaint Manager:** Name: Dayna Brown
Address: 1809 West Hovey Ave; Normal IL 61761
Email: brownda@unit5.org
Telephone: (309) 557-4032~~

~~**Nondiscrimination** Name: M. Curt Richardson
Coordinator: Address: 1809 West Hovey Ave, Normal, IL 61761
Email: richardmc@unit5.org
Telephone: (309) 557-4082~~

~~**Complaint Manager:** Name: Roger Baldwin
Address: 1809 West Hovey Ave, Normal, IL 61761
Email: baldwinr@unit5.org
Telephone: (309) 557-4026~~

The Superintendent or designee shall use reasonable measures to inform staff members and students of this policy, ~~such as,~~ by including: ~~this policy in appropriate handbooks.~~

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

2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

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

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

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

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

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

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

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

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

Retaliation Prohibited

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

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

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments;
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 5/10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill. Admin. Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 419 S.Ct. 1661526 U.S. 629 (1999).
Franklin v. Gwinnett Co. Public Schools, 412 S.Ct. 4028503 U.S. 60 (1992).
Gebser v. Lago Vista Independent School District, 418 S.Ct. 1989524 U.S. 274 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).
CROSS REF.: 2.260, 2.265, 5.20, 5.90, 7.10, 7.180, 7.185, 7.190, 7.240
~~ADMIN. PROC.: 7.20-AP1~~

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