

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
BOARD ROOM
5211 CENTER AVENUE
LISLE, ILLINOIS 60532
Board of Education Meeting
August 22, 2022
7:00 PM

Members of the public are welcome to attend all Lisle Community Unit School District 202 Board of Education meetings, including those held via video conferencing. Anyone wishing to view the meeting or provide comments is encouraged to review the information below.

In-Person Meeting Viewing: Guests are welcome to attend the meeting in-person in the Board Room.

Remote Meeting Viewing: The proceedings of the meeting will be streamed live and can be viewed using the following link: <http://www.youtube.com/c/LisleDistrict202>. Guests will join the meeting in view-only mode and will not be seen or heard in the meeting. A recording of the meeting will also be available on the School District website.

Public Comment: Public comments can be made in person or via email at publiccomment@lisle202.org. Comments must be received by 5:00 p.m. on the day on which the meeting is held. Comments submitted by the deadline will not be read aloud during the meeting, but rather will be provided to the School Board before the start of the meeting and will become part of the meeting record.

Please see the "Meeting Dates, Agendas and Minutes" page for links to the Board of Education meeting agendas, minutes and video feeds.

AGENDA

- | | | |
|----|---|-----|
| 1. | Call to Order and Roll Call - 7:00 pm | |
| 2. | Adjourn to Closed Session for Discussion of the Appointment, Performance, Discipline, Compensation or Dismissal of Employees, Collective Bargaining, Student Issue and Litigation Matters | |
| 3. | Return to Open Session - 7:30 pm | |
| 4. | Pledge of Allegiance | |
| 5. | Reading of Mission Statement | |
| 6. | Public Comment | 3 |
| 7. | <u>ACTION ITEMS</u> | |
| | A. Consent Agenda: | |
| | (1) Board Meeting Minutes | 29 |
| | (2) Payroll Pay Orders | 35 |
| | (3) Vendor Pay Orders | 56 |
| | (4) Personnel | |
| | a. Certified Employment | 74 |
| | b. Certified Resignation | 80 |
| | c. Certified Leave Request | 81 |
| | d. Classified Employment | 82 |
| | e. Classified Resignations | 89 |
| | f. Extra-Duty Employment | 90 |
| | g. Extra-Duty Resignation | 97 |
| | (5) Additional Part-Time Evening Custodian at Lisle Elementary | 98 |
| | (6) Collective Bargaining Agreement Between the Lisle Education Association and the Board of Education for the School Years 2022/2023 and 2023/2024 | 100 |
| 8. | <u>FINANCIAL INFORMATION</u> - The Board Acknowledges Receipt of the following Reports | |
| | A. Investment Concentration & Collateral Report - 06/30/2022 | 189 |
| 9. | <u>DISCUSSION ITEMS</u> | |
| | A. Summary of "Areas of Focus" for District/Buildings for the Current School Year | 193 |
| | B. Lisle High School - School Improvement Plan | 194 |

C.	Communication Evaluation Results and Future Plans	195
D.	Determine Board Governance/Self Evaluation Date	
E.	Selection of Board Committee Members	196
F.	Board Code of Conduct and Agreed Upon Norms Review	197
G.	Freedom of Information Request(s)	202
H.	Superintendent's Report	204
10.	<u>COMMITTEE REPORTS</u>	
A.	Educational Equity & Excellence (E3) - Did not meet	
B.	Facility Master Planning - Did not meet	
C.	Finance - Did not meet	
D.	Policy - Did not meet	
11.	<u>BOARD REPRESENTATIVE REPORTS</u>	
A.	Home and School Organization - Did not meet	
B.	IASB Delegate to Board - Did not meet	
C.	Intergovernmental - Did not meet	
D.	Legislative Education Network of DuPage (LEND) - Did not meet	
E.	Lisle Education Foundation	207
F.	School Association for Special Education in DuPage (SASED)	208
12.	Agenda Topics for Future Board Meetings	
13.	Adjourn to Closed Session for Discussion of the Appointment, Performance, Discipline, Compensation or Dismissal of Employees, Collective Bargaining, Student Issue and Litigation Matters	
14.	Return to Open Session	
15.	Adjournment	

Date: Mon, Aug 22, 2022 at 4:58 PM
Subject: public comment—SmartPass
To: Public Comment <publiccomment@lisle202.org>

To the Board and Administration of District 202,

Should a high school girl have her trips to the bathroom timed, tracked and recorded? Should a high school boy be denied a water break when an automated digital permission system fails to grant him a QR code?

Judging by their actions, it appears the administration of Lisle Senior High School not only believes the answer to these questions to be “yes”, but believes the answer is so obvious as to forego any discussion with or substantive notification to its parents and students.

I’m referring to the implementation of the SmartPass hall monitoring system that Principal Howard announced in his Principal’s Message of August 14, 2022, a mere three days before the start of school. This message contained scant information about how the system would work, and instead pointed toward the vendor’s website. Unfortunately, the vendor’s website is a sales pitch to prospective districts, and contains little that would elucidate d202’s implementation of the system to a concerned parent.

This lack of clarity leaves me with several questions, all of which I would prefer to have answered before consenting to allow my child to participate in the SmartPass implementation. Has hallway truancy been such a problem in Lisle schools that a turn toward a digital tracking system was necessary? Have current administrators found it beyond their abilities to manage such student behavior? If yes, what steps were taken to correct their management of the student body before turning to—and paying for—the SmartPass system?

To be sure, the specified benefit of knowing students’ locations in the case of an emergency sounds appealing, but has this been a serious problem in prior years? Every school year has featured multiple drills—some planned, some not; were there problems discovered in these drills of losing track of students? What other solutions were proposed, and why was a digital tracking system agreed upon without parent input?

What are the possible reasons why a student requesting a hall pass might be denied? Are these limited in nature and specified in advance? Are such denials every the result of an automated response? What is a teacher supposed to do when a student asks to leave for an urgent bathroom break but the software platform says no? Is there a default time limit for students to “use the facilities”? Who has access to the record keeping?

The software’s vendor claims compliance with SOPPA and FERPA? Has such compliance been verified by a 3rd party? In the event the software is *not* compliant, would d202 be exposed to claims of liability?

Finally, was it ever considered to implement the system on a case by case basis, such that known trouble makers could be tracked, but students who simply want to enjoy small freedoms like urgent—and private—bathroom visits without an onerous surveillance system could do so, you know, normally?

Without even broaching the slippery slope concerns of implementing a digital cataloguing of student movement, there are simple everyday reasons why a parent might hesitate to send their

child into this system. I'd like a response to my questions above, as well as an explanation for why parents weren't included in the discussion of implementing this system in any way. I'd also like to know if you intend to allow parents to opt their children out of the surveillance.

Thank you,

Adam Roth



Request to speak to the Board of Education

PROCEDURE FOR SPEAKING TO THE BOARD OF EDUCATION

Persons wishing to speak during the public comment section of the Lisle District 202 Board Meeting are asked to complete a "Request to Speak" card. The purpose of this opportunity is to direct comments to the Board and/or provide information. Ordinarily, the Board will not engage in dialogue with the speaker. Comments should be in good taste and demonstrate consideration for others. Each speaker will be allotted up to three minutes.

Thank you for following the procedure. Your cooperation will ensure that all individuals who wish to speak may do so while simultaneously providing for timely completion of the Board's business agenda. Your continued interest in our community's schools is valued and appreciated.

NAME (please print): MIRKO MARTICHA

AFFILIATION WITH THE DISTRICT:

- Current Lisle 202 Parent
- Current Lisle 202 Resident, not a current Lisle 202 Parent
- Other (please describe) _____

SIGNATURE:  **DATE:** 8-22-22

EMAIL: [REDACTED]

Please provide a brief description of the topic you will address:

COURAGE

Do you desire follow-up contact from administration regarding your topic of discussion?

- YES
- NO
- UNSURE



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NAME (please print): Kate Foster

AFFILIATION WITH THE DISTRICT:

- Current Lisle 202 Parent
- Current Lisle 202 Resident, not a current Lisle 202 Parent
- Other (please describe) _____

SIGNATURE: Kate Foster **DATE:** 8-22-22

EMAIL: _____

Please provide a brief description of the topic you will address:

1) School Approach to pulling students from class and not notifying parents
2) Policy clarity

Do you desire follow-up contact from administration regarding your topic of discussion?

- YES
- NO
- UNSURE

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NAME (please print): Joanna Hatch

AFFILIATION WITH THE DISTRICT:

- Current Lisle 202 Parent
- Current Lisle 202 Resident, not a current Lisle 202 Parent
- Other (please describe)

SIGNATURE: Joanna Hatch **DATE:** 8-22-18

EMAIL: [REDACTED]

Please provide a brief description of the topic you will address:

- Overturn Athletic decision
- be able to participate in two sports

Do you desire follow-up contact from administration regarding your topic of discussion?

- YES
- NO
- UNSURE



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NAME (please print): Audrey Catuara

AFFILIATION WITH THE DISTRICT:

- Current Lisle 202 Parent
 Current Lisle 202 Resident, not a current Lisle 202 Parent
 Other (please describe) _____

SIGNATURE: Audrey Catuara **DATE:** 8/22/2022

EMAIL: _____

Please provide a brief description of the topic you will address:

Overturn ~~the~~ two sport athletic decision.

Do you desire follow-up contact from administration regarding your topic of discussion?

YES NO UNSURE

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NAME (please print):

Jeff Catuara

AFFILIATION WITH THE DISTRICT:

- Current Lisle 202 Parent
 Current Lisle 202 Resident, not a current Lisle 202 Parent
 Other (please describe) _____

SIGNATURE:

Jeff Catuara

DATE: _____

EMAIL: _____

Please provide a brief description of the topic you will address:

Overturn athletic decision on 2-sports.

Do you desire follow-up contact from administration regarding your topic of discussion?

YES NO UNSURE

Request to speak to the Board of Education

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NAME (please print): Danielle Cole

AFFILIATION WITH THE DISTRICT:

- Current Lisle 202 Parent
- Current Lisle 202 Resident, not a current Lisle 202 Parent
- Other (please describe) _____

SIGNATURE: Danielle Cole **DATE:** 8/22/22

EMAIL: _____

Please provide a brief description of the topic you will address:

Kids being able to play dual sports, multi-athletics

Do you desire follow-up contact from administration regarding your topic of discussion?

- YES
- NO
- UNSURE

August 22, 2022

Lisle 202 Board Members

Subject: Perspectives in Courage

I'm here today to talk about courage. The courage to recognize when you've done something wrong and the courage to fix it.

Attached to this letter are two PowerPoint presentations stored as PDFs.

1. **PerspectivesOnCourage082222.pdf** is a presentation to directly accompany this letter
2. **BoardMeeting 20200926-FINAL.pdf** is a presentation shared with the board two years ago. This document is worthy of re-review to illustrate how much contrary information was available when the board made ill-informed decisions to close the schools

Please review the 2nd page of the first document. Over the past few years academic performance at this district has plummeted. The problem is across all grade levels. For purpose of illustration let's examine SAT score from the high school as viewed on the Illinois Report card. A shocking 63% of all high school students and even worse 70% of female students within the high school do not have Adequate Math Knowledge or Skills. Comparison with other Schools in DuPage further highlights the magnitude of the problem. The board has known about this for a year and there has been little or no discussion or actions

In today's board meeting, the board will see new numbers that show some progress on the percentages, but the actual mean test score has dropped to a very low 509. Just to put it in perspective – this is what a 509 means. It's a 58-question test, if someone answers 13-14 of them correctly and randomly guesses on the rest then they will have a 509 score. That is not a level of performance we should be proud of or aspire for our students.

In addition, there might be an attempt to gain solace that our current scores are above state averages, however a review of just how bad some of the Illinois schools are should provide no comfort if the district is barely beating the state average.

Equally disturbing with these results is the participation – in 2020, 115 students took the test, in 2021 it was 105 and now it's 93 – where did 20% of the students go? What was the academic profile of those departing students? Why did they leave the district?

If you turn to page 3 of document #1, it should give insight into both problems. Two years ago, many parents told you that closing the schools would lead to significant problems including tremendous academic deficit. The second document is just one of many pieces of information

the board received and ignored two years ago. Two years ago, the board turned a blind eye to these facts, now, albeit in hindsight, the board's actions are undeniably proven wrong.

While our board didn't have courage, In Illinois there were over 200 similar Unit districts, whose boards did have courage and allowed them to keep their doors open.

From 2019 to 2021 our district saw a 37% increase in students that had inadequate math skills while the schools that kept their doors open avoided that horrific increase.

Hindsight is always 20/20, this board ignored a great solution, ignored the voices from the majority of the parents, and ignored immense data supporting keeping the schools open. In the end the board didn't have the courage to execute your primary mission and prioritize the education of the kids in the district.

It's one thing if this was a hotly contested 4-3 vote, but what happened here – virtually no dissenting dialogs and embarrassing rubber-stamped 7-0 votes.

One can never truly fix a problem unless you acknowledge it, and you acknowledge your role in it. So back to the theme of this letter, does the board have the COURAGE to admit this was their mistake and do they have the courage to find creative solutions to rapidly fix this problem and not wait another year?

In the end this board needs to remember that Lisle 202 is the MOST expensive district within Illinois. This year's budget will pass the \$25,000 per student milestone. When academics are great, cost is secondary, but this district has no right to exist at its current price point unless academics are stellar.

I'd like to use the rest of my time to speak to the new board member. Congratulations Ms. Sims on your second tenure on the board. Continuing the theme of courage, I do want to remind you of your first tenure. You rarely spoke, you never voiced a dissenting opinion, your votes were always a 100% rubber stamp on the prevailing opinion of the board. When you attempted re-election, you were soundly defeated, and your passive participation was the main reason.

Your most notable accomplishment on your first tenure was in 80% of the meetings you seconded the motion to close the meeting – I guess going home was a primary concern.

Conventional wisdom is that you are back on the board because there is an expectation you will remain passive and continue your history of rubber-stamping votes. I know you personally and you are smarter than that and better than that and the voters of Lisle expect more from you.

You were one of the parents against closing the schools, but you didn't have the courage to speak out or vote differently. Get a good look at the wreckage that was left from this board's lack of courage. Do you now have the courage to help fix this? Do you have the courage to be the transformational voice that this board desperately needs? The world is changing at lightning speeds and this board is stuck in the past and stuck in the mud. Ms. Sims you have 8 board meetings before you run for re-election. The voters and parents of Lisle are hoping that you make every vote count otherwise you'll end up with the same result you had in 2021.

Sincerely,

Mirko Martich
4255 Nottingham Court
Lisle, Illinois 60532



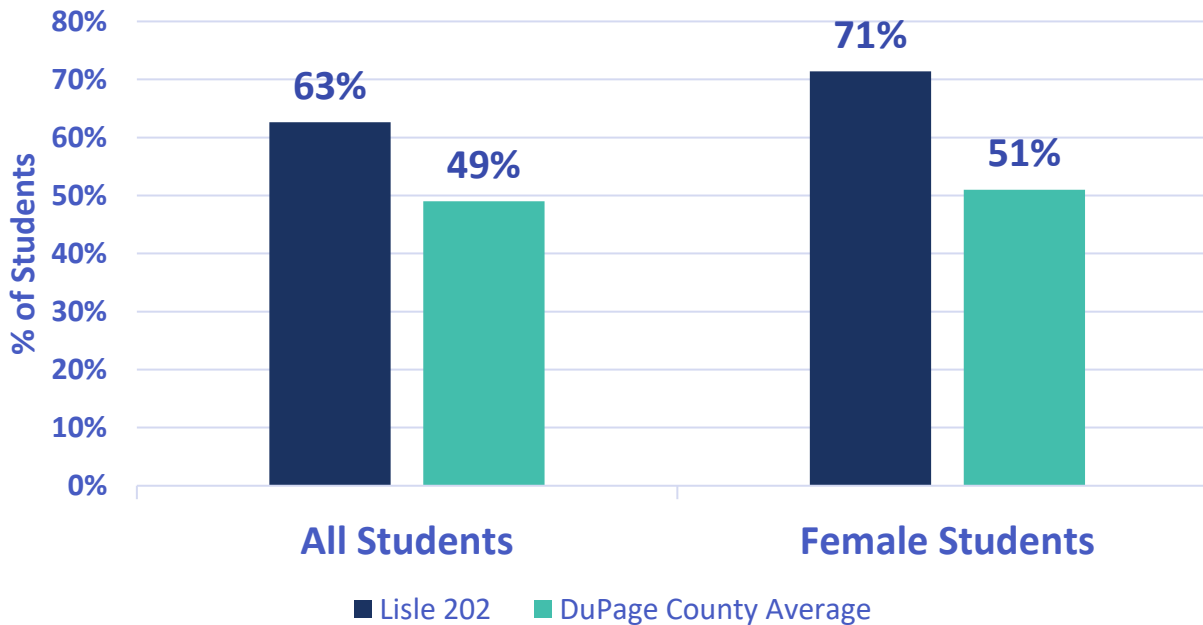
Perspectives on Courage

Lisle 202 Board Meeting

August 22, 2022

DO YOU HAVE THE COURAGE TO ADMIT THIS IS A BIG PROBLEM?

Percent of Lisle High School Students with Inadequate Math Knowledge and Skills ⁽¹⁾



OVER 70% OF FEMALE STUDENTS IN LISLE HIGH SCHOOL DO NOT MEET ILLINOIS LEARNING STANDARDS FOR MATH ⁽¹⁾

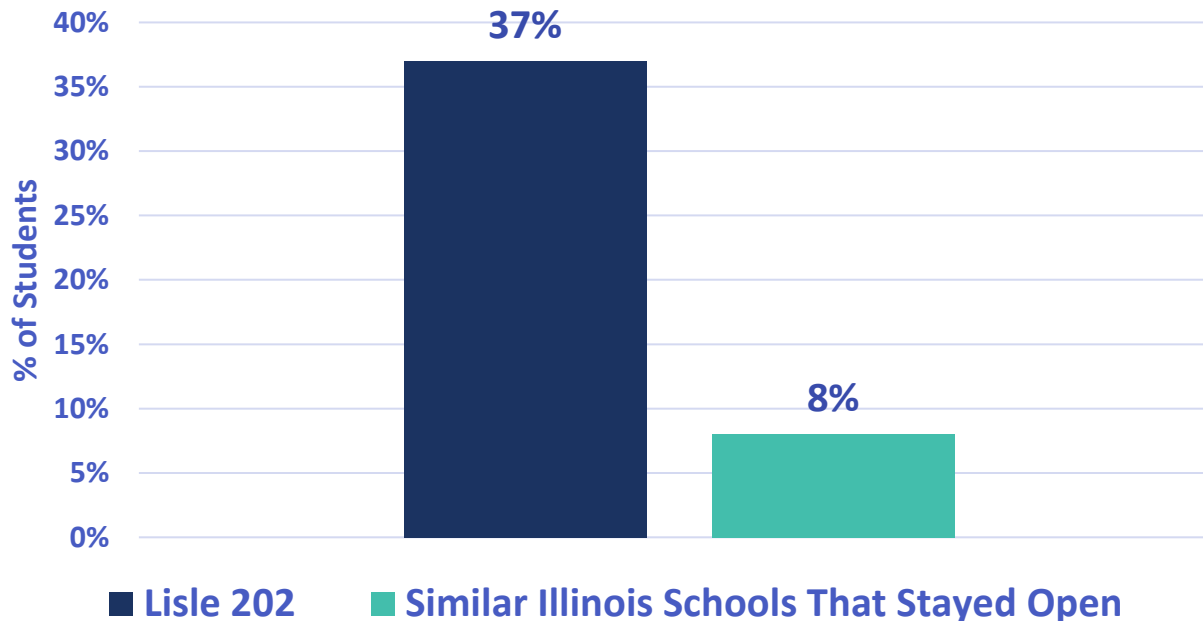
This Board has known about this since August of last year, why do you NOT have the courage to talk about it and build real solutions?

Notes: (1) Illinois Report Card, 11th Graders SAT levels 1 and 2 Minimal and Incomplete Knowledge, 2021.

(2) DuPage County benchmark is weighted average of other DuPage High schools (Aurora, Downers Grove, Elmhurst, Glen Ellyn, Hinsdale, Naperville, Roselle, Westmont, Wheaton)

DO YOU HAVE THE COURAGE TO ADMIT THIS IS THE BOARD'S MISTAKE?

2019 – 2021 Growth in Students with Inadequate Math Knowledge and Skills ⁽¹⁾



Hindsight is always 20/20, but many parents told you this Academic Deficit would happen. You simply DID NOT HAVE THE COURAGE TO LISTEN OR ACT

If this BOARD had COURAGE, like the Boards from 200+ other Unit Districts⁽²⁾ in the State, this should have never happened

Source: (1) Illinois Report Card, 11th Graders SAT levels 1 and 2 Minimal and Incomplete Knowledge, 2019 and 2021

(2) ISBE Website from late 2020 to 2021; local newspapers; individual school websites. 230 Illinois Units districts with enrollment <1500 which brought students into the classroom throughout school year 2020/2021

DO YOU HAVE THE COURAGE TO . . .

- . . . admit that not listening to parents in 2020 was a tragic mistake?
- . . . admit that the board's lack of actions led to this problem and created this academic deficit?
- . . . admit significant actions are required to rectify this self-inflicted wound?

DO YOU HAVE THE COURAGE to understand that the Board is NOT DOING THEIR JOB if we remain the MOST expensive district in the state coupled with horrible academics



Perspectives on School Re-Opening

Lisle 202 Board Meeting

September 28, 2020

Why are parents so angry?

Hobart Indiana: September 25, 2020

They Have Open Schools and Open Activities



This Football field is equal in distance to Chicago as Lisle

Hobart's Cases Per 100,000 = 76 ⁽¹⁾
(DuPage = 72 ⁽²⁾)

Hobart's Positivity Rate: 4.76 ⁽¹⁾
(DuPage 4.7 ⁽²⁾)

Worse virus conditions yet this community can safely open schools and activities

“Follow the science” is typically offered for a rationale. What kind of science differs by zip code or differs by private or public school? If a community in Indiana can safely play football, then why can't we safely have kids in classrooms?

Notes: (1) <https://www.coronavirus.in.gov/2393.htm>

(2) <https://www.dph.illinois.gov/countymetrics?county=DuPage>

There absolutely is a risk, but it's one we can safely manage

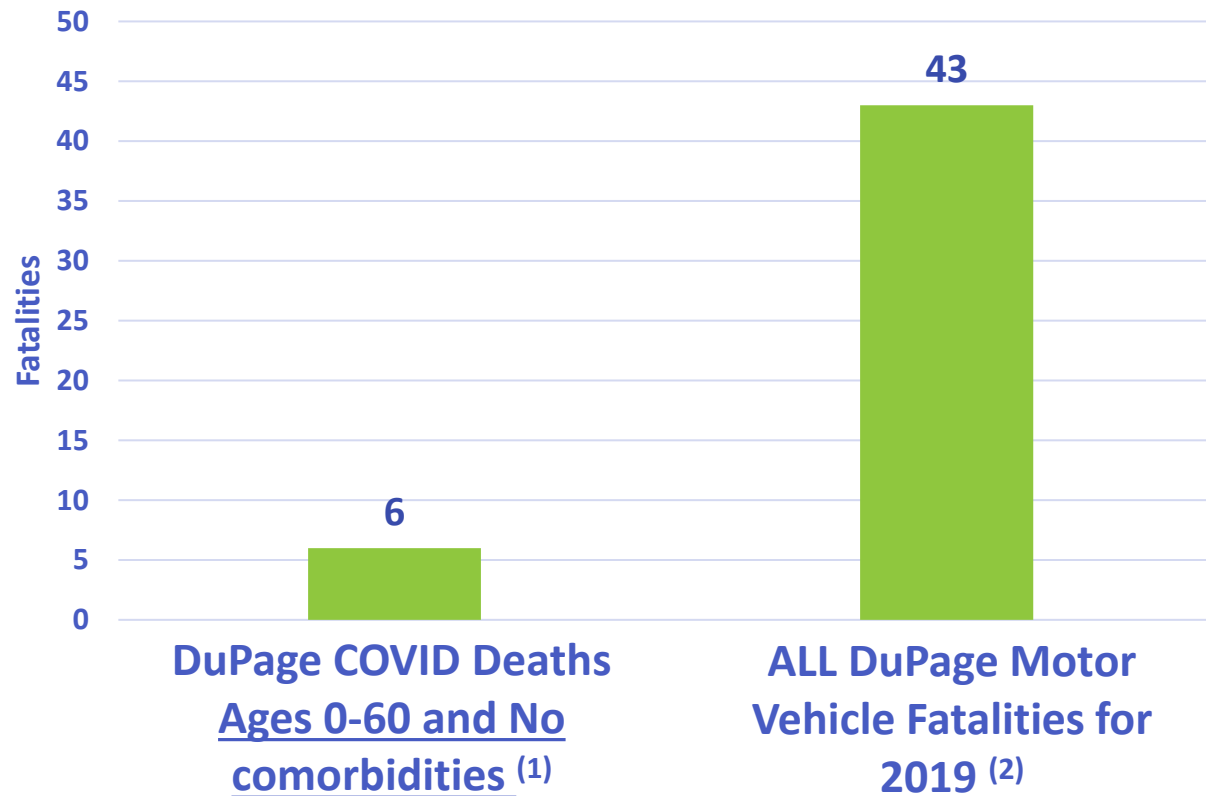
Updated CDC Benchmarks⁽¹⁾ for Infection Survival Ratio by Age Group (as of 9/10/2020)

- **0 – 19 Years 99.997%**
- **20-49 Years 99.98%**
- **50-69 Years 99.5%**
- **70+ Years 94.6%**

If you view this rationally you understand the virus is real and an indisputable risk, however with each passing day it becomes clearer that we can manage this risk

There absolutely is a risk, but it's one we can safely manage

DuPage Fatalities: Comparing COVID and Motor Vehicles

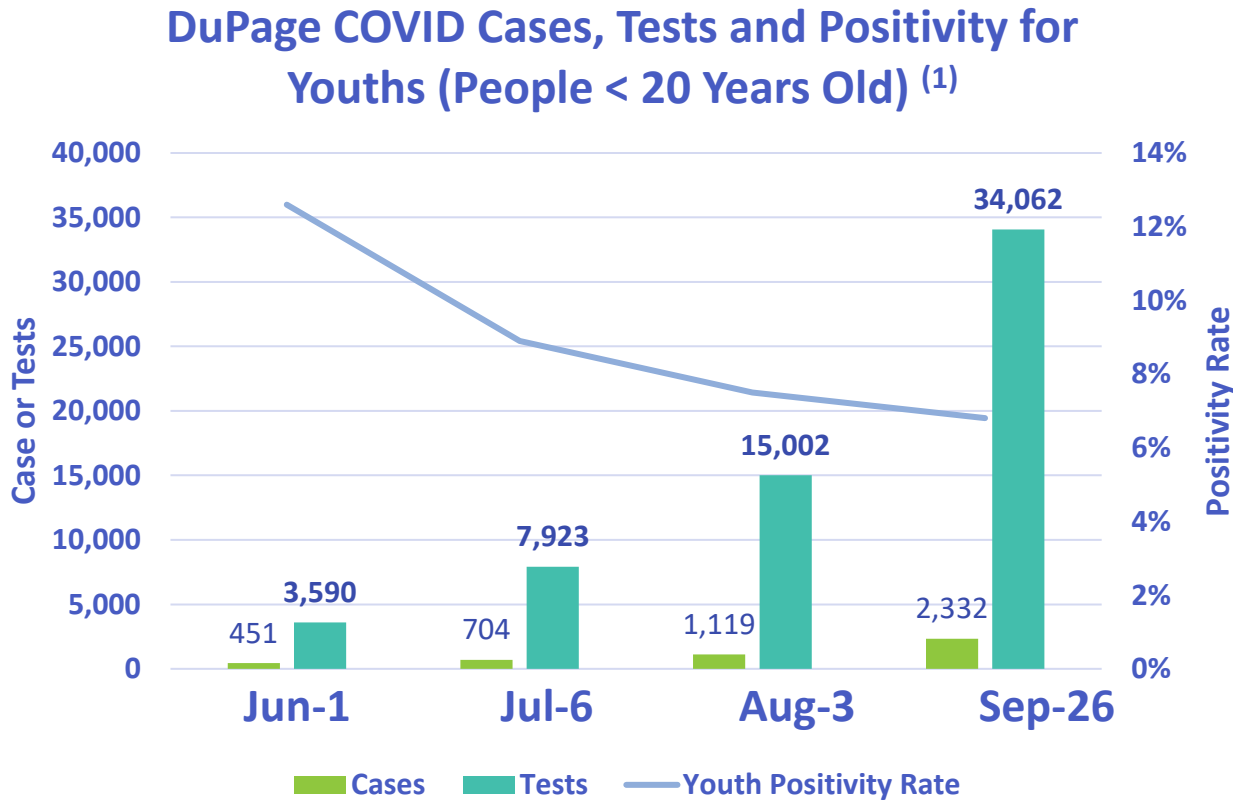


Just as we can make cars safe, we can manage the risk of COVID and the answer isn't "e-learning"

In attending this meeting tonight was anyone fearful about entering their vehicle?

Notes: (1) <https://www.dupagehealth.org/610/DuPage-County-COVID-19-Dashboard>
(2) <https://www.dupageco.org/Coroner/StatsDetail.aspx?typeDeath=ACCIDENT&mannerOfDeath=Motor>

Cases, Cases, Cases – the most mis-leading metric available!



417% Increase in YOUTH cases since June

BUT

849% Increase in Youth Tests

And a corresponding 46% decrease in Youth Positivity

Also, for context DuPage has >240,000 people under age 20

When you know the growth in youth testing plus the decline in positivity rate among youths are you still worried about that growth in cases?

College kids were undeniably “bad actors”, it is equally undeniable that the impact was negligible

9/22/20 update on C19 among students on campus since August, from 37 U.S. universities: Despite ~48,300 “+ C19 tests” near absence of reported C19 hospitalizations, and zero reported deaths

University	Reported C19+, “Cases” (N)*	Reported Hospitalizations (N)**	Reported C19 Deaths (N)***
(1) U of Alabama sys	2729	0	0
(2) U of Georgia	2901	0	0
(3) U of Kentucky	1645	0	0
(4) Ohio State U	2638	0	0
(5) U of Dayton	1242	0	0
(6) Miami U of OH	1372	0	0
(7) Illinois State U	1334	0	0
(8) U of Iowa	1908	0	0
(9) Missouri State U	960	0	0
(10) U of Kansas	882	0	0
(11) Kansas State U	707	0	0
(12) Penn State U	1182	0	0
(13) U of Wisconsin	2684	1	0
(14) U of Miami	394	0	0
(15) U of S Carolina	2256	0	0
(16) U of Arizona	2137	0	0
(17) Notre Dame U	688	0	0
(18) Temple University	448	0	0
(19) James Madison U	1465	0	0
(20) Texas Tech U	1332	0	0
(21) U of Texas	955	0	0
(22) Texas Christian U	917	0	0
(23) Texas A & M U	1330	0	0
(24) U of Illinois	2138	0	0
(25) Iowa State U	1021	0	0
(26) East Carolina U	889	0	0
(27) U of N Carolina	1085	0	0
(28) N Carolina State U	957	0	0
(29) Auburn U	1654	0	0
(30) Arizona State U	807	0	0
(31) San Diego State U	845	1	0
(32) Ball State U	965	0	0
(33) U of N. Dakota	712	0	0
(34) U of Cent Florida	895	0	0
(35) U of Florida	653	0	0
(36) Oklahoma State U	892	0	0
(37) SUNY-Oneonta	680	0	0
Totals (N)	48,299	2**	0

48,000+ cases

2 Hospitalizations


ZERO fatalities

*As of data accessed 9/22/20; ostensibly by reverse transcriptase polymerase chain reaction amplification & detection of C19 viral RNA, or C19 nucleocapsid protein antigen detection by immunofluorescent assay(s); **As originally noted here: <https://twitter.com/andrewbostom/status/1302438825063591936>; <https://bit.ly/3mHD3Be> “Kansas college student hospitalized with suspected case of multisystem inflammatory syndrome”, but the KS college was unidentified; However 1 of the now 845 C19+ students at SDSU was hospitalized “1st SDSU Student Among COVID-19 Surge Hospitalized as Cases Reach 440.” <https://www.nbcsandiego.com/news/investigations/1st-sdsu-student-among-covid-19-surge-hospitalized-as-cases-reach-440/2402332/> and 1 U-Wisc-Madison student was hospitalized out of 2684 C19+ <https://wkow.com/2020/09/16/first-known-uw-madison-student-hospitalized-with-covid-19/>

There is a massively growing body of evidence that the interactions of children and schools can operate safely & the absence of in-person school / activities is hurting children

Study: University of Wisconsin

90,000 soccer players, 34 states, 100 club teams against 45,000 training sessions and 6,000+ games over 10 weeks

Youth COVID Cases  59% of Expected Amer. Academy of Pediatrics Cases

Source: <https://www.soccerwire.com/news/ecnl-shares-positive-results-from-study-on-safety-of-youth-soccer-amid-covid-19/>



Study: Brown University

>550 schools across 46 states for two weeks
Rates for confirmed cases were 0.076 for students and 0.15 for teachers
“Feared outbreaks in schools yet to arrive . . .”

Source: https://statsiq.co1.qualtrics.com/public-dashboard/v0/dashboard/5f62eae4451ae001535c839#/dashboard/5f62eae4451ae001535c839?pagelId=Page_1ac6a6bc-92b6-423e-9f7a-259a18648318

State of Indiana

Week Five/Six of opening schools across the entire state impacting thousands of schools and hundreds of thousands of students

Hospital Usage   No Change
Positivity  15% Drop

Source: <https://www.coronavirus.in.gov/2393.htm>

Study: University of Wisconsin

13,000 Adolescents/Students surveyed on the impacts of COVID shutdowns

Moderate to Severe Depression:  280% Increase

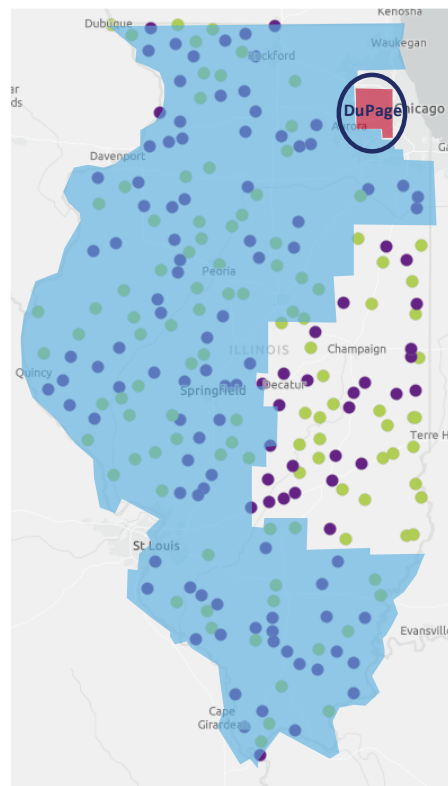
Source: <https://ortho.wisc.edu/wp-content/uploads/2020/09/COVID-19-in-Youth-Soccer.pdf>

Also, in Illinois there are 230 similar school districts, encompassing >160,000 students, that are in the classroom

Re-opened Illinois Unit Districts with <1500 student enrollment . . .

. . . these districts are scattered across the state with most of them in IDPH regions that have continually had higher positivity than DuPage

- AIWood CUSD 225
- Amboy CUSD 272
- Annanaw CUSD 226
- Arcola CUSD 306
- Arthur CUSD 305
- Ashton-Franklin Center CUSD 275
- Astoria CUSD 1
- Athens CUSD 213
- Beecher City CUSD 20
- Bement CUSD 5
- Blue Ridge CUSD 18
- Brimfield CUSD 309
- Brown County CUSD 1
- Brownstown CUSD 201
- Bunker Hill CUSD 8
- Bureau Valley CUSD 340
- Bushnell Prairie City CUSD 170
- Cairo USD 1
- Calhoun CUSD 40
- Carlinville CUSD 1
- Carmi-White County CUSD 5
- Carrier Mills-Stonefort CUSD 2
- Carrollton CUSD 1
- Casey-Westfield CUSD 4C
- Central CUSD 3
- Central CUSD 4
- Century CUSD 100
- Cerro Gordo CUSD 100
- Chadwick-Milledgeville CUSD 399
- Chester CUSD 139
- Christopher USD 99
- Clay City CUSD 10
- Coulterville USD 1
- County of Winnebago SD 320
- Cowden-Herrick CUSD 3A
- Crab Orchard CUSD 3
- Cumberland CUSD 77
- CUSD 3 Fulton County CUSD 4
- Dakota CUSD 201
- Deer Creek-Mackinaw CUSD 701
- Deland-Weldon CUSD 57
- Delavan CUSD 703
- DePue USD 103
- Dieterich CUSD 30
- Dongola USD 66
- Donovan CUSD 3
- Du Quoin CUSD 300
- Dupo CUSD 196
- Durand CUSD 322
- Earlville CUSD 9
- East Dubuque USD 119
- Eastland CUSD 308
- Edgar County CUD 6
- Edwards County CUSD 1
- Egyptian CUSD 5
- El Paso-Gridley CUSD 11
- Eldorado CUSD 4
- Elmwood CUSD 322
- Elverado CUSD 196
- Erie CUSD 1
- Farmington Central CUSD 265
- Fieldcrest CUSD 6
- Flanagan-Cornell Dist 74
- Forrestville Valley CUSD 221
- Franklin CUSD 1
- Galatia CUSD 1
- Galena USD 120
- Gallatin CUSD 7
- Galva CUSD 224
- Gibson City-Melvin-Sibley CUSD 5
- Goreville CUD 1
- Grant Park CUSD 6
- Grayville CUSD 1
- Greenfield CUSD 10
- Greenview CUSD 200
- Griggsville-Perry CUSD 4
- Hamilton CCSD 328
- Hamilton Co CUSD 10
- Hardin County CUSD 1
- Havana CUSD 126
- Henry-Senachwine CUSD 5
- Heyworth CUSD 4
- Hiawatha CUSD 426
- Hinckley Big Rock CUSD 429
- Hoopeston Area CUSD 11
- Hutsenville CUSD 1
- Illini Bluffs CUSD 327
- Illini Central CUSD 189
- Indian Creek CUSD 425
- Iroquois County CUSD 9
- Iroquois West CUSD 10
- Jasper County CUD 1
- Johnston City CUSD 1
- Joppa-Maple Grove UD 38
- Kansas CUSD 3
- Lawrence County CUD 20
- Leland CUSD 1
- Lena Winslow CUSD 202
- LeRoy CUSD 2
- Lewistown CUSD 97
- Lexington CUSD 7
- Liberty CUSD 2
- Litchfield CUSD 12
- Lowpoint-Washburn CUSD 21
- Marissa CUSD 40
- Maroa Forsyth CUSD 2
- Marshall CUSD 2C
- Martinsville CUSD 3C
- Mercer County School District 404
- Meredosia-Chambersburg CUSD 11
- Meridian CUSD 101
- Meridian CUSD 15
- Midland CUSD 7
- Midwest Central CUSD 191
- Milford Area Public Schools District 124
- Momence CUSD 1
- Morrison CUSD 6
- Morrisonville CUSD 1
- Mount Olive CUSD 5
- Mt Pulaski CUSD 23
- Mulberry Grove CUSD 1
- Neoga CUSD 3
- New Athens CUSD 60
- Nokomis CUSD 22
- Norris City-Omaha-Enfield CUSD 3
- North Clay CUSD 25
- North Mac CUSD 34
- North Wayne CUSD 200
- Northwestern CUSD 2
- Oakland CUSD 5
- Oakwood CUSD 76
- Okaw Valley CUSD 302
- Orangeville CUSD 203
- Oregon CUSD 220
- Orion CUSD 223
- Palestine CUSD 3
- Pana CUSD 8
- Panhandle CUSD 2
- Paris CUSD 4
- Paris-Union SD 95
- Patoka CUSD 100
- Paw Paw CUSD 271
- Pawnee CUSD 11
- Paxton-Buckley-Loda CUD 10
- Payson CUSD 1
- Pearl City CUSD 200
- Pecatonia CUSD 321
- Peoria Heights CUSD 325
- Peotone CUSD 207U
- Pikeland CUSD 10
- Pleasant Hill CUSD 3
- Pleasant Plains CUSD 8
- Polo CUSD 222
- Pope Co CUD 1
- Porta CUSD 202
- Princeville CUSD 326
- Prophetstown-Lyndon-Tampico CUSD3
- Putnam County CUSD 535
- R O W V A CUSD 208
- Ramsey CUSD 204
- Red Bud CUSD 132
- Red Hill CUSD 10
- Reed Custer CUSD 255U
- Ridgeview CUSD 19
- River Bend CUSD 2
- River Ridge CUSD 210
- Riverdale CUSD 100
- Riverton CUSD 14
- Roanoke Benson CUSD 60
- Rockridge CUSD 300
- Rossville-Alvin CUSD 7
- Salt Fork Community Unit District 512
- Sandoval CUSD 501
- Sangamon Valley CUSD 9
- Scales Mound CUSD 211
- Schuyler-Industry CUSD 5
- Scott-Morgan CUSD 2
- Sesser-Valier CUSD 196
- Shawnee CUSD 84
- Shelbyville CUSD 4
- Sherrard CUSD 200
- Shiloh CUSD 1
- Somonauk CUSD 432
- South Central CUD 401
- South Fork SD 14
- Southeastern CUSD 337
- Southwestern CUSD 9
- Sparta CUSD 140
- Spoon River Valley CUSD 4
- St Elmo CUSD 202
- Stark County CUSD 100
- Stanton CUSD 6
- Steeleville CUSD 138
- Stewardson-Strasburg CUD 5A
- Stockton CUSD 206
- Sullivan CUSD 300
- Teutopolis CUSD 50
- Tremont CUSD 702
- Tri City CUSD 1
- Tri Point CUSD 6-J
- Tri Valley CUSD 3
- Trico CUSD 176
- Triopia CUSD 27
- Tuscola CUSD 301
- United CUSD 304
- V I T CUSD 2
- Valmeyer CUSD 3
- Vandalia CUSD 203
- Villa Grove CUSD 302
- Virginia CUSD 64
- Waltonville CUSD 1
- Warren CUSD 205
- Waverly CUSD 6
- Wayne City CUSD 100
- Wesclin CUSD 3
- West Carroll CUSD 314
- West Central CUSD 235
- West Prairie CUSD 103
- Western CUSD 12
- Westville CUSD 2
- Wethersfield CUSD 230
- Williamsfield CUSD 210
- Wilmington CUSD 209U
- Winchester CUSD 1
- Windsor CUSD 1
- Winnebago CUSD 323
- Woodland CUSD 5
- Woodlawn Unit School District 209
- Zeigler-Royalton CUSD 188



Comparison of Positivity Relative to DuPage as of September 26, 2020 ⁽²⁾

- Higher than DuPage
- Less than DuPage

If all these districts can and are willing to make this work, then 202 should not be different

Notes: (1) <https://www.isbe.net/Pages/covid19.aspx> (enrollment <1500 and PK-12)

(2) <https://www.dph.illinois.gov/regionmetrics>

For another large-scale data point – consider Gwinnett County in Georgia which is a very good peer for DuPage

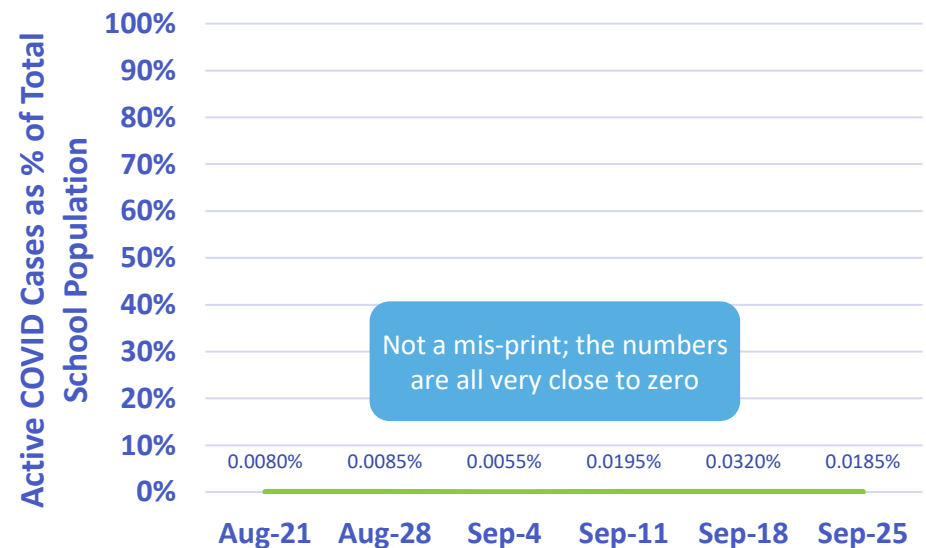
Gwinnett and DuPage are very much peer counties . . .

Metric	Gwinnett	DuPage
Population	936,250	922,921
Size	437 mi ²	336 mi ²
Immediate Proximity to an urban center	Atlanta	Chicago
Students	180,000	150,000
# of Public Schools	141	249

Highly similar on many additional demographic attributes. However, one key difference is school density. Gwinnett is almost 2x higher which complicates their COVID re-opening tasks

. . . all Gwinnett Schools have been open for many weeks – they track and report COVID cases by school each day

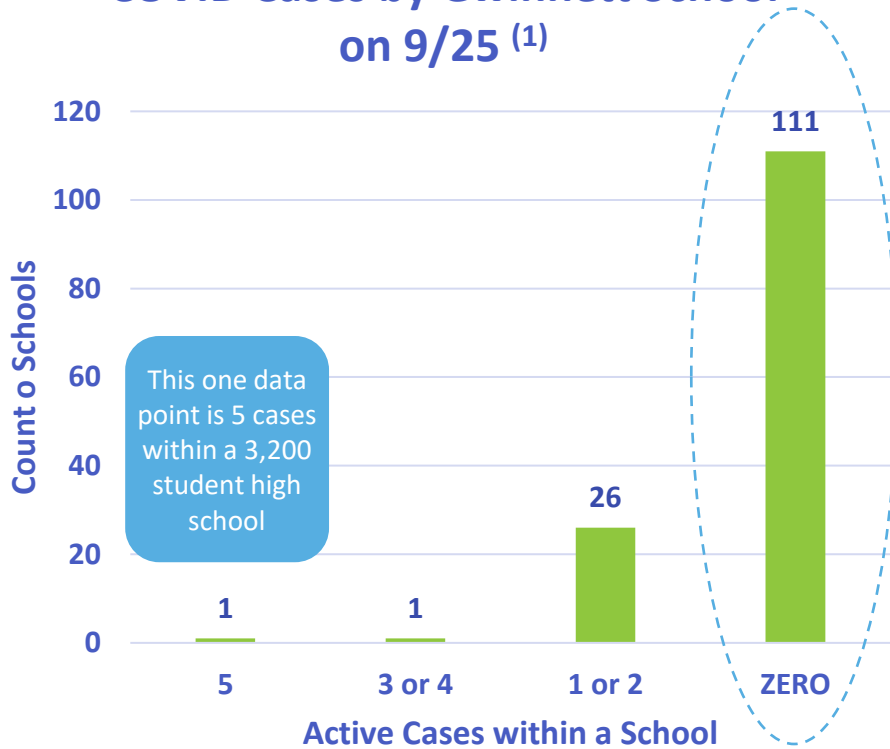
COVID Cases in Gwinnett Schools as a % of Total School Population⁽¹⁾



Across all schools and total population of nearly 200,000 (teachers and students) they have averaged 30 active cases a week

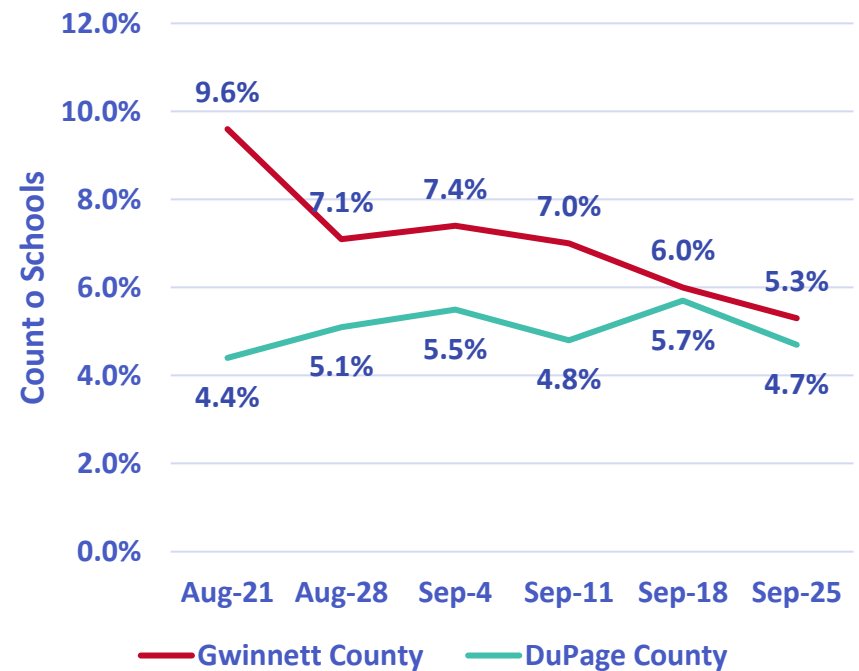
However, what is most impactful is the complete absence of outbreaks. Once again this is for a 900,000+ person county and a 200,000 person school district

COVID Cases by Gwinnett School on 9/25 ⁽¹⁾



Despite being open for quite some time, 80% of schools have ZERO cases . . .

Positivity Rates: DuPage & Gwinnett ⁽²⁾⁽³⁾



. . . all while operating in a county with materially higher positivity rate

Notes: (1) <https://publish.gwinnett.k12.ga.us/gcps/home/public/schools/learninghub>

(2) <https://dph.georgia.gov/covid-19-daily-status-report>

(3) <https://www.dph.illinois.gov/countyschool?county=DuPage>

In closing

- Majority of parents wanted and still want in-person learning. **WE RESPECTFULLY ASK FOR A VIABLE ALTERNATIVE**
- There is an **over-whelming amount of HARD DATA** articulating **that schools can be open safely**. These are not isolated examples, but rather the **experiences from millions of students and thousands of schools across the country and around the globe**
- A month ago, you had a sound and rational plan to get kids into the classroom, yet you let **unproven hypotheses** and **one-off examples** sway your decision making, **PLEASE DO NOT LET THAT HAPPEN AGAIN**
- 202 is “the most expensive school” in DuPage if not Illinois. **For the parents and residents of Lisle that needs to mean something with a positive differentiation every single day**

FOR ACTION

**Lisle Community Unit School District 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Approval of Board of Education Meeting Minutes

SUGGESTED MOTION - That the Board of Education approve the Regular and Closed Session Minutes from the July 25, 2022 Board of Education Meeting.

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
BOARD OF EDUCATION
REGULAR MEETING MINUTES
July 25, 2022

Record of Minutes of the Regular Meeting of the Board of Education of Lisle Community Unit School District 202, DuPage County Illinois, which was held in the Board Room of the Administrative Offices at 5211 Center Avenue Lisle, IL on July 25, 2022.

The meeting was called to order at 6:00 p.m. by President Ahlmann.

Present: Pam Ahlmann
Daniel Helderle
Eunice McConville
Steve Lesniak
Wendy Nadeau
Greg Nagler
Randee Sims (Appointed Agenda Item 7.B.)

Absent: none

Also Present: Keith Filipiak, Superintendent
Linda Kotalik, Assistant Superintendent
Dave Wilkinson, Director of Finance
Jen Law, Director of Student Services

Motion to Adjourn to Closed Session

At 6:00 p.m., motion by Mr. Nagler, seconded by Mr. Helderle
ADJOURN TO CLOSED SESSION FOR THE PURPOSE OF DISCUSSION OF THE APPOINTMENT, PERFORMANCE,
DISCIPLINE, COMPENSATION OR DISMISSAL OF EMPLOYEES AND COLLECTIVE BARGAINING MATTERS

Answering to a roll call vote:

AYE: Nagler, Helderle, Nadeau Lesniak, McConville, Ahlmann

NAY: None

Motion carried 6-0

Return to Open Session

At 7:31 p.m., motion by Mr. Helderle, seconded by Mr. Lesniak

RETURN TO OPEN SESSION

Motion carried with a voice vote of 6-0

The Pledge of Allegiance was recited.

Mrs. Ahlmann read the District Mission Statement.

Public Comment

- none

Consent Agenda

Motion by Mr. Hedlerle, seconded by Mr. Lesniak

TO APPROVE/ACCEPT THE FOLLOWING CONSENT AGENDA ITEMS AS PRESENTED;

- Minutes of Regular and Closed Session of June 27, 2022
- Minutes of Special Session on July 18, 2022 and July 23, 2022
- Authorization to Release Closed Session Minutes for Public Inspection and Destruction of Audio Recordings
- June 2022 Payroll Pay Orders in the amount of \$1,754,645.69
- June 2022 Vendor Pay Orders in the amount of \$2,139,060.65
- Personnel:
 - Certified Employment
 - Sophie Barnett, 1.0 FTE Second Grade Teacher Lisle Elementary School for the 2022-2023 school year. Her recommended salary schedule placement is at a Bachelor's +0, Step 0 (\$49,625*).
 - Anne Breeden, Permanent Substitute Teacher at Lisle Junior High School. Her recommended salary is based on the standard Permanent Substitute Teacher rates for the 2022-2023 school year.
 - Michaela De Leo, 1.0 FTE Fifth Grade Teacher at Lisle Elementary School for the 2022-2023 school year. Her recommended salary schedule placement is at a Bachelor's +0, Step 3 (\$53,942*).
 - Allyson Foley, 1.0 Family and Consumer Science Teacher at Lisle Senior High School for the 2022-2023 school year. Her recommended salary schedule placement is at a BA+24, Step 10 (\$71,956*).
 - Kelly Lyell, 1.0 School Psychologist at Lisle Elementary School. Her recommended salary schedule placement is at a, PhD, Step 8 (\$95,280*).
 - Christina Matteucci, Permanent Substitute Teacher at Lisle Elementary School. Her recommended salary is based on the standard Permanent Substitute Teacher rates for the 2022-2023 school year.
 - Certified Leave Request
 - Chrysan Rankin, Social Worker at Lisle Junior High School, is requesting an intermittent FMLA leave during the 2022-2023 school year.
 - Certified Resignation
 - Marybeth Peterson, 1.0 FTE Second Grade Teacher at Lisle Elementary School, has submitted her resignation to be effective at the conclusion of the 2021-2022 school year.
 - Sara Schroeder, 1.0 FTE School Psychologist at Lisle Elementary School, has submitted her resignation to be effective at the conclusion of the 2021-2022 school year.
 - Classified Employment
 - Kathleen Dineen-Hendricks, 1.0 Inclusion Aide at Lisle Elementary School, will be placed on the CEAL salary schedule at a Step 10 (\$17.34/hr.*).
 - Kelly Edman, 0.5 FTE Registered Nurse at Lisle Elementary School, will be placed on the CEAL salary schedule at a Step 10 (\$31.76/hr.*).

- Machell Roberts, 1.0 Learning Environment Supervisor at Lisle Senior High School, will be placed on the CEAL salary schedule at a Step 8 (\$16.93/hr.*).
- Extra-Duty Employment
 - Nicole Holub, Assistant Cheerleading Coach at Lisle Senior High School, is placed on the Extra-Duty Salary Schedule at a Category III, Level 3 (Step 8, \$3,613*)
 - Miyax Leon, Assistant Boys' Soccer Coach at Lisle Senior High School, is placed on the Extra-Duty Salary Schedule at a Category IV, Level 1 (Step 1, \$3,970*)
 - Elena Pivek, Assistant Boys' Soccer Coach at Lisle Senior High School, is placed on the Extra-Duty Salary Schedule at a Category IV, Level 2 (Step 4, \$4,963*)
 - Elena Pivek, Assistant Girls' Soccer Coach at Lisle Senior High School, is placed on the Extra-Duty Salary Schedule at a Category IV, Level 2 (Step 4, \$4,963*)
 - Andrew Weber, Head Boys' Basketball Coach at Lisle Senior High School, is placed on the Extra-Duty Salary Schedule at a Category I, Level 3 (Step 8, \$8,129*)
- Extra-Duty Resignation
 - Obinna Agomo, Head Boys' Basketball Coach at Lisle Senior High School, has submitted his resignation to be effective on July 1, 2022.
 - Daniella Ferenzi, Yearbook Club Sponsor at Lisle Senior High School, has submitted her resignation for her club sponsorship to be effective at the end of the 2021-2022 school year.
 - Jaime Miller, Assistant Drama Director at Lisle Junior High School, has submitted her resignation for her drama sponsorship to be effective at the end of the 2021-2022 school year.
- DuPage Area Occupational Educational System Intergovernmental Agreement Amendment
- Board Determined Free Transportation
- Annual Review of Safety Hazard Conditions
- Eleventh Amendment to Purchase and Sale Agreement for Tate Woods School
- Board Policies - PRESS 109 - Second Reading

Answering to a roll call vote:

AYE: Helderle, Lesniak, Nagler, Nadeau, McConville, Ahlmann

NAY: None

Motion carried 6-0

Appointment of Board of Education Member and Oath of Office

Motion by Mr. Nagler, seconded by Mr. Helderle

TO APPROVE/ACCEPT THE APPOINTMENT OF RANDEE SIMS AS THE BOARD OF EDUCATION MEMBER TO FILL LISA KIENER-BARNETT'S UNEXPIRED TERM UNTIL THE APRIL 2023 BOARD MEMBER ELECTION.

Answering to a roll call vote:

AYE: Nagler, Helderle, McConville, Lesniak, Nadeau, Ahlmann

NAY: None

Motion carried 6-0

Ms. Sims was sworn in with the reading of the Oath of Office

Financial Information

The Board Acknowledges Receipt of the following Reports:

- Financial Report - June 2022
- Treasurer’s Report - June 2022

Discussion Items

Board of Education Planning Calendar

- Policy 7:285 review has been added to July - Year 1 is noted as 2022, Year 3 is 2025 as it is a 3-year cycle item
- The Board Meeting Evaluation Form was added to be reviewed along with the Board Norms and Code of Conduct
- Added “contractual” to the Superintendent Evaluation
- Board Committee Assignments - strike the “if election year” language
- The document may be updated on a monthly basis based on Board requests and input

School Resource Officer and Other Building Safety Measures

- Lisle High School and Lisle Junior High School are in the Lisle Police Department's jurisdiction
 - A school resource officer from the Lisle Police Department is on-site at the high school and also works with the junior high
- Lisle Elementary School is in the DuPage County Sheriff’s jurisdiction
 - A school resource officer from the Sheriffs Police Department is assigned to Lisle Elementary School but is not on-site
- The Board asked the administration to provide the following information at a future meeting:
 - The cost of having a school resource officer on-site full-time at all three schools
 - An overview of the school safety plans
 - A presentation by both police departments about their emergency protocols

Freedom of Information Requests

The District received Freedom of Information Act request(s) from the following individual(s):

- Ray Sojka

Superintendent Report

- See BoardBooks for full report.

Committee Reports

Board Committee Report summaries are located in Board Books unless otherwise indicated.

- Educational Equity & Excellence (E3) - did not meet
- Facility Master Planning – did not meet, The Administration is working with Perkins & Will to make adjustments to ensure the scope of the plan is within budget.
- Finance Committee – did not meet
- Policy Committee – Second reading of PRESS 109 Policies

Board Representative Reports

Board Representative Report summaries are located in Board Books unless otherwise indicated.

- Home and School Organization - did not meet
- IASB Delegate to Board - A new IASB contact is in the process of being named. The Board will contact IASB to arrange training with the request to work with the same person at each workshop.
- Intergovernmental
- Legislative Education Network of Dupage (LEND) - did not meet
- Lisle Education Foundation - did not meet
- SASSED

Future Agenda Topics

- Board of Education Vacancy Process - A survey will be developed and sent to applicants from the recent vacancy to gather feedback for continuous improvement of the process. Mrs. Ahlmann will contact the candidate if they indicate an interest in a phone call.
- Board Committee Assignments

Motion to Adjourn to Closed Session

At 8:06 p.m., motion by Mr. Helderle, seconded by Mrs. Nadeau

ADJOURN TO CLOSED SESSION FOR THE PURPOSE OF DISCUSSION OF THE APPOINTMENT, PERFORMANCE, DISCIPLINE, COMPENSATION OR DISMISSAL OF EMPLOYEES AND COLLECTIVE BARGAINING, AND STUDENT MATTERS

Answering to a roll call vote:

AYE: Helderle, Nadeau, Lesniak, Sims, Nagler, McConville, Ahlmann

NAY: None

Motion carried 7-0

Return to Open Session

At 8:59 p.m., motion by Mr. Helderle, seconded by Mr. Lesniak

RETURN TO OPEN SESSION

Motion carried with a voice vote of 7-0

Motion to Adjourn

At 8:59 p.m., motion by Mrs. Nadeau, seconded Mr. Lesniak

THAT THE MEETING BE ADJOURNED.

The motion carried with a voice vote of 7-0

ATTEST:

President

Secretary

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202

PAYROLL PAY ORDERS

This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following payroll pay orders: August 22, 2022

PAYROLL CHECKS ISSUED	Beginning	118151	and Ending	118154
PAYROLL ACH DEPOSIT	Beginning	9000034952	and Ending	9000035217
	Beginning	9000035224	and Ending	9000035502
PAYROLL ACH VOID	Beginning	9000035499	and Ending	9000035499

FUND DISTRIBUTION

EDUCATIONAL		\$ 1,382,833.27
OPERATIONS & MAINTENANCE		\$ 101,579.29
DEBT SERVICES		\$ -
TRANSPORTATION		\$ -
IMRF/SOCIAL SECURITY		\$ -
CAPITAL PROJECTS		\$ -
WORKING CASH		\$ -
	TOTAL	<u>\$ 1,484,412.56</u>

President - Board of Education

Date

Secretary - Board of Education

Date

Payroll Run Check Listing for Board

Payroll	07/15/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000034952	Anderson, Erik D	100	3,386.92	2,805.24
9000034953	Anderson, Herbert	100	3,951.42	2,911.13
9000034954	Bamboate, Darius	100	3,575.08	2,688.67
9000034955	Blankenship, Brian	100	1,535.40	1,121.94
9000034956	Brady, Jennifer L	100	3,274.04	2,592.67
9000034957	Bylsma, Nathan	100	4,177.21	3,076.56
9000034958	Bylsma, Svea	100	4,327.75	2,986.72
9000034959	Chandhok, Mona A	100	2,860.04	2,367.91
9000034960	Clarke, Jeannette	100	3,386.92	2,608.90
9000034961	Davis, John	100	4,535.08	3,560.31
9000034962	Gomez, Vasilici	100	3,010.58	2,415.67
9000034963	Gucciardo, Anjanette	100	3,800.88	3,082.05
9000034964	Gumina, Scott	100	4,418.75	2,967.77
9000034965	Hamann, Kelly	100	3,499.83	1,013.89
9000034966	Hardy, Venessa	100	4,101.96	2,596.19
9000034967	Henrichs, Greg	800	3,612.71	2,699.46
9000034968	Honzel, Robin	100	4,535.08	1,534.64
9000034969	Irvine, Karin	100	4,186.21	3,235.22
9000034970	Jaegle, Christine A	100	3,386.92	2,692.53
9000034971	Jaegle, Ronald	100	4,535.08	2,810.90
9000034972	Jensen, Christine	100	3,575.08	2,996.78
9000034973	Kehoe, Debra	100	4,535.08	3,289.92
9000034974	Kern, Erin	100	3,349.29	2,371.02
9000034975	Kuefner, Julie	100	3,876.13	2,893.66
9000034976	LaScala, Mark	100	4,302.50	3,113.11
9000034977	Maldre, Sarah	100	3,386.92	2,217.43
9000034978	Matariyeh, Yousef	100	4,302.50	3,146.32
9000034979	Meyer, Kendra	100	4,302.50	3,230.42
9000034980	Milinki, Jennifer	100	3,725.63	2,630.94
9000034981	Multhaupt, Courtney	100	3,951.42	2,992.10
9000034982	Musbach, Darlene	100	4,186.21	2,563.91
9000034983	Ng, Joanna	100	2,068.14	1,274.57

Payroll Run Check Listing for Board

Payroll	07/15/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000034984	Novak, Emily	100	3,800.88	2,451.98
9000034985	Ogan, Elizabeth	100	4,535.08	3,542.32
9000034986	Perez, Kevin E	100	3,349.29	2,568.57
9000034987	Perretta, Mia	100	4,026.67	3,088.51
9000034988	Polinski, Michael	100	3,010.58	2,531.35
9000034989	Renguso, Amy	100	3,010.58	2,208.81
9000034990	Sanko, April	100	4,186.21	3,019.00
9000034991	Sanko, Daniel	100	4,302.50	2,922.78
9000034992	Schwartz, Rebecca	100	4,252.46	3,074.73
9000034993	Smith, Justin	100	3,951.42	3,111.62
9000034994	Steben, James	100	4,535.08	3,469.33
9000034995	Stellmacher, James M	100	3,161.13	2,360.89
9000034996	Strietelmeier, Katelyn	100	2,600.42	2,069.34
9000034997	Wallenberg, Michelle	100	3,386.92	2,083.24
9000034998	Woyna, Eric	100	3,499.83	2,456.94
9000034999	Woyna, Patrick	100	3,499.83	2,335.86
9000035000	Blatchley, Monica	200	4,186.21	400.74
9000035001	Bossenga, Emmy	200	4,101.96	2,538.17
9000035002	Braun, Katherine	200	2,784.79	2,026.15
9000035003	Broadus, Gretchen	200	3,424.54	2,848.41
9000035004	Byrne, Sharon	200	3,311.63	2,783.72
9000035005	Cerny, Marie	200	2,784.79	2,357.70
9000035006	Cervený, Karen	200	3,349.29	2,450.44
9000035007	Chiappetta, Rebecca	200	1,521.85	1,336.54
9000035008	Dale, Kelley	200	409.06	394.04
9000035009	De Nichols, Patricia	200	4,327.75	2,484.89
9000035010	Dybeck, David	200	3,838.50	2,333.46
9000035011	Grau, Jason	200	3,386.92	2,609.80
9000035012	Huschart, Kelly	200	2,935.33	2,327.22
9000035013	Keigher, Natalie	200	3,503.84	2,549.48
9000035014	Kim, Paul	200	3,951.42	2,553.66
9000035015	Klepper, Mary	200	3,010.58	2,302.51

Payroll Run Check Listing for Board

Payroll	07/15/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035016	Leon, Miyax	200	1,505.30	1,289.26
9000035017	Lumsden, Jason	200	3,575.08	2,698.38
9000035018	Malcolm, Lauren	200	3,236.38	2,538.17
9000035019	McIntyre, Celeste	200	3,763.25	2,806.17
9000035020	McLear IV, Robert	200	3,549.19	2,790.87
9000035021	Meyer, Peter	200	4,535.08	2,439.03
9000035022	Meyer, Phillip	200	2,634.25	2,050.76
9000035023	Miller, Jaime	200	2,490.64	1,832.67
9000035024	Nelson, Kelli	200	4,576.75	3,351.85
9000035025	Oros, Natalie	200	2,190.20	1,772.84
9000035026	Park, Aimee	200	3,917.80	2,792.34
9000035027	Pilon, Erica	200	4,344.17	3,189.67
9000035028	Pivek, Elena	200	2,408.46	1,852.82
9000035029	Rankin, Chrysan	200	2,483.75	1,974.66
9000035030	Reband, Jennifer	200	4,252.46	3,158.25
9000035031	Sauer, Mary	200	3,311.63	2,603.97
9000035032	Schmidt, Michael	200	4,535.08	3,172.28
9000035033	Schraub, Daniel	200	3,462.17	2,535.42
9000035034	Slowiak, Vincent	200	3,462.17	2,241.24
9000035035	Smid, Jason	200	3,161.13	2,346.15
9000035036	Stevens, Patricia	200	4,535.08	3,285.30
9000035037	Wiertel, Jason	200	4,101.96	3,125.26
9000035038	Altic, Megan	300	3,462.17	2,378.52
9000035039	Campian, James, JR	300	2,860.04	2,024.06
9000035040	Chasensky, Lauren	300	1,534.63	1,049.61
9000035041	Clavelli, Lauren	300	1,599.38	1,086.99
9000035042	Cyrus, Richard	300	4,101.96	2,667.62
9000035043	Cyrus, Tonia	300	3,161.13	2,146.70
9000035044	Dahleen, Shayla	300	2,935.33	2,169.05
9000035045	Davis, Brianne	300	4,026.67	3,113.10
9000035046	Davis, Courtney	300	1,936.17	1,408.77
9000035047	Dawson, Rachel	300	3,462.17	2,437.30

Payroll Run Check Listing for Board

Payroll	07/15/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035048	DuBois, Heidi	300	2,935.33	2,206.80
9000035049	Gibson, Kayla	300	2,972.96	2,094.38
9000035050	Graff, Patrick	300	2,539.19	2,066.63
9000035051	Han, Jieun	300	2,784.79	2,218.28
9000035052	Hausler, Linda	300	3,349.29	2,358.79
9000035053	Hicks, Dena	300	4,159.54	2,891.50
9000035054	James, Lauren	300	2,709.54	2,087.37
9000035055	Jezyk, Anna	300	3,048.25	2,215.47
9000035056	Johnson, Diane	300	4,535.08	2,024.09
9000035057	Kennedy, Nicole	300	2,822.46	2,241.26
9000035058	Kerback, Patricia M	300	821.89	700.98
9000035059	Kimmerly, Suzanne	300	3,161.13	2,342.77
9000035060	Klepadlo, Scott E.	300	2,713.17	1,792.76
9000035061	Klimes, Christy	300	4,302.50	3,077.05
9000035062	Lapham, Kathleen	300	3,838.50	3,077.57
9000035063	Lauten, Theresa	300	4,064.29	2,409.84
9000035064	Leonard, Arlene	300	4,302.50	3,374.34
9000035065	Madonia, Lindsey	300	3,236.38	2,717.92
9000035066	Marino, Jillian	300	3,951.42	2,851.81
9000035067	Martin, Stacey	300	3,010.58	2,184.59
9000035068	Miller, Anna	300	2,303.08	1,690.46
9000035069	Murphy, Trisha	300	3,161.13	2,336.06
9000035070	Nelson, Nicole	300	4,535.08	3,651.75
9000035071	Neustadt, Leslie	300	3,989.04	2,903.35
9000035072	Oliver, Jana	300	1,948.23	1,328.02
9000035073	O'Shea, Amy	300	3,537.42	2,390.12
9000035074	Parker, Elizabeth	300	4,101.96	2,955.15
9000035075	Pavilionis, Vincent	300	2,935.33	2,183.04
9000035076	Peterson, Marybeth	300	3,537.42	2,061.00
9000035077	Polmanteer, Colette	300	3,236.38	2,161.69
9000035078	Poremba, Katherine	300	3,687.96	2,509.41
9000035079	Potempa, Tracey	300	3,386.92	2,640.17

Payroll Run Check Listing for Board

Payroll 07/15/2022

Lisle CUSD 202

Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035080	Pridmore, Elizabeth	300	3,274.04	1,992.88
9000035081	Puetz, Lauren	300	2,860.04	1,933.48
9000035082	Pupillo, Lauren	300	3,386.92	2,450.74
9000035083	Remigio, Maria	300	4,344.17	3,101.28
9000035084	Rydel-Boesso, Eileen M	300	3,161.13	1,837.70
9000035085	Schlessinger, Lukas	300	2,972.96	2,071.18
9000035086	Schroeder, Sara	300	2,935.33	2,326.84
9000035087	Siegel, Caitlyn J.	300	2,483.75	1,892.26
9000035088	Slade, Stephanie	300	2,093.64	1,591.66
9000035089	Smith, Elisa	300	4,069.92	2,955.05
9000035090	Soukup, Stephanie	300	2,248.54	1,529.11
9000035091	Staley, Shannon	300	3,424.54	2,583.61
9000035092	Stefani, Colleen	300	4,418.75	3,193.04
9000035093	Toby, Maureen	300	3,198.75	2,389.37
9000035094	Trotter, Suzanne	300	1,936.17	1,589.12
9000035095	Tuzzolino, Victoria	300	3,123.50	2,375.80
9000035096	Wojcik, Jane	300	891.89	851.44
9000035097	Yaniz, Catherine	300	3,236.38	2,478.54
9000035098	Zitt, Jean	300	4,069.92	3,025.35
			498,457.31	356,322.70

Payroll Run Check Listing for Board

Payroll	07/15/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035099	Buchholz, Marilyn	000	2,296.80	1,300.84
9000035100	Engler, Jennifer R	000	9,054.36	5,761.74
9000035101	Filipiak, Keith	000	9,139.88	5,102.41
9000035102	Hinton, Jeffery	000	2,935.38	1,630.05
9000035103	Kempfer-Kotalik, Linda	000	7,908.79	3,879.58
9000035104	Law, Jennifer S	000	6,832.79	4,599.76
9000035105	McCormick, Jennifer	000	2,061.90	1,105.39
9000035106	Metoyer, Marielle	000	2,154.12	1,604.73
9000035107	Navarro, Lawrence M	000	1,991.03	1,353.54
9000035108	Posego, John C	000	5,958.63	3,623.67
9000035109	Quinlan, Kevin	000	2,571.66	1,571.27
9000035110	Rich, Mary Beth	000	2,956.34	2,070.10
9000035111	Schalk, Trent J	000	2,598.69	1,313.68
9000035112	Tsamis, Anna	000	3,008.46	940.44
9000035113	Van Volkenburg, Nancy L	000	3,155.49	2,027.89
9000035114	Wilkinson, David	000	6,484.21	3,634.38
9000035115	Biezynski, Jenna A	100	851.03	576.41
9000035116	Burdett, Paul	100	1,802.85	1,076.96
9000035117	Costello, Sheri	100	4,901.08	3,680.12
9000035118	Czyl, Maureen	100	1,044.63	691.42
9000035119	Davis, John	100	1,688.70	1,355.40
9000035120	Dent, Nathan	100	759.53	390.51
9000035121	Dodge, Cynthia	100	699.72	590.82
9000035122	Ferenzi, Daniella	100	1,343.68	1,065.66
9000035123	Fitzgerald, Karen	100	1,897.96	419.71
9000035124	Gansberg, Michele	100	1,046.31	659.55
9000035125	Hall, Jacqueline	100	777.90	439.19
9000035126	Hamilton, Mary Pat	100	829.42	523.62
9000035127	Hochstetter, Judith	100	2,529.82	1,738.16
9000035128	Holmes, Steven	100	1,744.35	1,278.32
9000035129	Howard, Jeffrey	100	8,111.71	5,606.58
9000035130	Jenkins, David A	100	1,779.15	1,281.75

Payroll Run Check Listing for Board

Payroll	07/15/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035131	Johnson, Patrick	100	817.95	655.74
9000035132	Klempic, Mirza	100	2,061.34	1,483.97
9000035133	Kohorn, Paul	100	3,555.20	2,120.97
9000035134	Marcum, Thomas C	100	4,914.21	3,963.95
9000035135	Martinez, Brian	100	1,661.70	1,214.08
9000035136	Mlynarski, Tim	100	834.23	502.14
9000035137	Nadolny, Mary	100	825.83	367.56
9000035138	O'Hara, James	100	3,946.71	3,070.87
9000035139	Pomatto-Zimmerman, Jennifer	100	4,901.92	3,942.15
9000035140	Provenzano, Lisa	100	1,083.17	860.74
9000035141	Ridges, Daniel	100	888.83	554.52
9000035142	Stelk, Scott	100	1,676.49	879.09
9000035143	Thome, Nicholas	100	2,065.55	1,261.89
9000035144	Todd, Adam	100	1,646.91	1,190.89
9000035145	Weissinger, Derek C	100	2,255.22	1,506.82
9000035146	Wolak, Brandon P	100	3,397.63	2,322.49
9000035147	Zievers, Zhe	100	579.32	0.00
9000035148	Alexander, Jarvis	200	965.32	718.44
9000035149	Burdeaux, Jessica	200	781.95	550.86
9000035150	Dooley, Tara	200	921.38	593.35
9000035151	Erickson, Tor	200	4,316.92	3,252.76
9000035152	Hazard, Jean	200	956.92	652.29
9000035153	Henning, Mary	200	866.29	577.61
9000035154	Joy, Emma P	200	1,816.18	1,092.98
9000035155	Kearney, David	200	6,168.46	4,084.37
9000035156	Lemke, Nanette	200	912.78	609.38
9000035157	Lima, Valerie	200	1,020.69	666.45
9000035158	Marriner, Carmen M	200	1,107.17	685.22
9000035159	Norwood, Lindsay	200	4,030.00	3,263.18
9000035160	Ptak, Jeff R	200	2,115.86	1,434.23
9000035161	Rohlicek, Daniel	200	1,895.73	1,259.82
9000035162	Schindler, Dorene	200	790.24	575.06

Payroll Run Check Listing for Board

Payroll	07/15/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035163	Seastrom, Tamela	200	1,755.66	967.08
9000035164	Sergeant, Andrew H	200	1,761.03	1,272.65
9000035165	Twaddle, Debra	200	1,116.45	702.15
9000035166	Weissinger, Zachary T	200	1,751.40	1,110.80
9000035167	Bell, Courtney	300	884.43	576.61
9000035168	Bonini, Susan	300	924.93	473.20
9000035169	Briggs, Patricia L	300	2,156.33	1,266.49
9000035170	Carlson, Susan M	300	909.90	723.61
9000035171	Collins, Acacia	300	1,188.67	930.14
9000035172	Dineen-Hendricks, Kathleen	300	3,453.49	2,894.35
9000035173	Drake, Alissa	300	707.85	351.79
9000035174	Emde, John C, II	300	2,166.40	570.85
9000035175	Gomez, Benigno	300	1,726.08	1,183.94
9000035176	Graff, Patrick	300	3,125.00	2,480.99
9000035177	Grimm, Rhonda	300	924.48	717.33
9000035178	Heneghan, Dipti	300	789.75	635.22
9000035179	Herrmann, Mary Jo	300	820.42	512.61
9000035180	Jung, Diane	300	910.98	479.83
9000035181	Klepadlo, Scott E.	300	660.00	563.45
9000035182	Kolacz, Jolanta	300	943.78	492.16
9000035183	Konior, Mandy	300	699.32	394.34
9000035184	Larson, Richard W	300	1,858.81	1,369.73
9000035185	Livolsi-Hudgens, Carmella	300	761.85	614.26
9000035186	Martinez-Alvear, Aldo	300	1,676.49	1,185.58
9000035187	Masa, Janelle	300	764.17	443.89
9000035188	McCormick, Meredith	300	4,296.17	3,381.21
9000035189	Nelson, Christa	300	701.08	582.75
9000035190	Noreen, Diane C	300	1,097.96	224.37
9000035191	O'Connor-Young, Sheri	300	721.80	584.80
9000035192	Ortiz, Carmen	300	1,837.93	1,245.39
9000035193	Reyes, Cathy M	300	873.18	560.05
9000035194	Rogalny, Diane (Danuta)	300	604.73	444.65

Payroll Run Check Listing for Board

Payroll 07/15/2022 Lisle CUSD 202

Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035195	Rzemieniecki, Christopher	300	4,030.00	3,609.01
9000035196	Schreiber Specca, Jill	300	5,850.00	4,544.04
9000035197	Schwarz, Jeanene	300	870.28	140.77
9000035198	Shehee, Wendy	300	910.98	553.80
9000035199	Skonieczny, Sandra	300	744.75	372.66
9000035200	Sproviero, Rochelle	300	869.02	629.66
9000035201	Svejda, Michele	300	799.65	369.53
9000035202	Weeks, Stacey	300	401.77	325.63
9000035203	Weissinger, Karla	300	859.68	544.77
9000035204	Nielsen, Joan	700	1,689.28	1,355.84
9000035205	Allen, Cassidy	800	499.43	441.51
9000035206	Balaban, Nicholas	800	2,730.00	2,140.53
9000035207	Barrette, Parker	800	1,266.27	1,028.08
9000035208	Buchholz, Thomas	800	1,424.50	1,104.38
9000035209	Cracco, Catherine	800	1,453.88	1,178.35
9000035210	Crenshaw, Samuel, JR	800	700.00	611.80
9000035211	Grace, Jalen	800	750.00	639.46
9000035212	Maciejewski, Lee	800	300.00	262.20
9000035213	Martich, Jovan	800	499.43	441.51
9000035214	Miner, Phillip (Evelyn) Edward	800	1,034.25	853.13
9000035215	Parpet, Paul	800	1,440.00	828.07
9000035216	Rizzo, Mia	800	613.47	528.77
9000035217	Zubeck, Joseph	800	540.00	505.37
			243,541.63	161,752.66

Payroll Run Check Listing for Board

Payroll	07/29/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035224	Anderson, Erik D	100	3,386.92	2,805.24
9000035225	Anderson, Herbert	100	3,951.42	2,911.13
9000035226	Bamboot, Darius	100	3,575.08	2,688.67
9000035227	Blankenship, Brian	100	1,535.40	1,121.94
9000035228	Brady, Jennifer L	100	3,274.04	2,592.67
9000035229	Bylsma, Nathan	100	4,177.21	3,076.56
9000035230	Bylsma, Svea	100	4,327.75	2,986.72
9000035231	Chandhok, Mona A	100	2,860.04	2,367.91
9000035232	Clarke, Jeannette	100	3,386.92	2,608.90
9000035233	Davis, John	100	4,535.08	3,560.31
9000035234	Gomez, Vasilici	100	3,010.58	2,415.67
9000035235	Gucciardo, Anjanette	100	3,800.88	3,082.05
9000035236	Gumina, Scott	100	4,418.75	2,967.77
9000035237	Hamann, Kelly	100	3,499.83	1,013.89
9000035238	Hardy, Venessa	100	4,101.96	2,596.19
9000035239	Henrichs, Greg	800	3,612.71	2,699.46
9000035240	Honzel, Robin	100	4,535.08	1,534.64
9000035241	Irvine, Karin	100	4,186.21	3,235.22
9000035242	Jaegle, Christine A	100	3,386.92	2,692.53
9000035243	Jaegle, Ronald	100	4,535.08	2,810.90
9000035244	Jensen, Christine	100	3,575.08	2,996.78
9000035245	Kehoe, Debra	100	4,535.08	3,289.92
9000035246	Kerrn, Erin	100	3,349.29	2,371.02
9000035247	Kuefner, Julie	100	3,876.13	2,893.66
9000035248	LaScala, Mark	100	4,302.50	3,113.11
9000035249	Maldre, Sarah	100	3,386.92	2,217.43
9000035250	Matariyeh, Yousef	100	4,302.50	3,146.32
9000035251	Meyer, Kendra	100	4,302.50	3,230.42
9000035252	Milinki, Jennifer	100	3,725.63	2,630.94
9000035253	Multhaupt, Courtney	100	3,951.42	2,992.10
9000035254	Musbach, Darlene	100	4,186.21	2,563.91
9000035255	Ng, Joanna	100	2,068.14	1,274.57

Payroll Run Check Listing for Board

Payroll	07/29/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035256	Novak, Emily	100	3,800.88	2,451.98
9000035257	Ogan, Elizabeth	100	4,535.08	3,542.32
9000035258	Perez, Kevin E	100	3,349.29	2,568.57
9000035259	Perretta, Mia	100	4,026.67	3,088.51
9000035260	Polinski, Michael	100	3,010.58	2,531.35
9000035261	Renguso, Amy	100	3,010.58	2,208.81
9000035262	Sanko, April	100	4,186.21	3,019.00
9000035263	Sanko, Daniel	100	4,302.50	2,922.78
9000035264	Schwartz, Rebecca	100	4,252.46	3,074.73
9000035265	Smith, Justin	100	3,951.42	3,111.62
9000035266	Steben, James	100	4,535.08	3,469.33
9000035267	Stellmacher, James M	100	3,161.13	2,360.89
9000035268	Strietelmeier, Katelyn	100	2,600.42	2,069.34
9000035269	Wallenberg, Michelle	100	3,386.92	2,083.24
9000035270	Woyna, Eric	100	3,499.83	2,456.94
9000035271	Woyna, Patrick	100	3,499.83	2,335.86
9000035272	Blatchley, Monica	200	4,186.21	400.74
9000035273	Bossenga, Emmy	200	4,101.96	2,538.17
9000035274	Braun, Katherine	200	2,784.79	2,026.15
9000035275	Broadus, Gretchen	200	3,424.54	2,848.41
9000035276	Byrne, Sharon	200	3,311.63	2,783.72
9000035277	Cerny, Marie	200	2,784.79	2,357.70
9000035278	Cervený, Karen	200	3,349.29	2,450.44
9000035279	Chiappetta, Rebecca	200	1,521.85	1,336.54
9000035280	Dale, Kelley	200	409.06	394.04
9000035281	De Nichols, Patricia	200	4,327.75	2,484.89
9000035282	Dybeck, David	200	3,838.50	2,333.46
9000035283	Grau, Jason	200	3,386.92	2,609.80
9000035284	Huschart, Kelly	200	2,935.33	2,327.22
9000035285	Keigher, Natalie	200	3,503.84	2,549.48
9000035286	Kim, Paul	200	3,951.42	2,553.66
9000035287	Klepper, Mary	200	3,010.58	2,302.51

Payroll Run Check Listing for Board

Payroll	07/29/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035288	Leon, Miyax	200	1,505.30	1,289.26
9000035289	Lumsden, Jason	200	3,575.08	2,698.38
9000035290	Malcolm, Lauren	200	3,236.38	2,538.17
9000035291	McIntyre, Celeste	200	3,763.25	2,806.17
9000035292	McLear IV, Robert	200	3,549.19	2,790.87
9000035293	Meyer, Peter	200	4,535.08	2,439.03
9000035294	Meyer, Phillip	200	2,634.25	2,050.76
9000035295	Miller, Jaime	200	2,490.64	1,832.67
9000035296	Nelson, Kelli	200	4,576.75	3,351.85
9000035297	Oros, Natalie	200	2,190.20	1,772.84
9000035298	Park, Aimee	200	3,917.80	2,792.34
9000035299	Pilon, Erica	200	4,344.17	3,189.67
9000035300	Pivek, Elena	200	2,408.46	1,852.82
9000035301	Rankin, Chrysan	200	2,483.75	1,974.66
9000035302	Reband, Jennifer	200	4,252.46	3,158.25
9000035303	Sauer, Mary	200	3,311.63	2,603.97
9000035304	Schmidt, Michael	200	4,535.08	3,172.28
9000035305	Schraub, Daniel	200	3,462.17	2,535.42
9000035306	Slowiak, Vincent	200	3,462.17	2,241.24
9000035307	Smid, Jason	200	3,161.13	2,346.15
9000035308	Stevens, Patricia	200	4,535.08	3,285.30
9000035309	Wiertel, Jason	200	4,101.96	3,125.26
9000035310	Altic, Megan	300	3,462.17	2,378.52
9000035311	Campian, James, JR	300	2,860.04	2,024.06
9000035312	Chasensky, Lauren	300	1,534.63	1,049.61
9000035313	Clavelli, Lauren	300	1,599.38	1,086.99
9000035314	Cyrus, Richard	300	4,101.96	2,667.62
9000035315	Cyrus, Tonia	300	3,161.13	2,146.70
9000035316	Dahleen, Shayla	300	2,935.33	2,169.05
9000035317	Davis, Brianne	300	4,026.67	3,113.10
9000035318	Davis, Courtney	300	1,936.17	1,408.77
9000035319	Dawson, Rachel	300	3,462.17	2,437.30

Payroll Run Check Listing for Board

Payroll	07/29/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035320	DuBois, Heidi	300	2,935.33	2,206.80
9000035321	Gibson, Kayla	300	2,972.96	2,094.38
9000035322	Graff, Patrick	300	2,539.19	2,066.63
9000035323	Han, Jieun	300	2,784.79	2,218.28
9000035324	Hausler, Linda	300	3,349.29	2,358.79
9000035325	Hicks, Dena	300	4,159.54	2,891.50
9000035326	James, Lauren	300	2,709.54	2,087.37
9000035327	Jezyk, Anna	300	3,048.25	2,215.47
9000035328	Johnson, Diane	300	4,535.08	2,024.09
9000035329	Kennedy, Nicole	300	2,822.46	2,241.26
9000035330	Kerback, Patricia M	300	821.89	700.98
9000035331	Kimmerly, Suzanne	300	3,161.13	2,342.77
9000035332	Klepadlo, Scott E.	300	2,713.17	1,792.76
9000035333	Klimes, Christy	300	4,302.50	3,077.05
9000035334	Lapham, Kathleen	300	3,838.50	3,077.57
9000035335	Lauten, Theresa	300	4,064.29	2,409.84
9000035336	Leonard, Arlene	300	4,302.50	3,374.34
9000035337	Madonia, Lindsey	300	3,236.38	2,717.92
9000035338	Marino, Jillian	300	3,951.42	2,851.81
9000035339	Martin, Stacey	300	3,010.58	2,184.59
9000035340	Miller, Anna	300	2,303.08	1,690.46
9000035341	Murphy, Trisha	300	3,161.13	2,336.06
9000035342	Nelson, Nicole	300	4,535.08	3,651.75
9000035343	Neustadt, Leslie	300	3,989.04	2,903.35
9000035344	Oliver, Jana	300	1,948.23	1,328.02
9000035345	O'Shea, Amy	300	3,537.42	2,390.12
9000035346	Parker, Elizabeth	300	4,101.96	2,955.15
9000035347	Pavilionis, Vincent	300	2,935.33	2,183.04
9000035348	Peterson, Marybeth	300	3,537.42	2,061.00
9000035349	Polmanteer, Colette	300	3,236.38	2,161.69
9000035350	Poremba, Katherine	300	3,687.96	2,509.41
9000035351	Potempa, Tracey	300	3,386.92	2,640.17

Payroll Run Check Listing for Board

Payroll	07/29/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035352	Pridmore, Elizabeth	300	3,274.04	1,992.88
9000035353	Puetz, Lauren	300	2,860.04	1,933.48
9000035354	Pupillo, Lauren	300	3,386.92	2,450.74
9000035355	Remigio, Maria	300	4,344.17	3,101.28
9000035356	Rydel-Boesso, Eileen M	300	3,161.13	1,837.70
9000035357	Schlessinger, Lukas	300	2,972.96	2,071.18
9000035358	Schroeder, Sara	300	2,935.33	2,326.84
9000035359	Siegel, Caitlyn J.	300	2,483.75	1,892.26
9000035360	Slade, Stephanie	300	2,093.64	1,591.66
9000035361	Smith, Elisa	300	4,069.92	2,955.05
9000035362	Soukup, Stephanie	300	2,248.54	1,529.11
9000035363	Staley, Shannon	300	3,424.54	2,583.61
9000035364	Stefani, Colleen	300	4,418.75	3,193.04
9000035365	Toby, Maureen	300	3,198.75	2,389.37
9000035366	Trotter, Suzanne	300	1,936.17	1,589.12
9000035367	Tuzzolino, Victoria	300	3,123.50	2,375.80
9000035368	Wojcik, Jane	300	891.89	851.44
9000035369	Yaniz, Catherine	300	3,236.38	2,478.54
9000035370	Zitt, Jean	300	4,069.92	3,025.35
			498,457.31	356,322.70

Payroll Run Check Listing for Board

Payroll	07/29/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
118151	deBuhr, Meg	800	350.00	305.89
118152	Klein, Ainslie	800	300.00	262.20
118153	Rossin, Grace	800	300.00	262.20
118154	Russell, Kylie	800	400.00	349.60
9000035371	Buchholz, Marilyn	000	2,349.60	1,328.35
9000035372	Engler, Jennifer R	000	4,590.12	2,982.10
9000035373	Filipiak, Keith	000	9,139.88	5,102.41
9000035374	Hinton, Jeffery	000	2,935.38	1,630.05
9000035375	Kempfer-Kotallk, Linda	000	7,908.79	3,879.58
9000035376	Law, Jennifer S	000	6,832.79	4,599.76
9000035377	McCormick, Jennifer	000	2,109.30	539.36
9000035378	Metoyer, Marielle	000	2,154.12	1,604.73
9000035379	Navarro, Lawrence M	000	1,991.03	1,353.54
9000035380	Posego, John C	000	5,958.63	3,623.67
9000035381	Quinlan, Kevin	000	3,241.32	1,933.64
9000035382	Rich, Mary Beth	000	3,020.06	2,115.77
9000035383	Schalk, Trent J	000	2,598.69	1,313.68
9000035384	Tsamis, Anna	000	3,008.46	940.44
9000035385	Van Volkenburg, Nancy L	000	3,155.49	2,027.89
9000035386	Wilkinson, David	000	6,484.21	3,634.38
9000035387	Biezynski, Jenna A	100	851.03	576.41
9000035388	Blankenship, Brian	100	130.00	125.45
9000035389	Burdett, Paul	100	1,802.85	1,076.96
9000035390	Costello, Sheri	100	4,901.08	3,680.12
9000035391	Czyl, Maureen	100	1,044.63	691.42
9000035392	Davis, John	100	1,342.30	1,093.12
9000035393	Dent, Nathan	100	759.53	390.51
9000035394	Dodge, Cynthia	100	699.72	590.82
9000035395	Ferenzi, Daniella	100	1,343.68	1,065.66
9000035396	Fitzgerald, Karen	100	1,897.96	419.71
9000035397	Gansberg, Michele	100	1,046.31	659.55
9000035398	Hall, Jacqueline	100	762.32	426.88

Payroll Run Check Listing for Board

Payroll	07/29/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035399	Hamilton, Mary Pat	100	829.42	523.62
9000035400	Hochstetter, Judith	100	2,218.10	1,544.55
9000035401	Holmes, Steven	100	1,744.35	1,278.32
9000035402	Howard, Jeffrey	100	8,111.71	5,606.58
9000035403	Jenkins, David A	100	1,809.83	1,303.74
9000035404	Johnson, Patrick	100	817.95	655.74
9000035405	Klempic, Mirza	100	2,065.38	1,486.87
9000035406	Marcum, Thomas C	100	4,914.21	3,963.95
9000035407	Martinez, Brian	100	1,661.70	1,214.08
9000035408	Milinki, Jennifer	100	858.00	738.75
9000035409	Mlynarski, Tim	100	834.23	502.14
9000035410	Mulhaupt, Courtney	100	530.00	496.10
9000035411	Nadolny, Mary	100	825.83	367.56
9000035412	O'Hara, James	100	3,946.71	3,070.87
9000035413	Pomatto-Zimmerman, Jennifer	100	4,901.92	3,942.15
9000035414	Provenzano, Lisa	100	1,083.17	860.74
9000035415	Ridges, Daniel	100	888.83	554.52
9000035416	Stelk, Scott	100	1,676.49	879.09
9000035417	Thome, Nicholas	100	2,087.75	1,277.15
9000035418	Todd, Adam	100	1,646.91	1,190.89
9000035419	Weissinger, Derek C	100	2,403.29	1,598.78
9000035420	Wolak, Brandon P	100	2,968.81	2,056.14
9000035421	Zievers, Zhe	100	579.32	0.00
9000035422	Alexander, Jarvis	200	774.64	559.93
9000035423	Burdeaux, Jessica	200	781.95	550.86
9000035424	Dooley, Tara	200	921.38	593.35
9000035425	Erickson, Tor	200	4,316.92	3,252.76
9000035426	Grau, Jason	200	78.00	72.28
9000035427	Hazard, Jean	200	956.92	652.29
9000035428	Henning, Mary	200	866.29	577.61
9000035429	Joy, Emma P	200	1,816.18	1,074.38
9000035430	Kearney, David	200	6,168.46	4,084.37

Payroll Run Check Listing for Board

Payroll	07/29/2022	Lisle CUSD 202		
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035431	Lemke, Nanette	200	912.78	609.38
9000035432	Leon, Miyax	200	130.00	120.45
9000035433	Lima, Valerie	200	1,020.69	666.45
9000035434	Marriner, Carmen M	200	1,107.17	685.22
9000035435	Nelson, Kelli	200	312.00	289.10
9000035436	Norwood, Lindsay	200	4,030.00	3,263.18
9000035437	Oros, Natalie	200	480.00	415.36
9000035438	Pivek, Elena	200	300.00	282.98
9000035439	Ptak, Jeff R	200	2,092.63	1,417.57
9000035440	Rohlicek, Daniel	200	1,895.73	1,259.82
9000035441	Schindler, Dorene	200	790.24	575.06
9000035442	Seastrom, Tamela	200	1,755.66	967.08
9000035443	Sergeant, Andrew H	200	1,761.03	1,272.65
9000035444	Smid, Jason	200	130.00	120.45
9000035445	Twaddle, Debra	200	944.73	575.82
9000035446	Weissinger, Zachary T	200	1,790.32	1,138.69
9000035447	Bell, Courtney	300	884.43	576.61
9000035448	Bonini, Susan	300	924.93	473.20
9000035449	Briggs, Patricia L	300	2,156.33	1,266.49
9000035450	Carlson, Susan M	300	909.90	723.61
9000035451	Chavez, Daniel	300	1,303.51	969.44
9000035452	Clavelli, Lauren	300	156.00	149.56
9000035453	Collins, Acacia	300	1,283.05	997.79
9000035454	Dineen-Hendricks, Kathleen	300	3,453.49	2,894.35
9000035455	Drake, Alissa	300	845.49	449.62
9000035456	Emde, John C, II	300	2,065.91	498.83
9000035457	Gomez, Benigno	300	1,726.08	1,183.94
9000035458	Graff, Patrick	300	3,125.00	2,480.99
9000035459	Grimm, Rhonda	300	924.48	717.33
9000035460	Heneghan, Dipti	300	789.75	635.22
9000035461	Herrmann, Mary Jo	300	820.42	512.61
9000035462	Jung, Diane	300	910.98	479.83

Payroll Run Check Listing for Board

Payroll	07/29/2022			Lisle CUSD 202
Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035463	Kolacz, Jolanta	300	943.78	492.16
9000035464	Konior, Mandy	300	699.32	394.34
9000035465	Larson, Richard W	300	1,858.81	1,369.73
9000035466	Livolsi-Hudgens, Carmella	300	761.85	614.26
9000035467	Martinez-Alvear, Aldo	300	1,676.49	1,185.58
9000035468	Masa, Janelle	300	764.17	443.89
9000035469	McCormick, Meredith	300	4,296.17	3,381.21
9000035470	Nelson, Christa	300	701.08	582.75
9000035471	Noreen, Diane C	300	1,097.96	224.37
9000035472	O'Connor-Young, Sheri	300	721.80	584.80
9000035473	Ortiz, Carmen	300	1,837.93	1,245.39
9000035474	Pridmore, Elizabeth	300	52.00	50.74
9000035475	Reyes, Cathy M	300	873.18	560.05
9000035476	Rogalny, Diane (Danuta)	300	604.73	444.65
9000035477	Rzemieniecki, Christopher	300	4,030.00	3,609.01
9000035478	Schreiber Specca, Jill	300	5,850.00	4,542.36
9000035479	Schwarz, Jeanene	300	847.53	121.87
9000035480	Shehee, Wendy	300	910.98	553.80
9000035481	Skonieczny, Sandra	300	744.75	372.66
9000035482	Soukup, Stephanie	300	234.00	221.83
9000035483	Sproviero, Rochelle	300	869.02	629.66
9000035484	Svejda, Michele	300	799.65	369.53
9000035485	Tuzzolino, Victoria	300	52.00	48.19
9000035486	Weeks, Stacey	300	401.77	325.63
9000035487	Weissinger, Karla	300	859.68	544.77
9000035488	Burris, Karen M	700	2,271.28	1,794.67
9000035489	Cornfield, Betty	700	2,153.56	2,959.41
9000035490	Waibel, Scott	700	4,412.76	3,648.95
9000035491	Allen, Cassidy	800	385.39	341.83
9000035492	Barrette, Parker	800	1,258.40	1,022.14
9000035493	Buchholz, Thomas	800	333.00	275.86
9000035494	Cracco, Catherine	800	1,453.88	1,178.35

Payroll Run Check Listing for Board

Payroll 07/29/2022

Lisle CUSD 202

Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035495	Holub, Nicole	800	200.00	172.92
9000035496	Kretman, Abbey	800	558.50	450.39
9000035497	Martich, Jovan	800	401.12	355.58
9000035498	Miner, Phillip (Evelyn) Edward	800	1,132.56	927.27
9000035499	Reif, James	800	1,515.00	1,224.43
9000035500	Rivecco, Kendall	800	2,230.00	1,754.72
9000035501	Rizzo, Mia	800	550.55	480.09
9000035502	Walker, Michael	800	900.00	755.56
			245,471.31	166,040.09

Payroll Run Check Listing for Board

Payroll 07/29/2022

Lisle CUSD 202

Check/ ACH	Employee	Check Location	Pay Gross	Net Amount
9000035499	Reif, James	800	-1,515.00	-1,224.43
			-1,515.00	-1,224.43

LISLE COMMUNITY UNIT SCHOOL DISTRICT #202

VENDOR PAY ORDERS

This is to certify that the Board of Education of Lisle Community Unit School District No. 202 ratified the following vendor pay orders: August 22, 2022

GENERAL CHECKING ACCOUNT

CHECKS ISSUED	Beginning	117985	Ending	117986
	Beginning	118155	Ending	118157
	Beginning	118158	Ending	118173
	Beginning	118176	Ending	118322
WIRES ISSUED	Beginning	8000000768	Ending	8000000772
	Beginning	8000000773	Ending	8000000779
ACH DEPOSITS	Beginning	9000035806	Ending	9000035814

FUND DISTRIBUTION

EDUCATIONAL	\$	2,241,657.54
OPERATIONS & MAINTENANCE	\$	161,036.04
TRANSPORTATION	\$	61,571.87
IMRF/SOCIAL SECURITY	\$	110,931.48
CAPITAL PROJECTS	\$	16,725.00
TOTAL	\$	2,591,921.93

IMPREST CHECKING ACCOUNT

CHECKS ISSUED	Beginning	10034	Ending	10037
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FUND DISTRIBUTION

EDUCATIONAL	\$	240.78
OPERATIONS & MAINTENANCE	\$	1,365.54
TRANSPORTATION	\$	-
TOTAL	\$	1,606.32

GRAND TOTAL \$ 2,593,528.25

President - Board of Education

Date

Secretary - Board of Education

Date

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 07/08/2022 ZPAY SUMMER 22

R - Regular Run Type

Check Number	Name	Net Check Amt
8000000766	Teachers' Health Ins Security	34,342.64
8000000767	Teachers' Retirement System	209,554.39
Regular Checks:	0	0.00
ACH Checks:	0	0.00
Wire Transfers:	2	243897.03
Total:	2	243,897.03

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$243,897.03	\$0.00	\$0.00	243,897.03

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 07/15/2022 ZPAY 07/15/2022

R - Regular Run Type

Check Number	Name	Net Check Amt
117985	Glenn Stearns Chapter 13	462.50
117986	Lisle CUSD #202	2,490.34
8000000768	Harris Bank	114,452.76
8000000769	Illinois Department Of Revenue	31,948.26
8000000770	Teachers' Health Ins Security	1,515.32
8000000771	Teachers' Retirement System	9,246.18
8000000772	U.S. OMNI	41,456.72
Regular Checks:	2	2952.84
ACH Checks:	0	0.00
Wire Transfers:	5	198619.24
Total:	7	201,572.08

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$155,791.61	\$0.00	\$0.00	155,791.61
20 - Operations & Maintenance	\$7,156.23	\$0.00	\$0.00	7,156.23
55 - Social Security	\$38,624.24	\$0.00	\$0.00	38,624.24

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 07/29/2022 ZPAYEOM

R - Regular Run Type

Check Number	Name	Net Check Amt
118155	Glenn Stearns Chapter 13	462.50
118156	Lisle CUSD #202	2,490.34
118157	VSP of Illinois, NFP	4,540.95
8000000773	Educational Benefit Coop	395,742.86
8000000774	Harris Bank	113,025.19
8000000775	Illinois Department Of Revenue	32,057.15
8000000776	Illinois Municipal Retirement	52,626.87
8000000777	Teachers' Health Ins Security	1,558.00
8000000778	Teachers' Retirement System	9,506.63
8000000779	U.S. OMNI	41,688.72
Regular Checks:	3	7493.79
ACH Checks:	0	0.00
Wire Transfers:	7	646205.42
Total:	10	653,699.21

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$543,040.94	\$0.00	\$0.00	543,040.94
20 - Operations & Maintenance	\$38,351.03	\$0.00	\$0.00	38,351.03
50 - Muncipal Retirement	\$34,376.76	\$0.00	\$0.00	34,376.76
55 - Social Security	\$37,930.48	\$0.00	\$0.00	37,930.48

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 07/29/2022 July 2022 End of Month

R - Regular Run Type

Check Number	Name	Net Check Amt
118158	Active Internet Technologies,	9,500.00
118159	Amazon.com Corporate Credit	9,746.16
118160	AT&T: Acct 198-2	175.24
118161	AT&T: Acct 680	675.77
118162	AT&T: Acct 927	1,667.92
118163	Capital One / Menards	812.83
118164	CrisisGo, Inc	2,655.00
118165	Gordon Flesch Co, Inc	176.86
118166	Lisle Community Unit School	1,678.17
118167	PowerSchool Group LLC	27,021.95
118168	Remind101, Inc.	8,085.28
118169	T-Mobile for Government	1,000.00
118170	Village of Lisle (Utilities)	212.49
118171	Village of Lisle (Utilities)	3.82
118172	Waste Management of Illinois,	400.00
118173	Westway Coach, Inc	353.92
Regular Checks:	16	64165.41
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	16	64,165.41

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$55,650.24	\$0.00	\$0.00	55,650.24
20 - Operations & Maintenance	\$8,161.25	\$0.00	\$0.00	8,161.25
40 - Transportation	\$353.92	\$0.00	\$0.00	353.92

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/22/2022 August 2022 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
118176	4imprint, Inc	404.74
118177	A-Formula Mechanical Corp.	2,610.00
118178	AGiRepairs, Inc	645.00
118179	Allegra Marketing/Print/Mail	6,792.16
118180	Amita GlenOaks School	8,467.56
118181	Anchor Audio Outlet	340.00
118182	Anderson Pest Solutions	437.35
118183	Apple Inc.	3,751.50
118184	Aqua Designs Inc	13,925.00
118185	Aramark Services, Inc	557.90
118186	ArchiveSocial, Inc	7,176.00
118187	AT&T: Acct 978-4	50.53
118188	BMO Harris Commercial Card	3,862.73
118189	BSN Sports, LLC	11,465.39
118190	Buckeye Cleaning Centers	3,842.38
118191	Camelot Therapeutic Schools	12,409.80
118192	CDW Government Inc	2,451.00
118193	Ceramic Supply Chicago Inc.	696.95
118194	Chicago Office Technology	1,460.80
118195	Civil & Environmental	3,200.00
118196	Clear Image, Inc	241.37
118197	CNXT Digital, Inc	512.00
118198	Committee For Children	2,329.00
118199	CrisisGo, Inc	860.00
118200	Deli Management, Inc	230.76
118201	DHE Computer Systems, LLC	2,398.00
118202	Discount Fence Company, Inc	2,800.00
118203	Done Deal Promotions LLC	6,025.51
118204	Dupage County Public Works	1,244.89
118205	Dwight Township High School	200.00
118206	Elan Photography, Inc	200.00

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/22/2022 August 2022 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
118207	Elmwood Park High School	375.00
118208	FACIL Investments	361.48
118209	Fox Valley Fire & Safety	14,056.00
118210	G & G Lawncare Inc	11,785.00
118211	Gaggle.Net, Inc	8,927.00
118212	Gateway Education Holdings	2,478.05
118213	Gerber Life Insurance Company	806.00
118214	Giant Steps Illinois, Inc	9,879.72
118215	Good-Lite	2,590.95
118216	GoStrengths Inc	297.00
118217	Grant Park High School	225.00
118218	Greatland Corporation	1,471.70
118219	Haenicke, Stephenie	42.00
118220	Harvest Christian Academy	200.00
118221	Heartland Business Systems,	2,874.00
118222	Heartland Payment Systems	385.00
118223	Heinemann	594.00
118224	Herscher High School	125.00
118225	Himes, Petrarca & Fester, Chtd	5,922.50
118226	Holstein's Garage	40.00
118227	Home Depot U.S.A., Inc (GA)	117.21
118228	Home Depot U.S.A., Inc (TX)	3,008.71
118229	IASA DuPage Division	150.00
118230	Illinois American Water	1,016.99
118231	Illinois Association of School	369.00
118232	Illinois Association of School	499.00
118233	Illinois Bone and Joint Institute	10,925.00
118234	Illinois Office of the State Fire	700.00
118235	Illinois Principals Association	150.00
118236	Incident IQ LLC	5,798.00
118237	INSPRA	110.00

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/22/2022 August 2022 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
118238	IPSD 204	322.78
118239	Joliet Township High School -	150.00
118240	Kaseya US LLC	15,941.28
118241	Kipp's Lawnmower Sales and	144.67
118242	Laforce Inc	1,370.00
118243	Lauterbach & Amen LLP	10,000.00
118244	Learning Ally	3,999.00
118245	Learning Techniques, Ltd	3,750.00
118246	Lemont High School	125.00
118247	Little Friends, Inc.	2,700.10
118248	Manitoqua Ministries, Inc	2,706.90
118249	Math Learning Center	8,941.96
118250	Menta Academy Midway	22,217.31
118251	Metea Valley High School	225.00
118252	Midland Paper	17,656.30
118253	Mizen, Julie	1,715.76
118254	Monsido, Inc	3,200.00
118255	Music Sales Digital Services	3,027.88
118256	National Lift Truck, Inc	4,050.00
118257	NEUCO Inc	289.82
118258	New Connections Academy	6,242.20
118259	News 2 You	1,498.11
118260	Newsela, Inc	10,552.00
118261	Nextera Energy Services	18,315.22
118262	Nextera Energy Services	7,340.86
118263	Nextera Energy Services	6,353.93
118264	Nextera Energy Services	2,545.72
118265	Nextera Energy Services	1,193.56
118266	Nicor Gas	2,113.30
118267	Notable, Inc	4,800.00
118268	Pear Deck, Inc.	4,249.00

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/22/2022 August 2022 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
118269	Performance Chemical &	7,096.25
118270	Plano High School	200.00
118271	Quadient Leasing USA, Inc	483.36
118272	Raptor Technologies LLC	1,875.00
118273	RBS Activewear	1,190.36
118274	Really Good Stuff, LLC	782.11
118275	RentalMax LLC	21.99
118276	Riddell/All American Sports	118.85
118277	Ridgewood High School	300.00
118278	Rochelle High School	265.00
118279	Rosecrance Health Network	5,000.00
118280	Royal Fireworks Press	1,147.30
118281	S.E.A.L. South, Inc	10,040.80
118282	Sandwich High School	250.00
118283	Sandwich High School	200.00
118284	Schindler Elevator Corporation	4,103.51
118285	School Association for Special	705,582.00
118286	School Specialty, LLC	243.02
118287	Screencastify, LLC	2,680.00
118288	ScreenCloud Inc	3,240.00
118289	SDI Innovations, Inc	2,097.56
118290	SEAL of Illinois Inc	17,548.08
118291	Seesaw Learning, Inc	2,250.00
118292	SELF	87,190.00
118293	Seneca High School	300.00
118294	Sherwin Williams	52.31
118295	Sirovatka, Heddi	42.00
118296	Skyward, Inc	1,178.00
118297	Smeltzer, Laura Lyn	480.00
118298	Smith System Mfg. Co	6,927.00
118299	Southern Bus & Mobility Inc	554.20

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/22/2022 August 2022 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
118300	Special Needs Chicago, Inc	2,490.00
118301	Sportdecals Inc	71.00
118302	Sports of All Sorts	1,330.98
118303	Staples Business Advantage	194.71
118304	Streamwood Behavioral	8,401.38
118305	Sunrise Southwest LLC	57,850.97
118306	Teaching Strategies LLC	1,320.00
118307	Technology Center of DuPage	79,369.52
118308	Telcom Innovations Group	6,692.74
118309	Texthelp Inc.	2,710.80
118310	Time USA LLC	660.00
118311	Valley Commercial Services,	6,340.00
118312	Vanguard Energy Services,	444.40
118313	Varsity Spirit Fashions &	7,038.00
118314	Village of Lisle	14,525.99
118315	Vivacity Tech PBC	13,500.00
118316	Wallwisher, Inc.	3,000.00
118317	Ward's Science	481.94
118318	Warehouse Direct	800.43
118319	Waste Management of Illinois,	365.46
118320	WEX Health, Inc	136.00
118321	William H. Sadlier, Inc	372.74
118322	Yorkville High School	175.00
9000035806	Bamboate, Darius	339.80
9000035807	Buchholz, Marilyn	12.75
9000035808	Fitzgerald, Karen	196.06
9000035809	Hardy, Venessa	422.78
9000035810	Matariyeh, Yousef	10.01
9000035811	Navarro, Lawrence M	20.00
9000035812	Rivecco, Kendall	95.27
9000035813	Sanko, April	64.00

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 08/22/2022 August 2022 Board Bills

R - Regular Run Type

Check Number	Name	Net Check Amt
9000035814	Schwartz, Rebecca	111.48
Regular Checks:	147	1427316.05
ACH Checks:	9	1272.15
Wire Transfers:	0	0.00
Total:	156	1,428,588.20

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$1,243,277.72	\$0.00	\$0.00	1,243,277.72
20 - Operations & Maintenance	\$107,367.53	\$0.00	\$0.00	107,367.53
40 - Transportation	\$61,217.95	\$0.00	\$0.00	61,217.95
60 - Capital Projects	\$16,725.00	\$0.00	\$0.00	16,725.00

AP Check Register

Lisle CUSD 202

Accounts Payable Run: 07/12/2022 Imprest 7.12.22

R - Regular Run Type

Check Number	Name	Net Check Amt
10034	AT&T: Acct 430-0	105.62
10035	AT&T: Acct 978-4	50.09
10036	AT&T: Mobility	118.53
10037	WEX Bank	1,332.08
Regular Checks:	4	1606.32
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Total:	4	1,606.32

AP Check Register

Lisle CUSD 202

Fund Summary

Fund	Balance Sheet	Revenue	Expense	Total
10 - Educational	\$240.78	\$0.00	\$0.00	240.78
20 - Operations & Maintenance	\$1,365.54	\$0.00	\$0.00	1,365.54
40 - Transportation	\$0.00	\$0.00	\$0.00	0.00

For Action
Lisle Community Unit School District 202
Board Of Education Meeting
August 22, 2022

SUBJECT: Approval of Certified Employment.

BACKGROUND: The Administration is pleased to recommend the employment of the certified candidates as outlined by the Administrative recommendation included in your packet.

FINANCIAL IMPACT: These positions are budgeted for FY 2023.

RECOMMENDATION: Approval of employment.

SUGGESTED MOTION: That the Board of Education approves the employment of:

Hailee Brauer, 1.0 FTE Second Grade Teacher Lisle Elementary School for the 2022-2023 school year. Her recommended salary schedule placement is at a Bachelor’s +0, Step 3 (\$ 53,942*).

Felicia Burke, 1.0 FTE Science Teacher at Lisle Elementary School for the 2022-2023 school year. Her recommended salary schedule placement is at a Master’s +48, Step 8 (\$81,286*).

Ashley Hawley, 1.0 FTE Mathematics Teacher at Lisle Senior High School for the 2022-2023 school year. Her recommended salary schedule placement is at a BA+0, Step 8 (\$61,138*).

Holly Schmidt, 0.2 FTE Music/Choir Teacher at Lisle Senior High School for the 2022-2023 school year. Her recommended salary schedule placement is at a MA+60, Step 3 (\$17,269*).

Elizabeth Witt, Permanent Substitute Teacher at Lisle Elementary School. Her recommended salary is based on the standard Permanent Substitute Teacher rates for the 2022-2023 school year.

Name	School	FTE	Placement	Salary
Brauer, Hailee	LES	1.0	BA +0, Step 3	\$ 53,942*
Burke Felicia	LJHS	1.0	MA+48, St. 8	\$ 81,286*
Hawley, Ashley	LES	1.0	BA +0, Step 8	\$ 61,138*
Schmidt, Holly	LSHS	0.2	MA +60, Step 3	\$ 17,269*
Witt, Elizabeth	LES	1.0	Permanent Substitute	Standard Daily Rate

- Salaries will be adjusted upon completion of the 2022-2023 LEA Union Contract



RECOMMENDATION FOR NEW EMPLOYEE

Date: July 25, 2022	Recommended by: Dr. Jill Schreiber
Primary position to be filled: Second Grade Teacher	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Mary Beth Peterson	New position:
Name of recommended individual: Hailee Brauer	
College or University and Major/Minor field of study: Illinois State University - Elementary Education - Bachelors of Science - 2019 ISBE Number : 1162242	
Please list all relevant prior experience: Joliet Public School District 86 - Sandburg Elementary School - Second Grade Teacher - 2019-2022	
Start date: Monday, August 15, 2022	Board approval date: Monday, August 22, 2022
Recommended salary schedule placement: BA +0, Step 3 (\$53,942*) *Salary will be adjusted to reflect the 22-23 LEA Agreement upon negotiation completion	
Full time equivalency (FTE): 1.0	Contracted days: 181 days
Background information: Hailee Brauer has been a second grade teacher for the last three years. She comes with knowledge on responsive classroom management, implementing new curriculum, along with working with technology. She will be a great asset to the second grade team with her experience.	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 9, 2022	Recommended by: Dave Kearney
Primary position to be filled: Eighth Grade Science Teacher	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant): No	
Replacing: Kelly Huschart	New position:
Name of recommended individual: Felicia Burke	
College or University and Major/Minor field of study: Northern Illinois University/ Elementary Education with endorsements in English, Science, and Social Studies. Master's Degree in ESL from American College of Education.	
Please list all relevant prior experience: Mrs. Burke has spent the last 7 years at Hauser Junior High in Riverside, Il teaching Science, ELA and Social Studies. Prior to that she spent one year teaching at The Science Academy of Chicago.	
Start date: Monday, August 15, 2022	Board approval date: Monday, August 22 , 2022
Recommended salary schedule placement: Step 8 Master's+48 (\$81,286*)	
Full time equivalency (FTE): 1.0	Contracted days: 181
Background information: Mrs. Burke comes to us highly recommended. Her references confirmed what we learned from her interview and that Felicia is student-centered, is willing to go above and beyond to support her students, and a great teammate. We are very excited to have her join our Science Department.	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 18, 2022	Recommended by: Jeff Howard
Primary position to be filled: Mathematics Teacher	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Greg Henrichs	New position:
Name of recommended individual: Ashley Hawley	
College or University and Major/Minor field of study: University of South Florida: B.S. - Mathematics Education 2012	
Please list all relevant prior experience: Boca Ciega High School– Geometry Honors, Pre-Calculus Honors Teacher 2018-2022, Pine Forest High School– Math 2, Math 2 Honors Teacher 2017-18, Robinson High School – Geometry, Geometry Honors, Algebra Teacher 2014-2016, Oak Creek High School – Financial Literacy and Geometry Teacher 2013-2014.	
Start date: Monday, August 15, 2022	Board approval date: Monday, August 22, 2022
Recommended salary schedule placement: BA +0, Step 8 (\$ 61,138*).	
Full time equivalency (FTE): 1.0	Contracted days: 181
Background information: Lisle High School welcomes Ashley Hawley as our new Math Teacher for the 2022-23 school year. Ashley has a wealth of high school experience, teaching a range of students in Algebra, Geometry, Geometry Honors and Pre-Calculus. Ashley will be teaching Algebra 1, Algebra 1 CORE and Algebra 2/Trigonometry at Lisle this year.	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 18, 2022	Recommended by: Jeff Howard
Primary position to be filled: Choral Teacher	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing:	New position: Yes
Name of recommended individual: Holly Schmidt	
College or University and Major/Minor field of study: Valparaiso University: BA in Music Concordia University: MA in Music Northern Illinois University: MA in Education	
Please list all relevant prior experience: Waubonsee Community College: Music, 2010-present Plainfield School District: Choir and General Music Classes 2002-2004, 2007-2010 North Stonington Middle and High School 2004-2007	
Start date: Monday, August 15, 2022	Board approval date: Monday, August 22, 2022
Recommended salary schedule placement: MA + 60, Step 3, (\$17,269*).	
Full time equivalency (FTE): 0.2	Contracted days: 181
Background information: Lisle High School welcomes Holly Schmidt as our new 0.2 FTE Music Teacher for the 2022-23 school year. Holly has a wealth of experience, teaching a range of middle school to college students. She will make a great addition to our staff..	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 12, 2022	Recommended by: Jill Schreiber
Primary position to be filled: Permanent Substitute at LES	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing:	New position:
Name of recommended individual: Elizabeth Witt	
College or University and Major/Minor field of study: Illinois State University - 2006	
Please list all relevant prior experience: Elizabeth has been a fourth grade teacher at Immaculate Conception Grade School from 2010-present	
Start date: August 22, 2022	Board approval date: Monday, August 22, 2022
Recommended salary schedule placement: Standard rate \$175/day	
Full time equivalency (FTE): 1.0	Contracted days: 170
Background information: Elizabeth has been working for 13 years as a fourth grade teacher. She is organized, flexible and understanding of the needs for elementary students. She will bring experience of being a teacher to the permanent substitute position.	

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
August 22, 2022**

SUBJECT: Acceptance of Certified Resignation.

BACKGROUND: A resignation has been received from a Certified Employee.

FINANCIAL IMPACT: This position has been included in the FY 23 budget and will be filled accordingly.

RECOMMENDATION: Acceptance of Resignation.

SUGGESTED MOTION: That the Board of Education accepts the resignation of:

Greg Henrichs, 1.0 FTE Mathematics Teacher at Lisle Senior High School, has submitted his resignation to be effective on August 1, 2022.

Kelly Huschart, 1.0 FTE Science Teacher at Lisle Senior High School, has submitted her resignation to be effective July 27, 2022.

For Action

**Lisle Community Unit School District 202
Board Of Education Meeting
August 22, 2022**

SUBJECT: Approval of Certified Leave of Absence Request.

BACKGROUND: A certified staff member has submitted a request for FMLA.

RECOMMENDATION: The Administration recommends approval of the request.

SUGGESTED MOTION: That the Board of Education approves the FMLA request of:

Lauren James, Kindergarten Teacher at Lisle Elementary School, has requested approximately 6 weeks of FMLA Leave on or around November 21, 2022.

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
August 22, 2022**

SUBJECT: Approval of Classified Employment.

BACKGROUND: The Administration is pleased to recommend the employment of the classified candidate as outlined by the Administrative recommendation included in your packet.

FINANCIAL IMPACT: These positions are budgeted for FY 23.

RECOMMENDATION: Approval of employment.

SUGGESTED MOTION: That the Board of Education approve the employment of:

Pending satisfactory background and reference checks for:

Catherine Cracco, Night Custodian at Lisle Senior High School, is placed at a Step 0 (\$18.69/hr.*).

Elizabeth Doppler, Lunchroom Supervisor at Lisle Elementary School, \$18.07/hr.

Daniel Fleischer, Inclusion Aide, Lisle Junior High School, is placed at a Step 0, (\$15.58/hr.*).

Ashley Gieschen, Lunchroom Supervisor at Lisle Elementary School, \$18.07/hr.

Sherry Montalto, Inclusion Aide, Lisle Junior High School, is placed at a Step 0, (\$15.58/hr.*).

Yujeong Lee, Inclusion Aide, Lisle Senior High School, is placed at a Step 2, (\$15.89/hr.*).

Name	School	Placement	Salary
Cracco, Catherine	HS	Step 0	\$ 18.69/hr.*
Doppler, Elizabeth	LES	Standard Rate	\$ 18.07/hr.
Fleischer, Daniel	JH	Step 0	\$ 15.58/hr.*
Gieschen, Ashley	LES	Standard Rate	\$ 18.07/hr.
Montalto, Sherry	JH	Step 0	\$ 15.58/hr.*
Lee, Yujeong	HS	Step 2	\$ 15.89/hr.*

*Rate will be adjusted per agreement of 2022-2023 CEAL Union Contract



RECOMMENDATION FOR NEW EMPLOYEE

Date: 8/19/22	Recommended by: Tom Marcum
Primary position to be filled: Night Custodian	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Steven Holmes	New position:
Name of recommended individual: Katherine Cracco	
College or University and Major/Minor field of study: High School Diploma	
Please list all relevant prior experience: - Summer Custodial Position 2022	
Start date: August 1, 2022	Board approval date: Aug 22, 2022
Recommended salary schedule placement: Night Custodian: Step 0 (18.69/hr. *) *Salary will be adjusted to reflect the 22-23 LEA Agreement upon negotiation completion.	
Full time equivalency (FTE): 1.0	Contracted days: 261
Background information: Katie did an exceptional job this past summer serving as a summertime custodian at the high school. Her attention to detail, willingness to take on any task, and strong work ethic make her a great fit for our night shift custodial position.	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 18, 2022	Recommended by: Patrick Graff
Primary position to be filled: Lunchroom/Recess Supervisor	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Katie Cracco	New position:
Name of recommended individual: Elizabeth Doppler	
College or University and Major/Minor field of study: Indiana State University –Bachelors in Social Work	
Please list all relevant prior experience: Boys and Girls Club: Youth Camp Manager Department of Child Services: Family Case Manager	
Start date: Thursday, August 18, 2022	Board approval date: August 22, 2022
Recommended salary schedule placement: Standard Rate: \$18.07/hr.	
Full time equivalency (FTE): Hourly	Contracted days: As needed
Background information: Elizabeth’s background in social work and her experience at the Boys and Girls Club and The Department of Child Services make her an ideal candidate to be a lunchroom/recess supervisor. Her reference states “she is prompt, has a great attention to detail, and was one of the best employees at fostering relationships with children.”	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 18, 2022	Recommended by: Dave Kearney
Primary position to be filled: LJHS Inclusion Aide	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant): No	
Replacing: Jessica Burdeaux	New position:
Name of recommended individual: Daniel Fleischer	
College or University and Major/Minor field of study:	
Please list all relevant prior experience: Daniel has held multiple positions, which rely on his ability to work well with people.	
Start date: Monday, August 22, 2022	Board approval date: Monday, August 22 , 2022
Recommended salary schedule placement: Paraprofessional/Assistant: Step 0 (\$15..58/hr.*) *Rate will be adjusted per agreement of 2022-2023 CEAL Union Contract	
Full time equivalency (FTE): 1.0	Contracted days: 176
Background information: Daniel has two siblings, which he has had to support due to some academic challenges they face. This experience has made him realize that he has a passion for working with students that face the same obstacles. His personality and drive will make him a great addition to our staff.	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 18, 2022	Recommended by: Patrick Graff
Primary position to be filled: Lunchroom/Recess Supervisor	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Kim Krestan	New position:
Name of recommended individual: Ashley Gieschen	
College or University and Major/Minor field of study: Wheaton College/ Communications	
Please list all relevant prior experience: Homeschool Educator Grades 2-6 Lunchroom Supervisor at Homeschool Cooperative School Childcare Assistant	
Start date: Thursday, August 18, 2022	Board approval date: August 22, 2022
Recommended salary schedule placement: Standard Rate of \$18.07/hr.	
Full time equivalency (FTE): Hourly	Contracted days: n/a
<p>Background information: Mrs. Gieschen has been a homeschool educator since 2016 and has had experience as a childcare assistant. Mrs. Gieschen understands the importance of creating relationships with students and listening first to understand the feelings of a child. Mrs. Gieschen will be a great addition to our lunchroom supervisor team.</p>	



RECOMMENDATION FOR NEW EMPLOYEE

Date: Aug 10, 2022	Recommended by: Jen Zimmerman
Primary position to be filled: Lisle HS Paraprofessional	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Paul Kohorn	New position:
Name of recommended individual: Yujeong Lee (You -Tong)	
College or University and Major/Minor field of study: Chung Ang University English Language Masters Ajou University English Language and Literature intensive	
Please list all relevant prior experience: English teacher at Kyung-an High School (3/21-2/22) Byulmang Middle School English teacher (9/20-2/21) GnB English Institute - Private Educational Institute teacher (7/15-12/15)	
Start date: Aug 15, 2022	Board approval date: August 22, 2022
Recommended salary schedule placement: Paraprofessional, Step 2 (\$15.89/hr. *) *Rate will be adjusted per agreement of 2022-2023 CEAL Union Contract	
Full time equivalency (FTE): 1.0	Contracted days: 176
Background information: Yujeong Lee has taught English in Korea at the high school, middle school, and elementary levels.	



RECOMMENDATION FOR NEW EMPLOYEE

Date: August 18, 2022	Recommended by: Dave Kearney
Primary position to be filled: LJHS Inclusion Aide	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant): No	
Replacing: Nathan Dent	New position:
Name of recommended individual: Sherry Montalto	
College or University and Major/Minor field of study:	
Please list all relevant prior experience: Sherry has spent the last four years working on the payroll department of a local company. Her position required her to be extremely organized which is an important skill needed for this job.	
Start date: Monday, August 22, 2022	Board approval date: Monday, August 22 , 2022
Recommended salary schedule placement: Paraprofessional/Assistant Step 0 (\$15.58/hr. *) <small>*Rate will be adjusted per agreement of 2022-2023 CEAL Union Contract</small>	
Full time equivalency (FTE): 1.0	Contracted days: 176
Background information: Sherry has great enthusiasm and is excited for the opportunity to work with our students.	

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
August 22, 2022**

SUBJECT: Acceptance of Classified Resignation.

BACKGROUND: A resignation has been received from a Classified Employee

FINANCIAL IMPACT: This position has been included in the FY 23 budget and will be filled accordingly.

RECOMMENDATION: Acceptance of Resignation.

SUGGESTED MOTION: That the Board of Education accepts the resignation of:

Jessica Burdeaux, Inclusion Aide at Lisle Junior High School, has submitted her resignation to be effective on August 1, 2022.

Nathan Dent, Inclusion Aide at Lisle Junior High School, has submitted his resignation to be effective on August 1, 2022.

Zhe Zievers, Inclusion Aide at Lisle Senior High School, has submitted her resignation to be effective on August 31, 2022.

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FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
August 22, 2022**

SUBJECT: Approval of Extra-Duty Employment.

BACKGROUND: The Administration is pleased to recommend the employment of the classified candidate as outlined by the Administrative recommendation included in your packet.

FINANCIAL IMPACT: These positions are budgeted for FY 2023.

RECOMMENDATION: Approval of employment.

SUGGESTED MOTION: That the Board of Education approve the employment of:

Pending a satisfactory background and reference check:

Sophie Ahlberg, Assistant Coach of Girls' Basketball at Lisle Senior High School. She is placed at a Category 3, Level 1, Step 1 (\$4,516*).

Claire Gibler, Assistant Coach of Girls' Basketball at Lisle Senior High School. She is placed at a Category 3, Level 1, Step 1 (\$4,516*).

Jose Trinidad, Assistant Coach of Boys' Basketball at Lisle Senior High School. He is placed at a Category 3, Level 1, Step 1 (\$4,516*).

Name	School	Placement	Salary
Ahlberg, Sophie	LSHS	Category 3, Level 1, Step 1	\$4,516*
Gibler, Claire	LSHS	Category 3, Level 1, Step 1	\$4,516*
Trinidad, Jose	LSHS	Category 3, Level 1, Step 1	\$4,516*

*Stipends will be adjusted to reflect the 22-23 LEA Agreement upon negotiation completion.



RECOMMENDATION FOR NEW EMPLOYEE

Date: 8/17/22	Recommended by: Tom Marcum
Primary position to be filled: Assistant Girls' Basketball Coach	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Paul Kohorn	New position:
Name of recommended individual: Sophie Ahlberg	
College or University and Major/Minor field of study: Augustana College - BA History Education and Middle Grades Education: Social Studies	
Please list all relevant prior experience: <ul style="list-style-type: none"> - 1 year Playing College Basketball - 3 years coaching camps & clinics at Wheaton North - 2 years of coaching camps & clinics at Augustana College - 1 year Junior High Volleyball Coach 	
Start date: ASAP	Board approval date: Aug 22, 2022
Recommended salary schedule placement: Category 3 - Level 1, Step 1 (\$ 4,516*) *Salary will be adjusted to reflect the 22-23 LEA Agreement upon negotiation completion.	
Full time equivalency (FTE): 1.0	Contracted days: Seasonal
<p>Background information:</p> <p>“It is my pleasure to strongly recommend Sophia Ahlberg for our Assistant Basketball Coach position here at Lisle Senior High School.</p> <p>As a program, we strive to hire quality candidates who will embrace our mission and vision that meets the needs of our institution.</p> <p>We work collaboratively with administrators to ensure that the candidate who is hired shares the belief that a student-athlete’s worth, is not defined by wins and losses, but rather by the values and qualities that are created through athletics.</p>	

These values and qualities that Sophia Ahlberg has demonstrated during the process will be influential in the skill development of our student/athletes, as well as the development of them as mature strong women.

Having played at Wheaton North High School, as well as collegiately at Augustana College, will enhance our staff immensely. She played the vital position of point guard, it's a position that lends to being about leadership.

During her playing career, the point guard has had to walk that fine line of being the buffer between the Head Coach and her teammates. Not an easy task. These experiences will be a tremendous asset to our program while bringing valuable lessons (game and life) to our student-athletes.

She has displayed a love for the game, a positive attitude, and will bring innovative ideas to the program, thru on-court coaching, classroom learning, film breakdown, and technology.

I'm confident that Sophia will be a superb fit for our institution. Her passion, energy, knowledge, and intellect will help in creating strong relationships with our student/athletes, as well as our entire basketball family." Nick Balaban, Girls' Basketball Head Coach



RECOMMENDATION FOR NEW EMPLOYEE

Date: 8/10/22	Recommended by: Tom Marcum
Primary position to be filled: Assistant Girls' Basketball Coach	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Pat Graff	New position:
Name of recommended individual: Claire Gibler	
College or University and Major/Minor field of study: Benedictine University - BA, Psychology, Minor in Physical Therapy	
Please list all relevant prior experience: <ul style="list-style-type: none"> - 4 years Playing College Basketball - 3 years working youth camps, clinics, and tournaments 	
Start date: ASAP	Board approval date: Aug 22, 2022
Recommended salary schedule placement: Category 3 - Level 1, Step 1 (\$ 4,516*) *Salary will be adjusted to reflect the 22-23 LEA Agreement upon negotiation completion.	
Full time equivalency (FTE): 1.0	Contracted days: Seasonal
<p>Background information:</p> <p>“Claire was a four-year varsity player, who attended IC Catholic Prep and was a four-year varsity player at Benedictine University. She was selected All-Conference in high school, as well as, during her collegiate career.</p> <p>It was evident from my initial conversation and our first meeting that Claire’s excitement passion, energy, and enthusiasm, were genuine for this position and that she would be able to pass it on to our student/athletes.</p> <p>It is beyond the X’s and O’s of our sport, where Claire’s presence will provide our student/athletes with the developmental skills and life lessons for them to become successful, not just in the game of basketball, but in their daily lives going forward.</p>	

This young woman will be an inspiration and role model to all our young ladies in the program for years to come. She will easily establish positive relationships with students, staff, parents, and others within the community.

I'm truly confident that Claire has the necessary tools, including a strong positive character and the leadership skills to make the next step into becoming a quality coach." Nick Balaban, Girls' Basketball Head Coach

CLAIRE GIBLER

I whole-heartedly recommend Claire Gibler to become an assistant basketball coach within our program here at Lisle Senior High School.

Claire was a four-year varsity player, who attended IC Catholic Prep and was a four-year varsity player at Benedictine University. She was selected All-Conference in high school, as well as, during her collegiate career.

It was evident from my initial conversation and our first meeting that Claire's excitement, passion, energy, and enthusiasm, was genuine for this position and that she would be able to pass it on to our student/athletes.

It is beyond the X's and O's of our sport, where Claire's presence will provide our student/athletes with the developmental skills and life lessons for them to become successful, not just in the game of basketball, but in their daily lives going forward.

This young woman will be an inspiration and role model to all our young women in the program for years to come. She will easily establish positive relationships with students, staff, parents, and others within the community.

I am truly confident that Claire has the necessary tools, including a strong positive character and the leadership skills to make the next step into becoming a quality coach.



RECOMMENDATION FOR NEW EMPLOYEE

Date: 8/14/22	Recommended by: Tom Marcum
Primary position to be filled: Assistant Boys' Basketball Coach	
Secondary position to be filled:	
Please indicate if this is a grant position (if so, indicate grant):	
Replacing: Trent Schalk	New position:
Name of recommended individual: Jose Trinidad	
College or University and Major/Minor field of study: Rockford University - BS in Kinesiology	
Please list all relevant prior experience: <ul style="list-style-type: none"> - Club Coach 1 Year - Assistant Tournament Director 1 Year - Home Event Staff 3 Years - Camp Counselor 6 Years - College Basketball Player 4 Years 	
Start date: ASAP	Board approval date: Aug 22, 2022
Recommended salary schedule placement: Category 3 - Level 1, Step 1 (\$ 4,516*) *Salary will be adjusted to reflect the 22-23 LEA Agreement upon negotiation completion.	
Full time equivalency (FTE): 1.0	Contracted days: Seasonal
Background information: "Jose is someone that I trust and he knows my vision for the program. He will do a great job of relating to the kids and teaching them through the game of basketball. His passion for the game and for helping the kids reach their goals is through the roof." Andrew Weber, Head Boys' Basketball Coach.	

FOR ACTION

**Lisle Community Unit School District 202
Board Of Education Meeting
July 25, 2022**

SUBJECT: Acceptance of Extra-Duty Resignation.

BACKGROUND: A resignation has been received from an Activity Sponsor.

FINANCIAL IMPACT: This position has been included in the FY 23 budget and will be filled accordingly.

RECOMMENDATION: Acceptance of Resignation.

SUGGESTED MOTION: That the Board of Education accepts the resignation of:

Nathan Bylsma, Assistant Boys' Basketball Coach at Lisle Senior High School, has submitted his resignation to be effective on August 1, 2022.

Jason Smid, Drama Director at Lisle Junior High School, has submitted his resignation for her drama sponsorship to be effective at the end of the 2021-2022 school year.

FOR APPROVAL

**Lisle Community Unit School District 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Additional Part-Time Evening Custodian at Lisle Elementary

BACKGROUND DATA:

Lisle Elementary School (LES) requires an additional .5 full-time equivalent custodian to work from 4 pm to 8 pm in order to maintain a clean and sanitary setting for the 750+ students.

This will result in LES having a total of 6.5 custodians, which is still less than the High School's current 7 custodians.

Although the elementary school and the high school buildings are similar in total square footage, the following are custodial needs specific to an elementary building serving twice as many students:

- The 750+ students eating from 11:00 am to 1:40 pm require two (2) custodians to support the operations of the cafeteria, the transition between lunch periods, and the cleaning at the conclusion of the lunch periods.
- The “unpredictable” factors such as spills, vomit, bathroom accidents, and other general clean-up work are more common in younger students.
- During the winter months there is significantly more floor maintenance needed due to snow and slush as 750+ students transition from busses, lunch and recess throughout the day.

The following chart reflects the number of custodians working each shift and includes the new .5 position:

Number of Custodians	Shift
2	6 am – 2:30 pm
1	11 am – 7:30 pm
1	2 pm – 10:30 pm
2	3 pm – 11:30 pm
.5	4 pm – 8 pm
6.5	

FINANCIAL IMPACT: The annual salary and benefits will be approximately \$25,000.

RECOMMENDATION: Administration recommends the approval of a .5 FTE evening custodian at Lisle Elementary School.

SUGGESTED MOTION: The Board approves of the addition of a .5 FTE evening custodian at Lisle Elementary School.

FOR ACTION

**Lisle Community Unit School District No. 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Collective Bargaining Agreement between the Lisle Education Association and the Board of Education for the School Years 2022/2023 and 2023/2024

BACKGROUND DATA: The attached contract reflects the modifications to the Collective Bargaining Agreement with the Lisle Education Association (LEA) for the 2022-2023 and 2023-2024 school years. The following is a summary of the significant changes to the contract:

- Two-year agreement with teachers advancing step both years of the agreement
- The base salary has been increased by \$1,085 for the 2022-2023 school year resulting in average salary increases of 4%.
- The base salary has been increased by \$1,585 for the 2023-2024 school year resulting in average salary increases of 5.25%.
- The agreement also includes the addition of steps, one per year over the next two years, continuing the index structure from the current salary schedule.
- Longevity language has been removed from the contract.
- Two year evaluation cycle was changed to a three year evaluation cycle
- The hours an educational employee needs to work to be eligible for FMLA was lowered from 1,250 hours to 1,000 hours

A one-time appreciation bonus of \$1,000 will also be paid to each bargaining unit member returning for the 2022-2023 school year. Administration will work with the LEA to draft a formal letter of agreement outlining the specifics of how the bonus will be paid. The proposed salary increases and bonus are consistent with the other unit school districts in DuPage County used as our comps.

The certified employees ratified the contract on August 5th, 2022

FINANCIAL IMPACT: Total salaries AND benefits are projected to increase by approximately \$750,000 for 2022-2023 and \$840,000 for 2023-2024. The appreciation bonus will cost the District approximately \$145,000 during FY2023.

RECOMMENDATION: The Administration recommends that the Board of Education approve the 2022-2024 Agreement between the Lisle Education Association and the Board of Education.

SUGGESTED MOTION: That the Board of Education approve the 2022-2024 Agreement between the Lisle Education Association and the Board of Education as presented.



AGREEMENT
Between the
LISLE EDUCATION ASSOCIATION
and the
BOARD OF EDUCATION

LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202
DUPAGE COUNTY, ILLINOS

2022-2024

Table of Contents

DEFINITIONS	6
1. TEACHER	6
2. SCHOOL DAY	6
3. BUSINESS DAY	6
4. CALENDAR DAY	6
ARTICLE I	7
RECOGNITION	7
1.A ASSOCIATION RECOGNITION	7
1.B EXCLUSIVE BARGAINING AGENT	7
ARTICLE II	8
DEFINITION OF RESPONSIBILITIES AND RIGHTS	8
2.A GOOD FAITH NEGOTIATIONS	8
2.B BOARD RIGHTS	8
2.C RIGHT TO ORGANIZE	8
2.D NON-DISCRIMINATION	8
2.E BULLETIN BOARDS, MAILBOXES	8
2.F USE OF BUILDINGS	8
2.G MATTERS DISCUSSED WITH STUDENTS	9
2.H REQUEST FOR INFORMATION	9
2.I RIGHT TO REPRESENTATION	9
2.J NOTICE TO REMEDY	9
2.K PARENT COMPLAINT	10
ARTICLE III	11
NEGOTIATIONS PROCEDURES	11
3.A SELECTION OF TEAM	11
3.B STARTING DATE / FIRST PROPOSALS	11
3.C TENTATIVE AGREEMENTS / MINUTES	11
3.D RATIFICATION / APPROVAL	11
3.E IMPASSE / MEDIATION	11
3.F GROUND RULES FOR NEGOTIATIONS	12
ARTICLE IV	13
GRIEVANCE PROCEDURE	13

4.A	DEFINITION.....	13
4.B	TIME LIMITS.....	13
4.C	PROCEDURES.....	13
4.D	STATEMENT OF BASIC PRINCIPLES	14
ARTICLE V.....		16
STUDENT DISCIPLINE.....		16
5.A	TEACHER RESPONSIBILITIES / BOARD SUPPORT	16
5.B	STUDENT INSTRUCTIONS	16
5.C	DISCIPLINE PROCEDURES.....	16
5.D	PERSONAL ASSAULT	16
ARTICLE VI.....		17
VACANCIES, TRANSFERS, ASSIGNMENTS AND PROMOTIONS		17
6.A	NOTICE OF VACANCIES.....	17
6.B	TRANSFER-DEFINITION / APPLICATION.....	17
6.C	TRANSFER-TEACHER CONFERENCE	17
6.D	INVOLUNTARY TRANSFER-PROCEDURES.....	17
6.E	FULL-TIME / PART-TIME ASSIGNMENTS	18
ARTICLE VII.....		19
STAFF REDUCTION.....		19
7.A	NOTIFICATION OF RECOMMENDATION FOR REDUCTION	19
7.B	NOTICE OF DISMISSAL	19
7.C	HONORABLE DISMISSAL LIST.....	19
7.D	DETERMINATION OF SENIORITY.....	20
7.E	RECALL.....	20
7.F	CONTINUOUS SERVICE LIST.....	21
7.G	ADDRESS ON FILE.....	21
ARTICLE VIII.....		22
EVALUATIONS		22
8.A	OBJECTIVE.....	22
8.B	DESIGNATION OF EVALUATOR.....	22
8.C	ORIENTATION PROCEDURE.....	22
8.D	TEACHER KNOWLEDGE / CONTINUOUS OBSERVATION.....	22
8.E	FORMAL EVALUATION PROCEDURES	22
8.F	NON-TENURED TEACHER EVALUATION.....	23
8.G	TENURED TEACHER EVALUATION.....	23

8.H NON-TENURED TEACHER ASSISTANCE	23
8.I NON-TENURED TEACHER DISMISSAL	23
8.J TENURED TEACHER UNSATISFACTORY RATING APPEALS PROCESS	24
8.K REMEDIATION PROCEDURE	25
8.K REVIEW OF PERSONNEL FILE	27
8.L PERSONNEL FILE CONTENTS.....	27
8.M COPY OF MATERIALS TO TEACHER.....	27
8.N EVALUATION INSTRUMENT	27
8.O CONSULTATION ON PLAN DEVELOPMENT	27
ARTICLE IX.....	28
LEAVES	28
9.A SICK LEAVE	28
9. BEREAVEMENT LEAVE	28
9.C SABBATICAL LEAVE	29
9.D PERSONAL LEAVE / RELIGIOUS LEAVE	29
9.E LEAVE OF ABSENCE	30
9.F PARENTAL LEAVE.....	30
9.G FAMILY MEDICAL LEAVE ACT (FMLA).....	32
9.H ASSOCIATION LEAVE	34
9.I LOBBYING LEAVE	34
ARTICLE X.....	35
WORKING CONDITIONS.....	35
10.A REQUIRED FACILITIES	35
10.B INTERNAL SUBSTITUTES.....	35
10.C TRAVELING TEACHERS	35
10.D CALENDAR	35
10.E	WORK YEAR
35	
10.F	WORKDAY / WORK LOAD
36	
10.G	PROFESSIONAL COUNCIL
37	
10.H NON-TENURED TEACHERS – EXTRA DUTY ASSIGNMENTS	38
10.I COMMITTEE WORK / STAFFINGS	38
ARTICLE XI.....	39
PROFESSIONAL COMPENSATION AND RELATED PROVISIONS	39

11.A SALARIES / BENEFITS	39
11.B TRAVEL REIMBURSEMENT	39
11.C MEMBERSHIP DUES	39
11.D NUMBER OF PAYS / PAY DATES	40
11.E HORIZONTAL MOVEMENT ON SALARY SCHEDULE	40
11.F REQUIRED CLASSES	42
11.G NATIONAL BOARD CERTIFICATION STIPEND	42
11.H RETIREMENT PROGRAM	42
ARTICLE XII	46
EFFECT OF AGREEMENT	46
12.A MODIFICATION OF CONTRACT	46
12.B DELETION OF ILLEGAL MATERIAL	46
ARTICLE XIII	47
DURATION AND ACCEPTANCE OF AGREEMENT	47
13.A EFFECTIVE DATES	47
13.B DATE OF SIGNING	47
APPENDIX A	48
SALARY SCHEDULES	48
APPENDIX A	49
2020-2021 SALARY SCHEDULE (BPTRS)	49
APPENDIX A	52
2021-2022 SALARY SCHEDULE (NO BPTRS)	52
APPENDIX A	53
SALARY SCHEDULE – Index Chart	53
APPENDIX B	54
EXTRA DUTY	54
Supplements and Stipulations	54
APPENDIX B	58
EXTRA DUTY SCHEDULE (BPTRS)	58
APPENDIX C	64
GROUP INSURANCE PROGRAM	64
General Information	64
Health Insurance Review Committee	64
SCHEDULE OF BENEFITS	65
CAFETERIA PLAN	66

APPENDIX D	67
SHORT TERM & PARENTAL LEAVE OPTIONS	67
MEMORANDUM OF AGREEMENT.....	68
RETIREMENT CAP	68
MEMORANDUM OF AGREEMENT.....	71
INSURANCE PREMIUMS FOR PART-TIME EMPLOYEES	71
LETTER OF INTENT	73
1. NON-ROUTINE TEACHER WORKDAYS.....	73
2. CLASS SIZES	73
3. SPECIAL EDUCATION PROGRAMMING FOR STUDENTS WITH DISABILITIES 73	
4. ONE-FIFTH TEACHER LOAD	75
5. BUS DUTY	75
Procedures for Assigning Timers, Scorers and Announcers for Athletic Contests.....	77
Procedures for Assigning Saturday Detention Supervision.....	79

DEFINITIONS

1. **TEACHER**

The term “teacher” when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as determined in paragraph “A” of Article I.

2. **SCHOOL DAY**

The term “school day” is a required teacher workday.

3. **BUSINESS DAY**

The term “business day” is a day when the District Office is open.

4. **CALENDAR DAY**

The term “calendar day” is any day of the calendar year, which includes Saturdays, Sundays, and holidays.

ARTICLE I

RECOGNITION

1.A ASSOCIATION RECOGNITION

The Board of Education of District 202, DuPage County, Lisle, Illinois, hereinafter referred to as the "Board" hereby recognizes the Lisle Education Association, hereinafter referred to as the "Association", affiliated with the Illinois Education Association and the National Education Association, as the sole negotiation agent for all regularly employed certificated personnel except the Superintendent, Directors, other district office professional staff, building principals, teachers' aides, paraprofessionals, substitutes, and persons spending fifty percent (50%) or more of their assigned duties in a supervisory capacity. The Association shall be the sole negotiation agent for certificated ESL program staff members.

1.B EXCLUSIVE BARGAINING AGENT

The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement unless the Association is successfully challenged according to the procedure set forth in PA 83-1014. Even if successfully challenged, the terms and conditions of this Agreement shall remain in full force and effect for the duration of this Agreement. The Board agrees not to negotiate with any teacher individually for the duration of this Agreement on matters covered by this Agreement.

ARTICLE II

DEFINITION OF RESPONSIBILITIES AND RIGHTS

2.A GOOD FAITH NEGOTIATIONS

The Board and Association agree to participate in good faith negotiations as defined by law.

2.B BOARD RIGHTS

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred and vested in it by the statutes and Constitution of the State of Illinois and of the United States, provided that such rights and responsibilities shall be exercised in conformity with the provisions of this Agreement. All powers, rights, authority and responsibilities not included in this Agreement are reserved for the Board.

2.C RIGHT TO ORGANIZE

The Board agrees that teachers shall have the right to organize, join and assist the Association to participate in professional negotiations with the Board through representatives of their own choosing. The Association, recognizing that the schools are for the education of the students, agrees it will conduct its business so as to result in no interruption of the educational program.

2.D NON-DISCRIMINATION

The Board agrees that it will not discriminate against any teacher because of his/her membership in the Association and its related activities that do not conflict in any way with his/her teaching assignment, his/her participation in negotiations with the Board, or his/her institution of a grievance under this Agreement.

2.E BULLETIN BOARDS, MAILBOXES

The Association shall be provided with a bulletin board in each school. Only authorized representatives of the Association will use bulletin boards for Association announcements. Official Association announcements may be inserted in teachers' mailboxes and/or sent through district email.

2.F USE OF BUILDINGS

The Association may use school buildings for meetings to transact official business for reasonable time periods, pursuant to the prevailing regulations at the time of the signing of this Agreement governing use of buildings by "Class A" organizations.

Request for use of buildings must be made to the Superintendent in advance of the proposed meeting date and must be cleared through the Master Calendar by the Superintendent or his/her designee. If special custodial service is required, the Board may make reasonable charges for this service.

Every reasonable attempt shall be made by the Administration not to schedule meetings involving teachers after school on the first and third Wednesday of each month.

Section 2 (F) applies to meetings of groups of twelve (12) persons, or less, or where ninety percent (90%) of those in attendance are teachers as defined in the “Definitions” page at the beginning of this Agreement.

Any direct cost of Association business to the District shall be reimbursed by the Association.

2.G MATTERS DISCUSSED WITH STUDENTS

The parties agree that matters relating to supervisor-teacher or Board-teacher relationships shall not be discussed in the presence of students.

2.H REQUEST FOR INFORMATION

1. Upon request, the Board shall periodically provide the following information to the Association President providing that such request is for a specific document or for specific meeting minutes that are not available on the District website:
 - a. Teacher and Extra Duty Job Descriptions;
 - b. District Annual Financial Report;
 - c. Board Committee minutes after approval;
 - d. Appendix B – Extra Duty Schedule;
 - e. Extra Duty Personnel Placements and Salaries
2. The Board shall provide to the Association President the names, assignments, percentages of employment, and publicly listed telephone numbers of new teachers within fifteen (15) school days after official Board action is taken to employ them.

2.I RIGHT TO REPRESENTATION

When a teacher is required to appear before the Board or the Administration concerning any matter, which could result in discipline, the teacher will be entitled to have a representative of the Association present. Further, when a teacher is required to appear before the Board, the teacher will be advised in writing of the reasons for the requirement at least twenty-four (24) hours before the required appearance except where an emergency or extraordinary situation exists and the teacher is required to appear before the Board as a result of such situation. The teacher’s right to representation shall not apply to regular evaluation conferences, impromptu meetings and/or conversations relative to regular daily performance.

2.J NOTICE TO REMEDY

Once a teacher satisfactorily completes the requirements of a Notice to Remedy, the teacher may request said Notice be expunged from the personnel file. The Superintendent or Board, whichever is appropriate, shall consider the request and respond to the teacher in writing within thirty (30) calendar days from submission of the request.

2.K PARENT COMPLAINT

When an administrator receives a complaint regarding a teacher from a District parent, the parent will be encouraged to discuss the complaint with the teacher. In the event the parent is unwilling to do so, no later than five (5) school days after receipt of the complaint, the teacher and administrator will meet to discuss the nature of the complaint and the teacher will be asked to provide a response. Upon receiving the teacher's response, the administrator may invite the parent and the teacher to attend a meeting to discuss the complaint. The teacher will be notified of any action taken based upon the complaint. Should any written record, evaluation, or reprimand result from such a complaint, the teacher shall have the right to attach written comments thereto. The timelines in this section may be extended whenever circumstances dictate.

ARTICLE III

NEGOTIATIONS PROCEDURES

3.A SELECTION OF TEAM

Each party to negotiations shall select its negotiating representatives, provided that the Board shall not select a teacher and the Association shall not select District employees who are not teachers, as herein defined, as its representatives.

3.B STARTING DATE / FIRST PROPOSALS

Negotiations shall begin no later than March 1st, unless both parties agree to an alternate date. The Association may present their proposals during the first session. The Board will present its proposals no later than thirty (30) calendar days after receipt of the Association proposals. It is in the best interest of the negotiating process that new major concepts not be introduced after initial packages have been exchanged by the parties unless mutually agreed upon.

3.C TENTATIVE AGREEMENTS / MINUTES

During negotiations agreed-upon material shall be put in writing and signed by the person for each side at the meeting following the meeting at which said agreement was reached. Each party shall be responsible for their own minutes.

3.D RATIFICATION / APPROVAL

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

3.E IMPASSE / MEDIATION

If the parties desire the assistance of a mediator, the Federal Mediation and Conciliation Service or Illinois Educational Labor Relations Board shall be requested by the parties to appoint a mediator from its staff.

The mediator shall meet with the parties or their representatives, or both, forthwith, either jointly or separately, and shall take such steps as he/she may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement.

Any time 15 days after mediation has commenced, either party may declare an impasse, thereby commencing the process set forth in 115 ILSC 5/12(a-5)

In the event that the Federal Mediation and Conciliation Service charges for its services for mediation or in the event that the Board and Association jointly select a mediation service which charges for such services, the cost of mediation shall be shared equally by the Board and the Association.

3.F GROUND RULES FOR NEGOTIATIONS

1. Each negotiating team will be made up of three (3) members, in addition, each party may have up to four (4) observers present.
2. Each team will have a spokesperson.
3. All communications between the teams shall be channeled through the chairpersons or their designees.
4. Each team may caucus when deemed necessary.
5. The location, date, and time of the next meeting shall be established by the negotiating teams before adjournment of any meeting and may be changed if agreed to by both of the negotiating teams.
6. Negotiating sessions are not open to the public.

ARTICLE IV

GRIEVANCE PROCEDURE

4.A DEFINITION

A grievance shall mean a complaint by a teacher (s) or the Association that there has been an alleged violation, misapplication, or misinterpretation of the terms of the Agreement.

4.B TIME LIMITS

Any grievance to be filed hereunder must be filed within thirty (30) calendar days after occurrence or within thirty (30) calendar days after a reasonable person would have knowledge of occurrence of an alleged complaint or claim.

When a grievance is submitted fewer than ten (10) school days before the close of the school term, then time limits shall consist of all workdays so that the matter may be resolved before the close of the school term or as soon as possible thereafter.

4.C PROCEDURES

1. FIRST STEP - INFORMAL MEETING

The parties hereto acknowledge that it is usually most desirable for a teacher or the Association and the teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher, an Association representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

2. SECOND STEP - IMMEDIATE SUPERVISOR

The teacher or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) school days after receipt of the grievance. The grievance shall state the article, section and clause of this Agreement alleged to be violated, misrepresented, or misapplied and the remedy, which is sought.

The Association's representative(s), the grievant, and the immediately involved supervisor shall be present for the meeting. Within five (5) school days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

3. THIRD STEP - SUPERINTENDENT

If the grievance is not resolved at Step Two, then the grievant or the Association may refer the grievance to the Superintendent or his/her designee within fifteen (15) school days after receipt of the Step Two answer. The Superintendent shall arrange with the Association representative(s) for a meeting to take place within five (5) school days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) school days of the meeting, the Association and the grievant shall be provided with the Superintendent's written response, including the reasons for the decision.

4. FOURTH STEP - ARBITRATION

If the Association is not satisfied with the disposition of the grievance at Step Three, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) calendar days of the date for the Step Three answer, then the grievance shall be deemed withdrawn.

Neither the Board nor the Association shall be permitted to assert any new grounds or evidence before the arbitrator, which were not previously disclosed to the other party. The fees and the expenses of the arbitrator shall be shared equally by the parties. The arbitrator shall have no power to alter the terms of this Agreement.

4.D **STATEMENT OF BASIC PRINCIPLES**

1. Released Time - Should the investigation or processing of any grievance in the opinion of the Superintendent require teacher(s) and/or Association representative(s) be released from their regular assignments, the teacher(s) and/or Association representatives(s) shall be released without loss of pay or benefits.
2. No Written Response - If no written decision has been rendered within the time limits indicated by the step, the grievance may be processed to the next step. Time limits, however, may be extended by written mutual agreement.
3. Illness - When the presence of a participant at a grievance hearing is requested by either party, illness or other incapacity of said participant shall be grounds for any necessary extension of grievance procedure time limits.
4. Cooperation - The Board, Administration and the Association shall cooperate in the investigation of any grievance.
5. No Reprisals Clause - No reprisals shall be taken by the Board or the Administration against any teacher because of the teacher's participation in a grievance.
6. Grievance Withdrawal - A grievance may be withdrawn at any level without establishing precedent.
7. AAA Rules - At the request of either party, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.
8. Pertinent Information - The Association shall be furnished on request pertinent and readily available information relevant to the processing of the current grievance. Nothing herein shall require the Board or Administration to research or assemble information.
9. Bypass to Superintendent - If the Association and the Superintendent agree, any step of the grievance procedure maybe bypassed and the grievance brought directly to the next step.
10. Bypass to Arbitration - If the Superintendent and the Association agree, a grievance may be submitted directly to arbitration.

11. Class Grievance - Class grievances involving one or more teachers or one or more supervisors and grievances involving an administrator above the building level maybe initially filed by the Association at Step Three.
12. Association Participation - Teacher Represented-The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no teacher shall be required to discuss any grievance if the Association's representative is not present.
13. Association Participation - Teacher Not Represented-When a teacher is not represented by the Association, the Association shall reserve the right to have its representatives present to state its views at any stage of the grievance procedures.
14. Right to Grieve - Every teacher shall have the right to present grievances in accordance with these procedures. The Board acknowledges the right of the Association to assist or to be present at any level of the grievance procedure and the Association acknowledges the right of any member of the Administration to receive assistance as desired in any step of the grievance procedure. The teacher shall be present at any grievance discussion when the Administration, Association, or other teacher representative deems it necessary. At any stage of the grievance procedure, the grievant may be represented by a representative of his or her choice.

Nothing contained in this Article shall be construed to prevent any individual employee from discussing a problem with the Administration and having it adjusted without intervention or representation of Association representatives, provided the adjustment is not inconsistent with the terms of this Agreement.

15. Grievance Files - All material currently held in grievance files shall either be destroyed or be transferred to a teacher's personnel file. In the event of such transfer, each teacher will be allowed an opportunity to exercise his/her rights under this contract and the Illinois Personnel Records Act (PA 83-1104). Copies of material placed in personnel files will be provided to the teacher.

ARTICLE V

STUDENT DISCIPLINE

5.A TEACHER RESPONSIBILITIES / BOARD SUPPORT

A teacher shall be responsible for the conduct of his/her class and for maintaining discipline and order in his/her presence in the school building and on the school grounds. The Board agrees to give support and assistance to the teacher with respect to the maintenance of control and discipline in the classroom.

5.B STUDENT INSTRUCTIONS

Before discipline referrals are made to administrators, the teachers shall be responsible for giving the student clear and explicit instructions of what behavior is expected within the classroom.

5.C DISCIPLINE PROCEDURES

In the event that a student's behavior is such that the educational process is disrupted, the teacher will normally use the procedures as outlined in the Board of Education Policy 5:125 Maintaining Student Discipline, 7:180 Prevention of and Response to Bullying, Intimidation and Harassment, 7:190 Student Discipline and Senate Bill 100 (PA 99-0456). A teacher will not use disciplinary methods that may be damaging to students, such as ridicule, sarcasm, or excessive temper displays. In addition, Corporal punishment may not be used. Board of Education policies are available on the district website.

5.D PERSONAL ASSAULT

Any case of assault upon a teacher while on duty for the district shall be promptly reported in writing to the Board or its designee. The Board shall provide reasonable assistance to the teacher in connection with the handling of the incident by the appropriate authority. If requested by the teacher, the Board shall authorize its legal counsel to consult with the teacher with respect to legal implication of the assault, provided the teacher's action shall have been within the scope of his/her employment (areas where the teacher is employed, authorized, or expected to perform by the Board as part of his/her teaching position), and in conformance with Board policy.

No deduction shall be made from the salary of a teacher or from his/her accumulated sick leave if he/she is unable to perform his/her duties as a consequence of an assault by a student, provided such teacher shall be acting within the scope of his/her employment and in conformance with Board policy. However, if the teacher qualifies for disability benefits under the Illinois Teacher's Retirement System and/or Workmen's Compensation Act, his/her payments from District 202 shall be reduced by the amount received from these funds; the teacher's combined payments from these three (3) sources should be equal to his/her regular salary. The teacher shall remit to the Board any sums received for salary in excess of his/her regular salary. Sums which may come from a policy of insurance maintained entirely by the teacher shall be excluded.

ARTICLE VI

VACANCIES, TRANSFERS, ASSIGNMENTS AND PROMOTIONS

6.A NOTICE OF VACANCIES

The Superintendent shall post in all school buildings a notice of teaching vacancies and promotional vacancies, e.g., department head, assistant principal, principal, assistant superintendent and superintendent. During the summer such vacancy notices shall be posted in the District Office and on the district website and shall be sent via district email within seven (7) business days to all teachers having officially notified, in writing the Superintendent of their interest in receiving such announcements. It is the responsibility of the teacher to check the school district website for vacancies. Such notices shall be accompanied by a statement of minimum qualification and salary range. The Superintendent shall provide similar information to the Association President of all other new positions and vacancies as they occur. No vacancy shall be filled or transfer effected, except temporarily, until such vacancy or transfer has been posted for at least ten (10) business days in all buildings.

If a vacancy occurs in a teaching position after the school year has begun with ninety (90) or less calendar days remaining in the school year, the vacant position may be filled temporarily until the end of that school year. If the position is to be filled for the following school year, the Superintendent shall post the position and accept applications.

6.B TRANSFER-DEFINITION / APPLICATION

A transfer is defined as a change in a teacher's assignment of school building(s), grade levels(s) or major field(s) of instruction. A change in the percent of time a teacher is assigned to a specific building shall not constitute a transfer providing that the assignment of school buildings, grade levels taught, or the major field(s) of instruction are not changed.

Any teacher may apply for a transfer. Such application shall be made in writing to the Superintendent. Any teacher applying for a transfer shall be interviewed for the position by the Superintendent or his/her designee. If the teacher's application for transfer is rejected, the teacher shall be given reasons in writing for such rejection.

6.C TRANSFER-TEACHER CONFERENCE

Whenever a change in teacher assignment is planned, a conference between the teacher and the appropriate administrator will be held during the regular school term. During vacation periods teachers will be notified by certified mail and will be given the right of a conference upon request within twenty (20) business days of postmark.

6. D INVOLUNTARY TRANSFER-PROCEDURES

The parties recognize that in order to meet the needs of the District, it may be necessary to transfer teachers involuntarily for reasons other than filling a vacancy. Notice of involuntary transfers, together with reasons, shall be given to each teacher so affected. Involuntary assignments resulting in substantially different teaching situations (e.g., changes in grade levels, major fields, or buildings) from those designated by May 15th shall provide said teacher the right of resignation. Any teacher

transferred involuntarily shall receive consideration in any requested transfer for future vacancies. Consideration shall mean the right to apply for such position and that an interview shall be scheduled for said teacher. If the teacher's application for such transfer is rejected, the teacher shall be given reasons in writing for such rejection.

Prior to any teacher being notified of an involuntary transfer to fill a vacancy the following procedures will be followed:

1. Vacancy Notice

The Administration will post a vacancy notice in all buildings. In addition to posting, notice of teaching vacancies and promotional vacancies shall be communicated by the following methods: (1) department meetings, (2) faculty meetings, and (3) notice in mailboxes to all teachers.

2. Solicit Volunteer

The Administration shall solicit volunteers from all those qualified to fill the position.

3. Selection of Volunteer

From the volunteers the Administration may select the teacher most appropriate for transfer based upon the needs of the District.

4. Final Selection

In the event there are no volunteers or the Administration has not selected a volunteer, the teacher most suitable for the position based upon the needs of the District shall be transferred with appropriate consideration given to transferring the least senior teacher.

6.E FULL-TIME / PART-TIME ASSIGNMENTS

Every reasonable attempt, as determined by the Superintendent, shall be made to utilize full-time teachers. No teacher shall be assigned any assignment (s) beyond the normal workload when such action shall adversely affect another teacher's full-time status, unless the affected teacher desires and agrees to accept a part-time status. No position shall be filled by a part-time teacher if a capable and qualified teacher can be assigned the position full-time.

ARTICLE VII

STAFF REDUCTION

7.A NOTIFICATION OF RECOMMENDATION FOR REDUCTION

If removal or dismissal results from a decision of the Board to decrease the number of teachers employed by the Board or discontinuance of some particular type of teaching service, such removals or dismissals shall be accomplished in accordance with Section 24-12 of the School Code, including other applicable sections of the School Code of Illinois. The Administration will discuss possible alternatives with the Association upon request and the Board and Association shall negotiate the impact of any decision to reduce-in-force.

7.B NOTICE OF DISMISSAL

When, in the opinion of the Board, it is necessary to remove or dismiss a tenured teacher as a result of the Board's decision to decrease the number of teachers employed or to discontinue some particular type of teaching service, written notice shall be given the teacher by registered mail at least forty five (45) calendar days (or as otherwise may be required by the School Code of Illinois before the end of the school term, together with a statement of honorable dismissal and the reasons therefore.

7.C HONORABLE DISMISSAL LIST

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

1. Grouping of Teachers within Honorable Dismissal List

Within each position of the Honorable Dismissal List, the District shall establish four (4) groupings of teachers qualified to hold the position as follows:

Group 1 shall consist of each non-tenured teacher who has not received a summative performance evaluation rating; all part-time teachers and teachers hired to cover a leave of absence of one year or less;

Group 2 shall consist of both tenured and non-tenured teachers with a "Needs Improvement" or "Unsatisfactory" summative performance evaluation rating on either of the teacher's last two (2) summative performance evaluation ratings;

Group 3 shall consist of each teacher with a summative performance evaluation rating of at least "Satisfactory" or "Proficient" on both of the teacher's last two (2) summative performance evaluation ratings, if two (2) ratings are available, or on the teacher's last summative performance evaluation rating, if only one rating is available, unless the teacher qualifies for placement into Group 4;

Group 4 shall consist of each teacher whose last two summative performance evaluation ratings are “Excellent” as well as each teacher with two “Excellent” summative performance evaluation ratings out of the teacher’s last three summative performance evaluation ratings with a third rating of “Satisfactory” or “Proficient”.

2. Order of Dismissal

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

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

7.D DETERMINATION OF SENIORITY

The following employment when it interrupts or is contiguous to full-time employment status shall not constitute a break in service for seniority purposes:

1. Promotions or transfers out of the bargaining unit.
2. Non-paid leaves of absence.

Time spent in such status, however, will not be counted toward seniority, which is being computed from the first day of actively working.

Part-time employees within the District shall accumulate seniority on a pro rata basis (e.g., 50% teacher receives .5 seniority, etc.).

In the event two or more teachers subject to reduction in force have the same seniority, the administration will select the teacher(s) to be reduced and reasons will be provided to the selected teacher(s).

7.E RECALL

In the event a tenured teacher is removed or dismissed because of a decrease in the number of teachers employed by the District, or because of a discontinuance of a particular type of service, and if the Board in the following school term, or within one (1) calendar year from the beginning of the following school term, has any vacancies, the positions thereby becoming available shall be tendered to tenured teachers so removed or dismissed who were in Groups 3 or 4 and are qualified to hold such position, based upon legal qualifications and any other qualifications established in a

District job description on or before May 10th prior to the date of the position becoming available.

Teachers from Groups 3 or 4 shall be eligible for recall in reverse order of termination. The offer of recall will be tendered to the eligible teacher(s) by registered mail sent to the teacher's (s') last known address as listed with the Superintendent's office. A copy of any such recall offer will also be sent to the Association President at the time of recall. In the event the teacher(s) does not respond to such offer of recall in writing within twenty (20) calendar days of mailing such offer of recall to the teacher, the position(s) offered will be deemed vacant and the Board may fill such position(s) at its discretion.

7.F CONTINUOUS SERVICE LIST

On or about February 1st of each school year, the Superintendent will provide the Association with a list showing the length of full-time continuous service of each teacher employed by the Board. The Superintendent will up-date the list as necessary and provide the Association with a copy.

7.G ADDRESS ON FILE

Any teacher removed or dismissed pursuant to this Article shall have the responsibility of keeping their current address on file with the Superintendent.

ARTICLE VIII

EVALUATIONS

8.A OBJECTIVE

The parties agree that the primary objective of teacher evaluation is to improve the quality of instruction. The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success of teachers.

8.B DESIGNATION OF EVALUATOR

The Administration will designate the person or persons who shall be responsible for the evaluation of teachers. Teachers who are assigned to more than one building as part of their regular schedule shall be informed of which administrator(s) has/have primary responsibility for their summative evaluation.

8.C ORIENTATION PROCEDURE

Within a reasonable time after the beginning of the school term, but in no event later than October 15th, the administrator shall acquaint each teacher with teacher evaluation procedures. A teacher newly employed or a teacher reassigned after the beginning of the school term shall be notified within a reasonable time, by the Administration of the evaluation procedures in effect.

8.D TEACHER KNOWLEDGE / CONTINUOUS OBSERVATION

Formal observation of teacher classroom performance shall be conducted with the knowledge of the teacher. However, a teacher shall be aware that his/her performance is considered to be under continuous observation during the regular school day or while carrying out professional assignments.

8.E FORMAL EVALUATION PROCEDURES

Each evaluation shall include, but shall not be limited to, at least one (1) formal observation, a post-observation conference, and a written summative evaluation report.

1. Observation Requirement

Each written summative evaluation report of performance of a tenured teacher over the course of a three-year period, shall be preceded by at least two (2) observations with one (1) being formal. Formal observations are at least forty-five (45) minutes or the entire period whichever is longer and are expected not to exceed ninety (90) minutes.

2. Post-Observation Conference

The reflective conference to discuss the performance of the teacher will occur within ten (10) school days of the conclusion of the formal observation unless a mutually agreed-upon alternate schedule is arranged. This deadline will be extended in the case of the teacher's absence.

3. Written Formal Observation Report

Within ten (10) school days following the post-observation conference, the evaluator shall provide the teacher with a copy of the written report to be signed by both the evaluator and the teacher prior to placing it in the teacher's personnel file.

8.F NON-TENURED TEACHER EVALUATION

1. Full-time Non-Tenured

Each full-time non-tenured teacher shall be observed at least three (3) times annually, two (2) of which must be formal, during each probationary year at reasonable intervals, one of which shall occur during the first three (3) months of school. The remaining two (2) observations will be completed thereafter, but in no event later than March 1st.

The foregoing deadlines shall not apply in cases of illness or other instances where the teacher's absence makes compliance impractical.

2. Part-time Non-Tenured

Part-time non-tenured teachers shall be formally evaluated at least one (1) time during the school year for the first four continuous years of employment and at least one formal evaluation every two years thereafter, but in no event later than April 1st.

8.G TENURED TEACHER EVALUATION

A tenured teacher shall be observed at least two (2) times, one of which must be formal, over the course of a three-year cycle, as required by state law. This summative evaluation will be done before March 1st. The foregoing deadline shall not apply in cases of illness or other instances where the teacher's absence makes compliance impractical. In the years an evaluation is not required, a tenured teacher will continue to address requirements of his/her certificate renewal process.

8.H NON-TENURED TEACHER ASSISTANCE

Upon the entrance of a non-tenured teacher into the school system, the building principal or his/her designee shall assign a tenured teacher, when possible, to mentor and assist the non-tenured teacher in acclimating to the teaching profession and the school system. The teacher, when possible, shall be engaged in teaching in the same grade, building or subject matter as the non-tenured teacher.

8.I NON-TENURED TEACHER DISMISSAL

Discharge of any non-tenured teacher shall be accompanied by the execution of the evaluation procedure and the honoring of all teachers' rights included in this Agreement and a conference with the teacher by the appropriate administrator at least five (5) school days prior to the submission of a recommendation of such action to the Board. "Execution of the evaluation process" shall not be interpreted to affect any discharge for cause unrelated to the evaluation of classroom performance. This paragraph shall in no way preclude the right of the Board members to be informed of said action prior to the recommendation.

8.J TENURED TEACHER UNSATISFACTORY RATING APPEALS PROCESS

1. Notice of Appeal

A teacher rated “unsatisfactory” on a summative evaluation may appeal the rating by submitting a timely written notice of appeal to the Superintendent. The teacher’s written notice of appeal must be submitted within five (5) teacher workdays after receipt of the unsatisfactory rating. The administrator shall provide a copy of Section 8.J of the Collective Bargaining Agreement when notifying the teacher of the unsatisfactory rating. Upon receipt of a timely appeal, the Superintendent or designee will inform the evaluator who issued the unsatisfactory rating and convene the Appeal Panel of qualified evaluators as defined by the Illinois School Code, 105 ILCS 5/24A-2.5. Untimely appeals will not be advanced to the panel of qualified evaluators.

2. Appeal Panel

A panel composed of four (4) members shall be established to consider the appeals of teacher evaluation ratings. Two of the members shall be selected by the Union and two of the members shall be selected by the Superintendent. The selection of the panel members shall be revisited as needed. If the evaluator who issued the unsatisfactory rating is on the Appeal Panel, then the party that originally selected the individual to be on the Appeal Panel shall select another qualified evaluator to be on the panel.

3. Content of the Notice of Appeal.

The teacher must specify in the notice of appeal the reasons the unsatisfactory rating is erroneous and identify any facts or evidence to support the basis of the appeal.

The evaluator who issued the unsatisfactory rating may submit a written response to the teacher’s response.

4. The Written Record of the Rating.

Upon receipt of a timely appeal, the Superintendent will prepare the written record of the rating and submit it to the panel of qualified evaluators within five (5) days of receipt of the teacher’s written appeal. The written record of the rating shall be limited to the following records:

- a. the school district’s complete evaluation plan;
- b. documents and materials submitted by the teacher to the evaluator during pre- and post-conferences and observations;
- c. the evaluator’s observations, comments and feedback;
- d. the teacher’s summative evaluation;
- e. the teacher’s written notice of appeal specifying any and all basis for the appeal; and
- f. any written response to the appeal from the evaluator.

5. Panel Decision on Appeal. Upon receipt of the teacher’s written record of the rating, the panel of qualified evaluators will conduct an

expedited review of the basis for the appeal. The panel shall notify the parties in writing of its decision to uphold or revoke the unsatisfactory rating within ten (10) teacher workdays after receipt of the written record of the rating. The panel's determination is reached with a majority vote. If a majority vote to overturn the rating is not reached, the original rating stands. The decision of the panel is final.

If the Appeal Panel votes to nullify the rating, a district administrator and the Association president will make a presentation to the exclusive bargaining committee representing the Association and the administration who will then bargain a new rating.

Upon conclusion of the appeals process, a formal letter will be written by the panel as an addendum to the summative evaluation that outlines the decision of the appeals process.

6. Timeline. The entire appeals process (from the day the appeals process is invoked until a final summative rating is established) will take no more than thirty (30) school days, unless mutually agreed upon between the Association and administration.

7. Engaging the appeals process shall not prevent the school district from developing or implementing a remediation plan for the teacher issued an unsatisfactory rating. Filing an appeal does not excuse the teacher's participation in development or implementation in the remediation plan. If the Appeal Panel votes to nullify the rating of unsatisfactory, the remediation plan process will cease immediately.

8.K REMEDIATION PROCEDURE

1. Plan Development / Time Frame

Remediation and Professional Development Plans will be implemented as necessary pursuant to the terms of Article 24A of the School Code and any regulations issued by the State Board of Education.

2. Plan Participants / Consulting Teacher

Participants in the remediation plan shall include the teacher deemed unsatisfactory, a qualified administrator, and a consulting teacher. The remediation plan may include the participation of other personnel to assist in correcting areas identified as unsatisfactory.

- a. The participation of the consulting teacher shall be voluntary.
- b. The Association may submit a list of teachers who qualify to be a consulting teacher provided such list complies with Article 24A of the Illinois School Code. The consulting teacher shall be notified in writing and such written notice shall specifically state that acceptance is voluntary.

- c. The Board agrees to evaluate teachers in a manner not to influence the potential selection of an eligible consulting teacher.
- d. If the consulting teacher becomes unavailable during the course of a remediation plan, a new consulting teacher shall be selected by the administration. The remediation plan shall be amended as necessary upon consultation with the new consulting teacher for the balance of the remediation period.
- e. The consulting teacher shall provide advice to the teacher rated as unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan.
- f. The consulting teacher shall not participate in any of the required evaluations, nor be engaged to evaluate the performance of the teacher under remediation.
- g. The consulting teacher shall be informed of the results of the mid-point evaluation in order to continue to provide assistance to the teacher under a remediation plan.
- h. It is agreed that any statement(s) made by a consulting teacher to anyone, about a teacher under remediation, which are related to their function as a consulting teacher, are confidential. It is the intent of the parties that any statements made by a consulting teacher to or about the teacher under remediation shall be in strict confidence.
- i. The Board shall provide full legal assistance and completely hold harmless any consulting teacher who becomes involved as a defendant in any type of adjudication because of his/her acting in the line of duty as a consulting teacher. Further, the Board agrees to fully indemnify any such teacher for any legal costs, assessments, damages, or bodily injury. If the involvement in any such adjudication or bodily injury requires time off from work, the teacher shall suffer no loss of pay, any leave days, seniority, fringe benefits, or job assignment.
- j. The responsibilities and time commitment of the consulting teacher to assist the teacher receiving an unsatisfactory rating shall be determined during the development of the remediation plan and may be adjusted during the process of implementation.
- k. The Board shall make all teachers in the District aware of the consulting teacher concept and process. Teachers shall, at the Board's expense, be provided training for their roles and responsibilities.
- l. When two (2) of the parties to the remediation plan feel the consulting teacher is not working to the best interest of the remediation plan or the teacher under remediation, the Board shall remove the consulting teacher.
- m. Any teacher who fails to complete the remediation plan with a Proficient or better rating shall be dismissed in accordance with Section 24-12 of the School Code of Illinois.

8.K REVIEW OF PERSONNEL FILE

Each teacher shall have the right, upon request, to review the contents of his/her personnel file. A representative, at the teacher's written request, may accompany the teacher in this review. Such review shall be conducted in the presence of the Superintendent or his/her designee during regular office hours.

8.L PERSONNEL FILE CONTENTS

The teacher's personnel file, referred to in the preceding paragraph, shall minimally contain all evaluation material and pertinent and recurring complaints or material relating to re-employment of the teacher. All such material shall be dated and shall be placed in said file within twenty (20) school days of the observation or receipt of the information. The source of any information submitted to the Administration shall be divulged and the content of the complaint shall be reviewed with the teacher. No unsigned information shall be placed in the teacher's personnel file.

8.M COPY OF MATERIALS TO TEACHER

Materials may not be placed in the teacher's personnel file without first giving the teacher a copy of such material. The teacher shall be notified when such material is placed in his/her file. The teacher shall have the right to attach a written response to any material placed in the teacher's file.

8.N EVALUATION INSTRUMENT

Any evaluation instrument, of which procedures are a part of, used shall be developed by a joint administrative/teacher committee composed of equal representation with a minimum of three (3) teachers selected by the Association and three (3) administrators. Said instrument(s) shall be recommended for adoption by the Board and the Association from a majority of the committee within ninety (90) calendar days. If no majority recommendation is made, the Board shall select the evaluation instrument. A board member appointed by the Board President shall be permitted to observe the committee meeting.

8.O CONSULTATION ON PLAN DEVELOPMENT

In all cases, the original Evaluation Plan, of which procedures are a part of, required by law shall be developed in consultation with the Association, as well as any changes proposed therein.

ARTICLE IX

LEAVES

9.A SICK LEAVE

1. Number/Accumulation of Sick Days

Each teacher who is actively working (present and participating) during the school term shall be entitled to a combined total of seventeen (17) sick leave days and personal leave days with full pay per school term. A maximum of three (3) days of the seventeen (17) days may be used as personal days. A maximum of fifteen (15) days of the seventeen (17) days may be used as sick leave days. Any unused sick leave or personal leave days at the end of the year shall accumulate prospectively to a maximum of four hundred fifty (450). Days that were accumulated under previous agreements in excess of the then maximum usable limit and were accounted for separately for retirement purposes shall revert to usable sick leave and shall be included in the maximum accumulation cited above.

2. Sick Leave Definition

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption.

The immediate family for purposes of this section shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians.

Leave requested for appointments with physicians or dentists shall be charged to sick leave.

3. Pro Rata / Part-time Sick Days

Any teacher hired to begin work after the first teacher contract day of the school year shall be granted one and six tenths (1.6) sick leave days and one-third (.33) day of personal leave for each month of active work (present and participating), which is a pro rata share of the annual allowance of sick leave and personal leave based on a nine and one half month school year.

Part-time teachers shall receive a pro rata share of both sick leave and personal leave allowance (e.g. 50% teacher receives seventeen (17) one-half ($\frac{1}{2}$) days of sick leave and three (3) one-half ($\frac{1}{2}$) days of personal leave).

9. BEREAVEMENT LEAVE

In addition to the combined seventeen (17) sick/personal days provided in Article IX (A) Section 1 above, up to three (3) days shall be allowed at full pay in the case of a death in a teacher's family. Any days of absence required beyond the three (3) days shall be assessed against the teacher's accumulated sick leave. Bereavement leave shall not accumulate from year to year.

9.C SABBATICAL LEAVE

A sabbatical leave may be granted to a teacher who has rendered at least six (6) consecutive years of full-time satisfactory service to the District. Such leave shall not exceed one (1) year.

Applications for sabbatical leave shall be made in writing to the Superintendent or his/her designee at least one (1) full semester prior to the start of the requested leave, setting forth in detail the purpose of such leave and the intended methods of implementation. The purpose of such leave shall be in conformance with the School Code of Illinois and the teacher shall not deviate from this approved plan except upon written approval of the Superintendent.

A teacher granted a sabbatical leave shall receive the same basic salary as if in actual service, except there shall be deducted therefrom an amount equivalent to the amount payable for substitute service, but in no case less than the minimum provided in the School Code of Illinois. In all other particulars governing such leave, the teacher and the Board shall abide by the conditions and provisions of the School Code of Illinois. The teacher shall continue to receive the fringe benefits granted to other teachers, and upon return from leave shall be placed on the salary schedule as though he/she had been in actual service.

No later than thirty (30) calendar days following his/her return to active service, the teacher shall file a written report with the Superintendent summarizing and appraising the leave, with particular emphasis upon the values and benefits to be derived therefrom by the teacher and by the District.

Violation of any provision of the leave shall constitute cause for removal from continued contractual service in the District.

9.D PERSONAL LEAVE / RELIGIOUS LEAVE

As provided under the sick leave provision of this Agreement, the Board shall grant three (3) days personal leave per year.

Personal leave is defined as leave granted for matters which cannot be attended to during non-school hours or for observance of recognized religious holidays.

A teacher may request compensatory work hours instead of using personal days to offset the time out of district for recognized religious observances. The Superintendent shall review such requests on a case-by-case basis and shall attempt to arrive at a mutually agreeable accommodation with the teacher that would not create an undue hardship on the District. If an accommodation cannot be agreed to between the teacher and the Superintendent, then the Superintendent shall determine what accommodation, if any, should be made for the teacher. The request to use this provision must be submitted in writing to the Superintendent at least five (5) school days prior to the religious observance.

Except in emergencies, notification shall be made two (2) school days in advance of such leave. It is expected that teachers will not take personal leave during the first or last five (5) days of the school term, on teacher institute days, or days immediately before or after a school holiday except in emergencies or for observance of recognized religious holidays. However, teachers may request approval in extraordinary

circumstances. Any request for personal leave involving two (2) consecutive school days shall be accompanied by a written explanation of the use of the leave if a similar request was submitted in the previous year.

Association leave or the desire to attend any meeting or to share a trip with a family member shall not qualify for personal leave.

Any unused personal leave days at the end of the year shall not be cumulative from year to year as personal leave but shall be added to the individual's accumulated sick leave.

9.E LEAVE OF ABSENCE

In extraordinary circumstances a leave of absence without pay for up to one year may be granted to teachers. Applications for such leaves must be made to the Superintendent in writing at least ninety (90) calendar days before such leaves are to be effective. The application must state the period of requested absence and describe such activity as is contemplated during the period of absence.

The decision to grant or deny such leaves shall not be precedential with respect to future requests for such leaves.

9.F PARENTAL LEAVE

1. Parental Leave Stipulations

A teacher who has completed at least two (2) consecutive years of full-time service shall be eligible for a parental leave subject to the following:

a. Notification

The teacher shall advise the Superintendent or his/her designee of the fact of pregnancy and anticipated leave plans no later than the fourth month of pregnancy and shall provide a written statement from her physician indicating the expected date of delivery and his opinion that the teacher may continue in her employment, including the performance of all regular duties.

If the Superintendent or his/her designee is at any time concerned, the teacher may be requested to furnish subsequent statements from the doctor with respect to her ability to perform her teaching duties.

b. Application for Leave

Application for such leave shall be made in writing to the Superintendent or his/her designee at least ninety (90) calendar days prior to the anticipated birth of the child.

c. Length of Leave

The teacher and the Superintendent or his/her designee shall agree upon a plan for the commencement and termination of such leave, taking into consideration the particular time factors that pertain. The primary consideration shall be that continuity of instruction for the students be maintained to the maximum possible degree. In no event, for a non-tenured teacher, shall the leave exceed the balance of the school year in which it is commenced, and for

a tenured teacher, shall the leave exceed the balance of the school year in which it commenced plus one (1) additional school year.

d. Use of Sick Leave

Sick leave shall not be applicable during the period of leave, but any accumulated sick leave available at the time of the commencement of the leave shall be available upon termination of such leave and return to employment in the District.

e. Employment Credit

For purposes of advancement on the salary schedule, a teacher who shall be actively working (present and participating) one hundred (120) days or more shall be entitled to advancement thereon as though the entire year has been completed.

f. Unpaid Leave

The period of leave shall be without salary and paid Board benefits.

g. Non-tenured Teacher Parental Leave

A parental leave may be granted to a non-tenured teacher as indicated above or, under special circumstances, to a non-tenured teacher with less than two (2) consecutive years of full-time service by action of the Board. Both are subject to all of the foregoing and to further agreement of the teacher that the period of time of the leave and of any year of employment which shall be less than an entire school term, shall not constitute any of the time necessary for employment prior to achieving tenure status.

A non-tenured teacher granted parental leave and who is thereafter reemployed shall not receive credit for acquisition of tenure for time spent on such leave.

The granting of parental leave to one (1) non-tenured teacher shall not constitute a precedent for the granting of leave to any other non-tenured teacher, but each case will be judged upon its own merits.

2. Adoption Leave

Any tenured teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent in writing upon the initiation of such adoption proceeding. Leave shall be granted upon satisfactory written notification to the Superintendent of the date the child is expected to be received. It is the responsibility of the applicant to keep the Superintendent informed of the proceeding and, as soon as known the expected date of the delivery to the adoptive parent(s) of the child.

3. Notice of Intent to Return

Written notice of intent to return to teaching in the system shall be made to the Superintendent by the teacher by March 15th (or if the leave is for the first semester only, by November 1st, or if the leave may expire at the end of the first semester, by November 1st). Failure to so advise the Superintendent shall be treated as notification of election not to return to employment and as a resignation from the District. The Superintendent shall send a letter of reminder at least fourteen (14) calendar days prior to the notification date to the teacher on leave.

4. Return to Work Documentation

A teacher returning from parental leave shall submit evidence from a qualified physician that she is medically able to perform all of her teaching duties.

5. Insurance

A teacher on leave may continue insurance coverage at his/her own expense.

9.G FAMILY MEDICAL LEAVE ACT (FMLA)

Eligible Teachers are entitled to leave according to the terms of the Family Medical Leave Act ("FMLA") subject to the following provisions:

1. Definition of Eligibility

"Eligible Teacher" means a teacher who has been employed by the District for at least twelve (12) months and who has worked at least 1,000 hours during the twelve (12) months preceding the period of the requested leave.

2. Reason for Leave

Eligible teachers will be granted FMLA leave up to a total of twelve (12) weeks for one or more of the following conditions:

- a. The birth of a child, and to care for the newborn child.
- b. The placement with the teacher of a child for adoption or foster care, and to care for the newly placed child.
- c. To care for the teacher's spouse, child, or parent with a serious health condition.
- d. A serious health condition that makes the employee unable to perform one or more of the essential functions of his or her job.

3. Length of Leave

The twelve (12) month period in which the twelve (12) weeks of leave may be taken will be calculated under a rolling twelve (12) month period measured backward from the date an employee uses any FMLA leave. Under this method each time a teacher takes FMLA leave the remaining leave entitlement would be any balance of the twelve (12) weeks, which has not been used during the immediately preceding twelve (12) months.

4. Sequence of Leaves

Teachers taking FMLA leave to care for a family member, a member of the teacher's household, or the teacher's own serious health condition may use accrued paid sick leave days with the running of the period of FMLA leave. For that period of FMLA leave for the birth or care of a newborn child during which the teacher is unable to perform one or more of the functions of his/her job, the teacher may use accrued paid sick leave days with the running of the period of FMLA leave.

5. Notice of Leave

In any case in which the necessity for FMLA leave is based upon an expected birth or placement for adoption, or planned medical treatment for a serious health condition of the employee, family member, or member of the employee's household, the teacher will provide the Superintendent with at least sixty (60) calendar days advance written notice of the date the leave is to begin. When the need for FMLA leave is due to unforeseen circumstances and advance notice is not practicable, the teacher will provide notice of the need for such leave as soon as practicable.

6. Coordination of Leaves

When a teacher contemplates leave in connection with the birth or adoption of a child, the following provisions will apply:

For that portion of the pregnancy and recovery period where the teacher is physically unable to perform the functions of his/her job, the teacher may elect to use paid accumulated sick and personal leave.

Beginning with the period of disability preceding the birth of a child, or when the adopted child is received, the teacher may elect to take leave of up to twelve (12) weeks pursuant to the Family and Medical Leave Act, depending upon how much FMLA leave the teacher has used in the twelve (12) months preceding the start of the requested leave.

During the period of FMLA leave in which the teacher is unable to perform the functions of his/her job, the teacher may elect to use any accumulated sick or personal leave. Upon exhaustion of sick and personal leave, the remainder of the leave shall be unpaid.

The teacher will be allowed to continue in the District's health insurance program provided the teacher pays his/her required share of the monthly premium.

A teacher may elect to take parental leave pursuant to Article IX (F) in connection with the birth or adoption of a child. Such leave will be unpaid and will be subject to the terms and conditions of Article IX (F), Sections 1- 6. While sick leave is not available for use during the period of parental leave, any portion of the leave that qualifies for FMLA leave will be deducted from the employee's remaining allotment of FMLA leave.

Subject to the approval of the District's insurance provider, a teacher on parental leave may continue to participate in the District's health insurance plan by paying all of the required premiums.

(Appendix D contains a summary chart of available leave options incorporating sick leave, FMLA and parental leave)

7. Change in Law

FMLA leaves will be governed by the terms of the Act and the regulations issued by the U.S. Department of Labor, subject to the terms of this Agreement. In the event the Family Medical Leave Act is repealed, then this Section of this Article will no longer be in force and effect.

9.H ASSOCIATION LEAVE

The Association shall receive twelve (12) school days per year to be used for Association purposes; said leave shall not be cumulative from year to year. The teachers using these days shall be paid full salary, provided that the Association shall reimburse the District for the cost of substitute teachers.

Days requiring Association participation under the Grievance Procedure (Article IV of this Agreement) will not be deducted from the annual allocation noted above.

9.I LOBBYING LEAVE

A teacher may request to be given time off with pay for the purpose of lobbying for pending legislation provided that the school district be reimbursed for the salary of the substitute teacher(s). Such requests are to be submitted to the Superintendent at least one (1) week in advance, if at all possible. Approval may be given if the absence will not hamper the education program

ARTICLE X

WORKING CONDITIONS

10.A REQUIRED FACILITIES

There shall be faculty lounge, work room and washroom facilities in each building.

10.B INTERNAL SUBSTITUTES

When a regular teacher of grades Pre-K through 12 is absent from a class or supervisory assignment and a substitute teacher is not available, the Administration may request another regular teacher to substitute for the absent teacher. If this substitution requires the teacher to forfeit his/her preparation period, the teacher will be compensated providing this extra assigned time is a minimum of one (1) period (6-12) or one-half (1/2) hour (Pre-K-5). Compensation is payable at the end of each semester.

If the absent teacher is absent for reasons not connected with school activities, the Administration may charge this teacher for time off for sick leave or personal emergency leave as appropriate.

10.C TRAVELING TEACHERS

Traveling teachers shall be assigned a home school based on the school at which he/she spends the most amount of student contact time. Traveling teachers shall not be required to attend any more night meetings than a regularly assigned full-time teacher at said home school; however, attendance shall be required at all parent conference and open houses for all teachers at all assigned buildings.

10.D CALENDAR

Annually, the Board agrees to adopt a school calendar which shall provide for a minimum number of days required by law; there shall be imposed no maximum on said adopted calendar by reason of this section. The Superintendent will provide the Association President with a blank copy of a form calendar for the ensuing school year upon his/her receipt of the form calendar from the Illinois State Board of Education. The Association may provide written calendar recommendations to the Superintendent for presentation to the Board prior to its adoption of the official school calendar. Such recommendations must be accompanied by a written rationale for the same and must be received by the Superintendent annually prior to February 1st. The final decision regarding the school calendar rests solely on the Board of Education.

10.E WORK YEAR

Teachers shall be paid for one hundred eighty-one (181) days of service. Any teacher employed after the beginning of the school year shall be granted a pro rata share of their annual salary. Should any teacher be required to work in addition to one hundred eighty-one (181) days, he/she shall be paid a sum equal to 1/181 for each such day. Any docking of a teacher's pay shall be computed by the same formula. Nothing in this section shall be interpreted to require payment to any teacher who works beyond the last day scheduled in the adopted calendar, so long as such work does not exceed an annual school term of one hundred eighty-one (181) days.

Teaching summer school shall be on a voluntary basis.

Should the Board decide to adopt a calendar, which requires work in excess of 181 days for all teachers, the Board and the Association shall negotiate the terms of the same.

10.F WORKDAY / WORK LOAD

1. Workday

The workday for bargaining unit members shall be no more than seven and three quarters (7-3/4) hours, excluding time required for faculty meetings and special education staffings.

Teachers shall be required to attend open house at his/her assigned buildings and up to two (2) assigned evening school events. If a teacher attends more than one open house, the number of assigned evening school events required by the contract shall be reduced by the same number.

Where the Administration modifies the school day for parent conferences, the time for such conference shall not be considered an evening school event.

2. Work Load / Preparation Time

- a. The normal weekly teaching load in the junior and senior high schools (6-12) will not exceed twenty-five (25) teaching periods (5/day).

Teaching periods shall not exceed fifty (50) minutes per period.

Senior high school teachers shall be given a minimum of one (1) fifty (50) minute unassigned preparation period per normal school day.

Homeroom at the junior high will consist of two (2) days of scripted Social Emotional Learning (SEL) lessons from an evidence-based curriculum and three (3) days per week for silent sustained reading.

If the junior high school schedule is based on a nine period day, junior high school teachers shall be given a minimum of one (1) unassigned teaching period for preparation per full school day and not less than two (2) unassigned teaching periods for preparation per full school day for one (1) semester. Each junior high teacher shall have no more than the equivalent of one and one-half (1-½) periods of assigned supervision for the school year.

Counselors, librarians and nurses shall schedule their preparation periods in consultation with their building principals.

- b. The normal teaching load in the elementary schools (K-5) shall have provision for planning time of two hundred forty (240) minutes per week. Elementary teachers shall have at least one (1) thirty (30) minute planning period per normal school day.

3. Workday for Part-Time Teachers

Part-time teachers shall normally work beyond their regular workday on curriculum nights and evening open houses. Attendance on institute days and at parent teacher conferences is required for activities that reflect the teacher's FTE and professional responsibilities. Attendance on early dismissal days will be planned

and coordinated with the immediate supervisor taking into account the requirements of the position.

4. Instructional Preparations / Supervisory Assignments

Senior high school teachers assigned four (4) different instructional preparations per day may be assigned up to the equivalent of three (3) supervisory periods per week, the length of each such supervisory period to be equivalent to no more than the length of a regular full class period.

Junior high school teachers assigned four (4) different instructional preparations per day may be assigned up to the equivalent of four (4) supervisory periods per week, the length of each such supervisory period to be equivalent to no more than the length of a regular full class period.

Any teacher at the junior and senior high schools assigned more than four (4) instructional preparations per day shall not be required to assume designated supervisory duties. Any teacher who works at least .5 FTE may be assigned one (1) supervisory assignment.

Included among the supervisory duties contemplated above, but not by way of limitation, is assigned lunchroom activity.

Student supervision assignments shall be made first to those teachers who are not required to travel between buildings as part of their regular assignments. In the event that supervisions remain, teachers who are required to travel shall not be assigned more than one-half (½) hour supervision per school day.

5. Supervision Rotation

A reasonable effort shall be made to rotate student supervision assignments.

6. Travel Time

Teachers who are required to travel shall be assigned reasonable travel time.

7. Duty-Free Lunch

All bargaining unit members shall be entitled to a duty-free lunch period as required by law.

10.G PROFESSIONAL COUNCIL

In the interest of fostering a positive relationship, the parties agree to establish a Professional Council composed of the Superintendent, Director of Finance, Director of Personnel, the Association President and two (2) designees of the Association. The council will attempt to meet once each month during the school year unless both parties agree not to have a monthly meeting. A member of the Board may be in attendance upon request of either the School District Administration or the Association.

The Superintendent and the Association President shall develop and exchange an agenda prior to the meeting date and approximate the amount of time needed.

10.H NON-TENURED TEACHERS – EXTRA DUTY ASSIGNMENTS

Non-tenured teachers, for the length of the probationary period (i.e., 4 years), may be assigned extra duty positions consistent with the provisions of Appendix “B” of this Agreement. Such assignment(s) will be made only in the absence of a qualified volunteer for the position. No non-tenured teacher will be assigned more than one (1) such position during any school year, except on a voluntary basis.

10.I COMMITTEE WORK / STAFFINGS

1. Building Committees

When a teacher serves on a building-level committee, the teacher shall receive extra compensation for service on said committee upon satisfying all of the following conditions:

- a. the teacher has attended at least one (1) previous meeting of the same committee in the same school year which have exceeded the regular workday by at least one (1) hour,
- b. only the time for which the committee meets exceeding one (1) hour beyond the regular workday shall be compensated,
- c. compensation shall be at the hourly rate for Special Curriculum Work in accordance with Appendix “B”.

2. Staffings

Any Student Services staff member who is required to attend and participate in staffings after school shall receive extra compensation when all of the following conditions are met:

- a. the Student Services support staff member must attend for the full meeting time of at least one (1) other staffing in the same school year, which have exceeded the regular workday by no less than one (1) hour.
- b. only the time for which staffings exceed one (1) hour beyond the regular workday shall be compensated,
- c. compensation shall be at the hourly rate for Special Curriculum Work in accordance with Appendix “B”.

ARTICLE XI

PROFESSIONAL COMPENSATION AND RELATED PROVISIONS

11.A SALARIES / BENEFITS

All salaries will be paid pursuant to Appendix "A", all extra duty pay will be paid pursuant to Appendix "B", and the fringe benefits shall be set forth in Appendix "C", which are attached to and incorporated into this Agreement.

11.B TRAVEL REIMBURSEMENT

Teachers who must use their automobile when on school business or to travel from one (1) school to another within the District because of a regular teaching assignment shall be reimbursed at a rate per mile equal to the current rate approved by the Internal Revenue Service. Such reimbursement shall not include routine travel to and from the teacher's home and the school.

In addition to the above mileage reimbursement, each teacher who must travel from one (1) school to another as part of his/her regular assignment will be compensated one-hundred dollars (\$100) per semester.

11.C MEMBERSHIP DUES

The Board shall deduct from the pay of each teacher current membership dues for the Association and its affiliates, provided that at the time of such deduction there is in the possession of the Board a current written authorization for dues deduction voluntarily executed by the teacher. The Association will provide the appropriate authorization forms to the teachers.

Such authorization or list shall specify the amount of the dues to be deducted from each teacher's salary for the current school year. Such authorization or list shall be submitted in writing to the Superintendent or his/her designee on or before October 1st. Teachers employed after the school year begins shall have thirty (30) calendar days from their first day of work to submit the appropriate signed authorization for dues deductions forms.

The amount specified will be prorated and deducted from paychecks in October, November, December, January, February, and March, unless such authorization shall be revoked by the teacher, in which instance dues deduction shall terminate no later than thirty (30) calendar days following receipt of a notice of revocation by the Superintendent or his/her designee.

A termination of employment for any reason shall constitute revocation of authorization for dues deduction the last day of employment, however, if a teacher begins an unpaid leave, resigns, or is terminated from employment of the Board prior to all dues for the year being deducted from the teacher's pay, then the Board shall deduct the prorated balance of the unpaid amount through the last day of work from the teacher's final paycheck providing the appropriate, signed authorization form is on file with the District. The Board shall transmit to the Association President or his/her designee funds so deducted within thirty (30) calendar days of their collection. The parties shall comply with all applicable IELRB rules and regulations.

11.D NUMBER OF PAYS / PAY DATES

Teachers shall be paid over a twelve (12) month period. Employees shall be paid semi-monthly on the 15th and the last day of the month, unless the scheduled payday falls on a holiday or weekend, in which case the employee shall be paid on the workday preceding the holiday or weekend.

11.E HORIZONTAL MOVEMENT ON SALARY SCHEDULE

1. Requirements

In order for any course work to be applicable for horizontal movement on the salary schedule, said work must fulfill the following requirements unless such requirements are waived and approved in writing by formal action of the Board prior to enrollment:

- a. The course must have prior written approval of the Superintendent or his/her designee; and
- b. The course must be offered by an accredited institution approved by at least one (1) nationally recognized accrediting organization; and
- c. Course work must be required as part of a Masters or Doctoral (EdD or PhD) program preapproved (letter (a) above) by the Superintendent or his/her designee. Elective course work that is a requirement of said degree programs will be approved for salary credit as long as the teacher is enrolled in a preapproved regional college or university. Course work may also be part of a program resulting in an approved endorsement; and
- d. The teacher receives a grade of "B" or better in a graduate course, or passes if said course is on a pass/fail basis; and
- e. The course must meet one (1) of the following criteria:
 1. The course is required by the Board in writing; or
 2. The course must be at the undergraduate or graduate level in the field directly related to the teacher's classroom assignment or co-curricular responsibility at the time the course is taken; or
 3. The course work would be meaningful in achieving the educational goals of the District; or
 4. The course satisfies a requirement of the Board as part of the remediation program.
- f. Courses taken through the Regional Office of Education (example TIDE), if taken for graduate credit, will be limited to six (6) hours to be applied in any one degree (Bachelors to Masters and/or Masters to Doctorate lanes on the salary schedule) unless the course work is part of an endorsement program the teacher is working toward.

2. Pre-Approval / Criteria

A pre-approval form must be submitted to the Superintendent prior to enrollment in the course. The form must be fully completed and may include attachments that more fully explain the purposes and benefits of the course. The Superintendent will render a decision based upon the requirements listed in Article XI (E), Section 1.

The Superintendent will render a decision on the request within ten (10) calendar days of his/her receipt of the request.

If the request for pre-approval of a course is denied, the Superintendent shall respond to the teacher who made the request in writing citing the reason(s) that the request was denied. The decision of the Superintendent relative to the requirements cited in Article XI (E), Section 1 shall be final, non-reviewable and non-grievable.

In the event the Superintendent denies a teacher's application for course approval, the teacher may request a meeting with the Superintendent to discuss the reasons for denial. During the meeting the teacher may present evidence or reasons why he/she believes the course and /or instructor satisfactorily meets the mutual interests of the teacher and the District. This evidence may include information provided by District teachers who have previously enrolled in approved courses.

Quality of courses and instructors shall be assessed periodically by the Superintendent. Both traditional and non-traditional courses shall be assessed for determination of approval. Traditional courses include those being offered by an accredited institution of higher learning at the institution site or at a site designated by the institution. Non-traditional courses may include video, correspondence, online, distance learning, and satellite courses. The assessment of a course may include, but may not be limited to, consideration of the institution offering the course, the course syllabus, and the course description. Online courses may be approved if they are part of an advanced degree, certificate program or support the teacher's instruction.

3. Tuition Reimbursement

For tenured teachers, tuition shall be reimbursed for courses taken providing that said courses are approved by the Superintendent or his/her designee prior to enrollment by the teacher and if the teacher waives salary advancement for such courses. Actual tuition cost not to exceed two hundred dollars (\$200) per credit hour with a maximum of one thousand dollars (\$1,000) per teacher per calendar year shall be reimbursed providing the teacher submits a paid receipt for said tuition to the Superintendent upon successful completion of the course.

Teachers may reclaim salary advancement for said courses upon repayment to the District of the tuition reimbursement paid to the teacher. The salary advancement may be reclaimed only within five (5) years of the October 1st date of notification to the Superintendent of course completion.

In the sole judgment of the Superintendent, if a teacher applies for approval to attend a non-credit workshop, the Superintendent may approve partial and/or total reimbursement for the cost of the same; however, the granting or denial of such approval shall not create a practice or a precedent, and the decision shall not be subject to review.

4. Notification of Course Completion / Schedule Placement

Notification of course completion and grade received shall be provided to the Superintendent or his/her designee via official transcript(s). Horizontal movement on the salary schedule shall be paid according to the following table:

Notification of Course Completion	Horizontal Movement on Salary Schedule	Salary Adjustment Pay Dates*
By October 1st	Retroactive to the 1st day of the school term	October 15th
By February 15th	Retroactive to the 91st day of the school term	February 28th

*In accordance with Article XI, Section D; when pay days fall on a non-teacher attendance day during the school term (or on Saturday or Sunday or legal holiday during other times), payment shall be on the last teacher attendance day preceding the pay day.

11.F REQUIRED CLASSES

If the Board requires a teacher to take classes to become qualified to teach in areas where certification (or State Board Document #1) requires advanced work, or due to a plan of remediation, the Board shall reimburse teachers for such classes.

11.G NATIONAL BOARD CERTIFICATION STIPEND

Teachers who earn the National Board Professional Teacher Standards (NBPTS) Certification will receive a stipend of one thousand dollars (\$1,000) per year for ten (10) years of the certification. If a NBPTS teacher is hired by the District, he/she will receive the annual stipend for the years remaining in the certification.

11.H RETIREMENT PROGRAM

1. Eligibility

A retirement program shall be available for the duration of this Agreement to teachers who meet all of the following eligibility criteria:

- a. Completed at least twelve (12) total years of full-time service in District 202; and
- b. Meet the following requirements:
 1. attained the age of fifty-five (55) upon the effective date of retirement, or are less than fifty-five (55) years old and cease teaching and then turn fifty-five (55) within six (6) months of the last day of service; and
 2. qualify for an Illinois downstate Teachers' Retirement System ("TRS") retirement program that does not require any Board payment or contribution; and
 3. no payment or contribution of any kind is assessed against the District by TRS as a result of the teacher's retirement and
- c. Have filed for participation in the retirement program of the TRS.

2. Procedures

- a. Annual Window
- b. Annually, during the month of January, a teacher may submit an irrevocable request to retire to the Superintendent, setting forth a desired retirement date

no more than 18 months from the January window in which the teacher provides notice of intent to retire.

The Board may limit the number of qualified retirees under this Program to thirty percent (30%) of those eligible in accordance with the Memorandum of Agreement between the Association and the Board. Any such limitation will be in accordance with the requirements of the Memorandum of Agreement between the Association and the Board.

3. Benefits

a. Service Bonuses

Following approval of an eligible teacher's retirement notification application by the Board, the retiring teacher shall receive a service bonus as follows for each year of teaching service to District 202 providing that the retiring teacher does not participate in any TRS retirement plan which requires a Board payment or contribution:

12 through 14 years of service - \$450 per year

15 through 19 years of service - \$550 per year

20 through 24 years of service - \$650 per year

25 or more years of service - \$800 per year

To receive the service bonus, in addition to the service requirement, the retiring teacher must provide to the District a copy of his/her customized benefit statement prepared by TRS that reflects that the teacher is not participating in any other TRS retirement plan which requires a Board payment or contribution.

Service bonuses will be distributed on the last pay period in the year of retirement providing that the service bonus does not cause the retiring teacher's annual increase in creditable earnings to exceed six percent (6%) for that year over the prior year. Any amount of the service bonus that causes the creditable earnings to exceed the six percent (6%) increase for that year over the prior year shall not be paid as creditable earnings but will be paid as a post-retirement severance payment in a lump sum within thirty (30) days after the date of the last regular paycheck of the year in which the teacher retires.

A teacher may elect to have a service bonus distributed in two (2) equal installments, one (1) during each of the last two (2) years prior to retirement on the last pay period of each year, providing that a copy of his/her customized benefit statement prepared by TRS is submitted to the District at least three months prior to retirement that reflects that the service bonus does not cause the retiring teacher's annual increase in creditable earnings to exceed six percent (6%) for that year over the prior year. Any amount of the service bonus that causes the creditable earnings to exceed the six percent (6%) increase for that year over the prior year shall not be paid as creditable earnings but will be paid as a post-retirement severance payment in a lump sum within thirty (30) days after the date of the last regular paycheck of the year in which the teacher retires. In the event that TRS cannot supply the customized benefit statement

at least three months prior to retirement, a teacher shall document proof of trying to secure the customized benefit statement from TRS.

b. Post-Retirement Insurance Reimbursement

The Board shall also reimburse the retiree for the cost of TRS health insurance or other health insurance, selected by the retiree, after proof of payment is provided by the retiree. This Board insurance reimbursement may be applied to retiree medical, dental, and vision insurance and spouse/dependent medical, dental, and vision insurance and shall not exceed the following schedule providing that no additional payment or contribution will be required of the Board upon the teacher's retirement:

15 through 19 years of service -

Up to two thousand five hundred dollars (\$2,500) per year for five (5) consecutive years after the effective retirement date, the cessation of such insurance coverage, or the retiree's qualification for Medicare, whichever shall first occur.

20 through 24 years of service -

Up to three thousand dollars (\$3,000) per year for seven (7) consecutive years after the effective retirement date, the cessation of such insurance coverage, or the retiree's qualification for Medicare, whichever shall first occur.

25 or more years of service -

Up to three thousand five hundred dollars (\$3,500) per year for ten (10) consecutive years after the effective retirement date, or the retiree's qualification for Medicare, whichever shall first occur.

In the event that the retiree dies prior to the receipt of the entire reimbursement entitlement, the surviving spouse and/or dependent(s) shall have the right to receive reimbursement for medical insurance costs for the coverage in effect at the time of the retiree's death up to the limitations above.

c. Unused Sick Leave Stipend

In addition to the benefits described above, the Board shall pay a post-retirement stipend to eligible retiring teachers for unused, accumulated and recorded sick leave as follows:

Unused Accumulated Days	Stipend
Days recorded but not usable (for retirement credit) in excess of 340	\$25/day

4. Change in Law

In the event that the Illinois statute(s) providing for teacher retirement is/are amended in any manner, effective during the term of this Agreement, and such amendment(s) increases the financial obligations of the Board for employers or teachers participating in any state retirement system, the Board may discontinue

this retirement program, and the parties shall immediately commence negotiations concerning what retirement benefits, if any, shall be offered under this Agreement.

ARTICLE XII

EFFECT OF AGREEMENT

12.A MODIFICATION OF CONTRACT

The terms and conditions set forth in this Agreement represent the understanding of negotiated items and commitment between the parties hereto. The terms and conditions of this Agreement, for its duration, may be modified by alteration change, addition to, or deletion only through the voluntary, mutual consent of the parties in a written amendment executed in accordance with the provisions of this Agreement.

12.B DELETION OF ILLEGAL MATERIAL

Should any article, section, clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall automatically be deleted from this Agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause.

ARTICLE XIII

DURATION AND ACCEPTANCE OF AGREEMENT

13.A EFFECTIVE DATES

The Agreement shall be effective on the first teacher employment day of the 2022-2023 and the 2023-2024 school term and shall expire at 11:59 p.m. on the day immediately preceding the start of the 2024-2025 school term.

13.B DATE OF SIGNING

This Agreement is signed this _____ day of _____, 2019.

In witness thereof:

For the Lisle Education
Association

For the Board of Education
of Lisle School District 202

President

President

Secretary

Secretary

Negotiation Chairperson

Negotiation Chairperson

APPENDIX A

SALARY SCHEDULES

Board Paid Retirement Contribution

The Board shall pay nine percent (9%) of the required member TRS retirement contribution to the Illinois Teachers' Retirement System (TRS) on all earnings, which qualify as creditable earnings for the duration of this Agreement.

Experience Credit

When a teacher is initially employed, the Board may allow up to ten (10) years of credit on the then current salary schedule for relevant experience in other schools. In situations where a critical shortage of qualified teachers results in the inability of the Board to fill a position within this guideline, the Administration shall advise the Association of the need and reasons for hiring a teacher beyond the experience limitation.

Salary Schedule and Extra Duty - Six Percent Limitation

Any teacher within five (5) years of qualification for a retirement benefit and whose placement on the salary schedule and/or extra duty schedule generates an increase in creditable earnings from a prior year to the next year in excess of six percent (6%) shall be moved off of the salary schedule and/or extra duty schedule and shall receive an increase in total creditable earnings of six percent (6%). In the event that such teacher's placement on any salary schedule and/or extra duty schedule in subsequent years results in an increase in creditable earnings of six percent (6%) or less, the teacher will return to his/her appropriate placement on the salary schedule and/or extra duty schedule.

The parties further agree that if legislation is enacted or administrative rules adopted during the life of this Agreement that amend or modify the Illinois Pension Code (40 ILCS 5/16-158(f)) relative to the required employer contributions for salary increases in excess of six percent (6%), the parties will meet within thirty (30) days of the passage or adoption of such legislation or administrative rules to discuss and negotiate the impact of the new laws or rules on the contract.

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
APPENDIX A
SALARY SCHEDULE
2022-2023

Includes 9% Board Paid TRS (BPTRS)

STEP	BA	BA + 12	BA + 24	MA	MA + 12	MA + 24	MA + 36	MA + 48	MA + 60	PHD
0	\$ 50,710	\$ 53,246	\$ 56,288	\$ 62,880	\$ 65,923	\$ 68,966	\$ 72,008	\$ 75,051	\$ 78,093	\$ 81,136
1	\$ 52,181	\$ 54,716	\$ 58,012	\$ 64,909	\$ 67,951	\$ 70,994	\$ 74,037	\$ 77,079	\$ 80,122	\$ 83,164
2	\$ 53,651	\$ 56,187	\$ 59,736	\$ 66,937	\$ 69,980	\$ 73,022	\$ 76,065	\$ 79,108	\$ 82,150	\$ 85,193
3	\$ 55,122	\$ 57,657	\$ 61,461	\$ 68,966	\$ 72,008	\$ 75,051	\$ 78,093	\$ 81,136	\$ 84,179	\$ 87,221
4	\$ 56,592	\$ 59,128	\$ 63,185	\$ 70,994	\$ 74,037	\$ 77,079	\$ 80,122	\$ 83,164	\$ 86,207	\$ 89,250
5	\$ 58,063	\$ 60,598	\$ 64,909	\$ 73,022	\$ 76,065	\$ 79,108	\$ 82,150	\$ 85,193	\$ 88,235	\$ 91,278
6	\$ 59,534	\$ 62,069	\$ 66,633	\$ 75,051	\$ 78,093	\$ 81,136	\$ 84,179	\$ 87,221	\$ 90,264	\$ 93,306
7	\$ 61,004	\$ 63,540	\$ 68,357	\$ 77,079	\$ 80,122	\$ 83,164	\$ 86,207	\$ 89,250	\$ 92,292	\$ 95,335
8	\$ 62,475	\$ 65,010	\$ 70,081	\$ 79,108	\$ 82,150	\$ 85,193	\$ 88,235	\$ 91,278	\$ 94,321	\$ 97,363
9	\$ 63,945	\$ 66,481	\$ 71,805	\$ 81,136	\$ 84,179	\$ 87,221	\$ 90,264	\$ 93,306	\$ 96,349	\$ 99,392
10	\$ 65,416	\$ 67,951	\$ 73,530	\$ 83,164	\$ 86,207	\$ 89,250	\$ 92,292	\$ 95,335	\$ 98,377	\$ 101,420
11	\$ 66,886	\$ 69,422	\$ 75,254	\$ 85,193	\$ 88,235	\$ 91,278	\$ 94,321	\$ 97,363	\$ 100,406	\$ 103,448
12	\$ 68,357	\$ 70,893	\$ 76,978	\$ 87,221	\$ 90,264	\$ 93,306	\$ 96,349	\$ 99,392	\$ 102,434	\$ 105,477
13	\$ 69,828	\$ 72,363	\$ 78,702	\$ 89,250	\$ 92,292	\$ 95,335	\$ 98,377	\$ 101,420	\$ 104,463	\$ 107,505
14	\$ 71,298	\$ 73,834	\$ 80,426	\$ 91,278	\$ 94,321	\$ 97,363	\$ 100,406	\$ 103,448	\$ 106,491	\$ 109,534
15			\$ 82,150	\$ 93,306	\$ 96,349	\$ 99,392	\$ 102,434	\$ 105,477	\$ 108,519	\$ 111,562
16			\$ 83,874	\$ 95,335	\$ 98,377	\$ 101,420	\$ 104,463	\$ 107,505	\$ 110,548	\$ 113,590
17				\$ 97,363	\$ 100,406	\$ 103,448	\$ 106,491	\$ 109,534	\$ 112,576	\$ 115,619
18				\$ 99,392	\$ 102,434	\$ 105,477	\$ 108,519	\$ 111,562	\$ 114,605	\$ 117,647
19				\$ 101,420	\$ 104,463	\$ 107,505	\$ 110,548	\$ 113,590	\$ 116,633	\$ 119,676
20				\$ 103,448	\$ 106,491	\$ 109,534	\$ 112,576	\$ 115,619	\$ 118,661	\$ 121,704
21				\$ 105,477	\$ 108,519	\$ 111,562	\$ 114,605	\$ 117,647	\$ 120,690	\$ 123,732
22				\$ 107,505	\$ 110,548	\$ 113,590	\$ 116,633	\$ 119,676	\$ 122,718	\$ 125,761

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
APPENDIX A
SALARY SCHEDULE
2022-2023

DOES NOT Include 9% Board Paid TRS (BPTRS)

STEP	BA	BA + 12	BA + 24	MA	MA + 12	MA + 24	MA + 36	MA + 48	MA + 60	PHD
0	\$ 46,146	\$ 48,454	\$ 51,222	\$ 57,221	\$ 59,990	\$ 62,759	\$ 65,527	\$ 68,296	\$ 71,065	\$ 73,834
1	\$ 47,485	\$ 49,792	\$ 52,791	\$ 59,067	\$ 61,835	\$ 64,605	\$ 67,374	\$ 70,142	\$ 72,911	\$ 75,679
2	\$ 48,822	\$ 51,130	\$ 54,360	\$ 60,913	\$ 63,682	\$ 66,450	\$ 69,219	\$ 71,988	\$ 74,757	\$ 77,526
3	\$ 50,161	\$ 52,468	\$ 55,930	\$ 62,759	\$ 65,527	\$ 68,296	\$ 71,065	\$ 73,834	\$ 76,603	\$ 79,371
4	\$ 51,499	\$ 53,806	\$ 57,498	\$ 64,605	\$ 67,374	\$ 70,142	\$ 72,911	\$ 75,679	\$ 78,448	\$ 81,218
5	\$ 52,837	\$ 55,144	\$ 59,067	\$ 66,450	\$ 69,219	\$ 71,988	\$ 74,757	\$ 77,526	\$ 80,294	\$ 83,063
6	\$ 54,176	\$ 56,483	\$ 60,636	\$ 68,296	\$ 71,065	\$ 73,834	\$ 76,603	\$ 79,371	\$ 82,140	\$ 84,908
7	\$ 55,514	\$ 57,821	\$ 62,205	\$ 70,142	\$ 72,911	\$ 75,679	\$ 78,448	\$ 81,218	\$ 83,986	\$ 86,755
8	\$ 56,852	\$ 59,159	\$ 63,774	\$ 71,988	\$ 74,757	\$ 77,526	\$ 80,294	\$ 83,063	\$ 85,832	\$ 88,600
9	\$ 58,190	\$ 60,498	\$ 65,343	\$ 73,834	\$ 76,603	\$ 79,371	\$ 82,140	\$ 84,908	\$ 87,678	\$ 90,447
10	\$ 59,529	\$ 61,835	\$ 66,912	\$ 75,679	\$ 78,448	\$ 81,218	\$ 83,986	\$ 86,755	\$ 89,523	\$ 92,292
11	\$ 60,866	\$ 63,174	\$ 68,481	\$ 77,526	\$ 80,294	\$ 83,063	\$ 85,832	\$ 88,600	\$ 91,369	\$ 94,138
12	\$ 62,205	\$ 64,513	\$ 70,050	\$ 79,371	\$ 82,140	\$ 84,908	\$ 87,678	\$ 90,447	\$ 93,215	\$ 95,984
13	\$ 63,543	\$ 65,850	\$ 71,619	\$ 81,218	\$ 83,986	\$ 86,755	\$ 89,523	\$ 92,292	\$ 95,061	\$ 97,830
14	\$ 64,881	\$ 67,189	\$ 73,188	\$ 83,063	\$ 85,832	\$ 88,600	\$ 91,369	\$ 94,138	\$ 96,907	\$ 99,676
15			\$ 74,757	\$ 84,908	\$ 87,678	\$ 90,447	\$ 93,215	\$ 95,984	\$ 98,752	\$ 101,521
16			\$ 76,325	\$ 86,755	\$ 89,523	\$ 92,292	\$ 95,061	\$ 97,830	\$ 100,599	\$ 103,367
17				\$ 88,600	\$ 91,369	\$ 94,138	\$ 96,907	\$ 99,676	\$ 102,444	\$ 105,213
18				\$ 90,447	\$ 93,215	\$ 95,984	\$ 98,752	\$ 101,521	\$ 104,291	\$ 107,059
19				\$ 92,292	\$ 95,061	\$ 97,830	\$ 100,599	\$ 103,367	\$ 106,136	\$ 108,905
20				\$ 94,138	\$ 96,907	\$ 99,676	\$ 102,444	\$ 105,213	\$ 107,982	\$ 110,751
21				\$ 95,984	\$ 98,752	\$ 101,521	\$ 104,291	\$ 107,059	\$ 109,828	\$ 112,596
22				\$ 97,830	\$ 100,599	\$ 103,367	\$ 106,136	\$ 108,905	\$ 111,673	\$ 114,443

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
APPENDIX A
SALARY SCHEDULE
2023-2024

Includes 9% Board Paid TRS (BPTRS)

STEP	BA	BA + 12	BA + 24	MA	MA + 12	MA + 24	MA + 36	MA + 48	MA + 60	PHD
0	\$ 52,295	\$ 54,910	\$ 58,047	\$ 64,846	\$ 67,984	\$ 71,121	\$ 74,259	\$ 77,397	\$ 80,534	\$ 83,672
1	\$ 53,812	\$ 56,426	\$ 59,825	\$ 66,938	\$ 70,075	\$ 73,213	\$ 76,351	\$ 79,488	\$ 82,626	\$ 85,764
2	\$ 55,328	\$ 57,943	\$ 61,604	\$ 69,029	\$ 72,167	\$ 75,305	\$ 78,443	\$ 81,580	\$ 84,718	\$ 87,856
3	\$ 56,845	\$ 59,459	\$ 63,382	\$ 71,121	\$ 74,259	\$ 77,397	\$ 80,534	\$ 83,672	\$ 86,810	\$ 89,947
4	\$ 58,361	\$ 60,976	\$ 65,160	\$ 73,213	\$ 76,351	\$ 79,488	\$ 82,626	\$ 85,764	\$ 88,902	\$ 92,039
5	\$ 59,878	\$ 62,493	\$ 66,938	\$ 75,305	\$ 78,443	\$ 81,580	\$ 84,718	\$ 87,856	\$ 90,993	\$ 94,131
6	\$ 61,394	\$ 64,009	\$ 68,716	\$ 77,397	\$ 80,534	\$ 83,672	\$ 86,810	\$ 89,947	\$ 93,085	\$ 96,223
7	\$ 62,911	\$ 65,526	\$ 70,494	\$ 79,488	\$ 82,626	\$ 85,764	\$ 88,902	\$ 92,039	\$ 95,177	\$ 98,315
8	\$ 64,427	\$ 67,042	\$ 72,272	\$ 81,580	\$ 84,718	\$ 87,856	\$ 90,993	\$ 94,131	\$ 97,269	\$ 100,406
9	\$ 65,944	\$ 68,559	\$ 74,050	\$ 83,672	\$ 86,810	\$ 89,947	\$ 93,085	\$ 96,223	\$ 99,361	\$ 102,498
10	\$ 67,461	\$ 70,075	\$ 75,828	\$ 85,764	\$ 88,902	\$ 92,039	\$ 95,177	\$ 98,315	\$ 101,452	\$ 104,590
11	\$ 68,977	\$ 71,592	\$ 77,606	\$ 87,856	\$ 90,993	\$ 94,131	\$ 97,269	\$ 100,406	\$ 103,544	\$ 106,682
12	\$ 70,494	\$ 73,108	\$ 79,384	\$ 89,947	\$ 93,085	\$ 96,223	\$ 99,361	\$ 102,498	\$ 105,636	\$ 108,774
13	\$ 72,010	\$ 74,625	\$ 81,162	\$ 92,039	\$ 95,177	\$ 98,315	\$ 101,452	\$ 104,590	\$ 107,728	\$ 110,865
14	\$ 73,527	\$ 76,142	\$ 82,940	\$ 94,131	\$ 97,269	\$ 100,406	\$ 103,544	\$ 106,682	\$ 109,820	\$ 112,957
15			\$ 84,718	\$ 96,223	\$ 99,361	\$ 102,498	\$ 105,636	\$ 108,774	\$ 111,911	\$ 115,049
16			\$ 86,496	\$ 98,315	\$ 101,452	\$ 104,590	\$ 107,728	\$ 110,865	\$ 114,003	\$ 117,141
17				\$ 100,406	\$ 103,544	\$ 106,682	\$ 109,820	\$ 112,957	\$ 116,095	\$ 119,233
18				\$ 102,498	\$ 105,636	\$ 108,774	\$ 111,911	\$ 115,049	\$ 118,187	\$ 121,324
19				\$ 104,590	\$ 107,728	\$ 110,865	\$ 114,003	\$ 117,141	\$ 120,279	\$ 123,416
20				\$ 106,682	\$ 109,820	\$ 112,957	\$ 116,095	\$ 119,233	\$ 122,370	\$ 125,508
21				\$ 108,774	\$ 111,911	\$ 115,049	\$ 118,187	\$ 121,324	\$ 124,462	\$ 127,600
22				\$ 110,865	\$ 114,003	\$ 117,141	\$ 120,279	\$ 123,416	\$ 126,554	\$ 129,692
23				\$ 112,957	\$ 116,095	\$ 119,233	\$ 122,370	\$ 125,508	\$ 128,646	\$ 131,783

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
APPENDIX A
SALARY SCHEDULE
2023-2024

DOES NOT Include 9% Board Paid TRS (BPTRS)

STEP	BA	BA + 12	BA + 24	MA	MA + 12	MA + 24	MA + 36	MA + 48	MA + 60	PHD
0	\$ 47,588	\$ 49,968	\$ 52,823	\$ 59,010	\$ 61,865	\$ 64,720	\$ 67,576	\$ 70,431	\$ 73,286	\$ 76,142
1	\$ 48,969	\$ 51,348	\$ 54,441	\$ 60,914	\$ 63,768	\$ 66,624	\$ 69,479	\$ 72,334	\$ 75,190	\$ 78,045
2	\$ 50,348	\$ 52,728	\$ 56,060	\$ 62,816	\$ 65,672	\$ 68,528	\$ 71,383	\$ 74,238	\$ 77,093	\$ 79,949
3	\$ 51,729	\$ 54,108	\$ 57,678	\$ 64,720	\$ 67,576	\$ 70,431	\$ 73,286	\$ 76,142	\$ 78,997	\$ 81,852
4	\$ 53,109	\$ 55,488	\$ 59,296	\$ 66,624	\$ 69,479	\$ 72,334	\$ 75,190	\$ 78,045	\$ 80,901	\$ 83,755
5	\$ 54,489	\$ 56,869	\$ 60,914	\$ 68,528	\$ 71,383	\$ 74,238	\$ 77,093	\$ 79,949	\$ 82,804	\$ 85,659
6	\$ 55,869	\$ 58,248	\$ 62,532	\$ 70,431	\$ 73,286	\$ 76,142	\$ 78,997	\$ 81,852	\$ 84,707	\$ 87,563
7	\$ 57,249	\$ 59,629	\$ 64,150	\$ 72,334	\$ 75,190	\$ 78,045	\$ 80,901	\$ 83,755	\$ 86,611	\$ 89,467
8	\$ 58,629	\$ 61,008	\$ 65,768	\$ 74,238	\$ 77,093	\$ 79,949	\$ 82,804	\$ 85,659	\$ 88,515	\$ 91,369
9	\$ 60,009	\$ 62,389	\$ 67,386	\$ 76,142	\$ 78,997	\$ 81,852	\$ 84,707	\$ 87,563	\$ 90,419	\$ 93,273
10	\$ 61,390	\$ 63,768	\$ 69,003	\$ 78,045	\$ 80,901	\$ 83,755	\$ 86,611	\$ 89,467	\$ 92,321	\$ 95,177
11	\$ 62,769	\$ 65,149	\$ 70,621	\$ 79,949	\$ 82,804	\$ 85,659	\$ 88,515	\$ 91,369	\$ 94,225	\$ 97,081
12	\$ 64,150	\$ 66,528	\$ 72,239	\$ 81,852	\$ 84,707	\$ 87,563	\$ 90,419	\$ 93,273	\$ 96,129	\$ 98,984
13	\$ 65,529	\$ 67,909	\$ 73,857	\$ 83,755	\$ 86,611	\$ 89,467	\$ 92,321	\$ 95,177	\$ 98,032	\$ 100,887
14	\$ 66,910	\$ 69,289	\$ 75,475	\$ 85,659	\$ 88,515	\$ 91,369	\$ 94,225	\$ 97,081	\$ 99,936	\$ 102,791
15			\$ 77,093	\$ 87,563	\$ 90,419	\$ 93,273	\$ 96,129	\$ 98,984	\$ 101,839	\$ 104,695
16			\$ 78,711	\$ 89,467	\$ 92,321	\$ 95,177	\$ 98,032	\$ 100,887	\$ 103,743	\$ 106,598
17				\$ 91,369	\$ 94,225	\$ 97,081	\$ 99,936	\$ 102,791	\$ 105,646	\$ 108,502
18				\$ 93,273	\$ 96,129	\$ 98,984	\$ 101,839	\$ 104,695	\$ 107,550	\$ 110,405
19				\$ 95,177	\$ 98,032	\$ 100,887	\$ 103,743	\$ 106,598	\$ 109,454	\$ 112,309
20				\$ 97,081	\$ 99,936	\$ 102,791	\$ 105,646	\$ 108,502	\$ 111,357	\$ 114,212
21				\$ 98,984	\$ 101,839	\$ 104,695	\$ 107,550	\$ 110,405	\$ 113,260	\$ 116,116
22				\$ 100,887	\$ 103,743	\$ 106,598	\$ 109,454	\$ 112,309	\$ 115,164	\$ 118,020
23				\$ 102,791	\$ 105,646	\$ 108,502	\$ 111,357	\$ 114,212	\$ 117,068	\$ 119,923

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202
APPENDIX A
SALARY SCHEDULE

Index Chart

STEP	BA	BA + 12	BA + 24	MA	MA + 12	MA + 24	MA + 36	MA + 48	MA + 60	PHD
0	1.0000	1.0500	1.1100	1.2400	1.3000	1.3600	1.4200	1.4800	1.5400	1.6000
1	1.0290	1.0790	1.1440	1.2800	1.3400	1.4000	1.4600	1.5200	1.5800	1.6400
2	1.0580	1.1080	1.1780	1.3200	1.3800	1.4400	1.5000	1.5600	1.6200	1.6800
3	1.0870	1.1370	1.2120	1.3600	1.4200	1.4800	1.5400	1.6000	1.6600	1.7200
4	1.1160	1.1660	1.2460	1.4000	1.4600	1.5200	1.5800	1.6400	1.7000	1.7600
5	1.1450	1.1950	1.2800	1.4400	1.5000	1.5600	1.6200	1.6800	1.7400	1.8000
6	1.1740	1.2240	1.3140	1.4800	1.5400	1.6000	1.6600	1.7200	1.7800	1.8400
7	1.2030	1.2530	1.3480	1.5200	1.5800	1.6400	1.7000	1.7600	1.8200	1.8800
8	1.2320	1.2820	1.3820	1.5600	1.6200	1.6800	1.7400	1.8000	1.8600	1.9200
9	1.2610	1.3110	1.4160	1.6000	1.6600	1.7200	1.7800	1.8400	1.9000	1.9600
10	1.2900	1.3400	1.4500	1.6400	1.7000	1.7600	1.8200	1.8800	1.9400	2.0000
11	1.3190	1.3690	1.4840	1.6800	1.7400	1.8000	1.8600	1.9200	1.9800	2.0400
12	1.3480	1.3980	1.5180	1.7200	1.7800	1.8400	1.9000	1.9600	2.0200	2.0800
13	1.3770	1.4270	1.5520	1.7600	1.8200	1.8800	1.9400	2.0000	2.0600	2.1200
14	1.4060	1.4560	1.5860	1.8000	1.8600	1.9200	1.9800	2.0400	2.1000	2.1600
15			1.6200	1.8400	1.9000	1.9600	2.0200	2.0800	2.1400	2.2000
16			1.6540	1.8800	1.9400	2.0000	2.0600	2.1200	2.1800	2.2400
17				1.9200	1.9800	2.0400	2.1000	2.1600	2.2200	2.2800
18				1.9600	2.0200	2.0800	2.1400	2.2000	2.2600	2.3200
19				2.0000	2.0600	2.1200	2.1800	2.2400	2.3000	2.3600
20				2.0400	2.1000	2.1600	2.2200	2.2800	2.3400	2.4000
21				2.0800	2.1400	2.2000	2.2600	2.3200	2.3800	2.4400
22				2.1200	2.1800	2.2400	2.3000	2.3600	2.4200	2.4800
23				2.1600	2.2200	2.2800	2.3400	2.4000	2.4600	2.5200

APPENDIX B

EXTRA DUTY

Supplements and Stipulations

1. Percentages for positions listed in the Extra Duty Schedule will be applied to the base at BA Step 0 for the appropriate salary schedule in Appendix "A".
2. Percentage increases shall be granted when an individual moves from one level to the next higher level.
3. Extra duty pay will be distributed across the pay periods that fall within the season of the activity or, if the position extends over the course of the school year, in equal installments between the first September pay period and the last June pay period. The following schedule will be followed for extra duty pay when paid during a season:

ACTIVITY SEASON	PAY BEGINS	PAY ENDS
Fall	September 15	November 30
Winter	November 30	March 15
Spring	March 15	June 15
Yearlong	September 15	June 30

The payment option selected by the teacher must be made consistent with the requirements of Article XI (D) of this Agreement.

The final installment for payment may be delayed by the Administration if assigned duties have not been completed.

4. All individuals serving in extra duty positions may be evaluated at the discretion of the school district administration. Evaluations shall be conducted within thirty (30) school days of the conclusion of the extra duty activity. Evaluations for spring and yearlong activities shall be conducted during the month of May.

Any evaluation instrument used shall be developed jointly with the Association and school district administration. No individual shall be dismissed from an extra duty position without an evaluation except when the Board discontinues an activity.

5. Assignments for all extra duty positions paid hereunder shall be voluntary except as provided in Article X (I). Annually, the Administration shall solicit volunteers from the bargaining unit to fill extra duty positions. In the event a qualified volunteer is unavailable the Board may offer the position to a non-bargaining unit member.

Any vacancy for an established extra duty position or any new extra duty position shall be posted in each of the school buildings within thirty (30) school days of the date upon which the vacancy or new position becomes official. Teachers will have ten (10) school days from the first date of posting to apply for a vacant or new position.

Thereafter, the Administration may seek other alternatives for filling the vacancy or new position.

Notice that the Board is considering addition, deletion or restructuring of extra duty positions shall be provided to the Association at least ten (10) school days before such addition, deletion or restructuring becomes official.

6. In the event that more than one (1) teacher applies for any one (1) vacancy, the Board shall select any teacher from the list of those who apply without challenge or review of such selection.
7. In the event that the Board rejects a teacher who is the only applicant for a vacant position, the teacher so affected shall have the following rights:
 - a. Notice of rejection in writing stating the reason(s) for same.
 - b. Right to a closed session review of such rejection with the Board.
 - c. Right to have a representative present to assist with such review.
 - d. Requirement that the Association may have a representative present for such review.
 - e. Requirement that the Superintendent or his/her designee presents such reasons for rejection at the review.
 - f. Right to speak on his/her behalf, present a reasonable number of witnesses and evidence, question relevant parties, cross-examine any witnesses and examine any evidence offered.
 - g. The Administration shall have the burden of proof in presenting its case to the Board.
 - h. After such review, the Board's decision shall be final.
8. The Board retains the right to offer any activity or position not listed herein, and to set the duties and pay for the same providing that such pay shall be not less than on a comparable basis to similar assignments. This rate of pay and a job description shall be given to the Association President within fifteen (15) school days.

If the Association wishes to negotiate such conditions, it shall serve written notice on the Board of such request and negotiations shall commence forthwith. However, nothing shall be deemed to prohibit the Board from commencing said duties, pay, activity or positions.

9. At any time, without negotiations with the Association, the Board shall be entitled to discontinue any position and/or activity. In the event that an extra duty position is discontinued, the Superintendent shall send notification of the same to the Association.

The Association may submit recommendations regarding the discontinuance of an extra duty position. Teachers affected by the Board's decision to discontinue a position or activity shall be notified within ten (10) school days of the Board's decision.

10. The Board may subcontract any position with a non-bargaining unit member, provided that the pay for the same shall not exceed the amounts set forth herein, and provided further that there are no qualified applicants for said activity and/or a single qualified applicant has been rejected. Pay for the position shall be in accordance with the schedule for extra duty positions in this appendix.

11. Each individual starting their first year of an extra duty position shall be provided with a current job description prior to the commencement of activities and is expected to fulfill the responsibilities of the position as determined in that job description. Extra duty job descriptions shall be on file with the appropriate administrator.

At least every 10 years, the school district and Association shall review all extra duty job descriptions for revisions as appropriate.

Administrators and individuals involved in the extra duty activity shall review and recommend to a job description committee any changes pertaining to the job description within thirty (30) calendar days following the conclusion of the activity.

12. The following dates shall be applicable for notification by the Board of a teacher who is to be terminated from a scheduled extra duty position:

Fall Activities	January 1
Winter Activities	May 1
Spring Activities	July 1
Year-long Activities	July 1

The reason given to a teacher for termination from an extra duty position shall not be subject to grievance. In the event that the Board decides not to offer a position in a subsequent year, the dates of notification cited above will not be applicable.

13. Resignations by teachers from scheduled extra duty positions shall be submitted to the Superintendent or his/her designee no less than sixty (60) calendar days prior to the start of the extra duty activity unless otherwise approved by the Superintendent.
14. The Superintendent, or his/her designee, shall meet with any new extra duty hire to discuss placement on the extra duty schedule. At such meeting, the new hire may share information, which will assist in the determination of the initial step and level placement. The initial placement shall be limited to Level 3 Step 8.

If, after a reasonable search, no qualified candidate can be assigned the extra duty position within this limitation, the Administration shall so notify the Association President. If interested in discussing the matter, the Association must respond to the notification within five (5) school days of its receipt. If the Administration receives a request from the Association, a meeting shall be scheduled. The Association may provide recommendations to resolve the matter during the meeting. Thereafter, the Board may place a new hire at any step or level. Advancement in future years will be from the point of original placement.

Teachers who resign from an extra duty position and subsequently are re-appointed to an extra duty position in the same category for the same activity or sport shall experience no loss or gain of experience credit upon reassuming the position.

15. Teachers may submit proposals for changes in job descriptions, position category placements, and/or new positions. All extra duty forms are available from the Lisle Education Association President and the procedures for submitting such proposals are as follows:

- a. The teacher must thoroughly complete an “Extra Duty Proposal for Change Form” and submit it to the Association President. Upon the approval of the Association, the teacher may then submit the proposal to the supervising administrator of the extra duty or activity.
 - b. The supervising administrator shall review the proposal and meet with the teacher who submitted the proposal within ten (10) school days. During the meeting, an opportunity will be provided to the teacher to explain the proposal.

Within five (5) school days from the meeting, the supervising administrator shall decide whether to accept the proposal for further consideration or reject it. If accepted, the supervising administrator shall submit a recommendation to the Superintendent. If the supervising administrator rejects the proposal, the supervising administrator shall advise in writing the teacher who submitted the proposal that the proposal has been rejected including the reasons for the rejection.
 - c. Within five (5) school days of the receipt of a recommendation from the supervising administrator, the Superintendent shall decide whether to accept or reject the proposal and shall respond in writing to both the teacher submitting the proposal and the Association President. If the proposal is rejected by the Superintendent, reasons shall be cited for the rejection.
 - d. If the proposal is rejected by the supervising administrator, the teacher may submit the proposal directly to the Superintendent for consideration. Within five (5) school days of receipt of the proposal from the teacher, the Superintendent shall decide whether to accept or reject the proposal and shall respond in writing to both the teacher submitting the proposal and the Association President. If the proposal is rejected by the Superintendent, reasons shall be cited for the rejection.
 - e. If the Superintendent endorses the proposal, then the proposal shall be placed on the agenda for consideration by the Board at its next regular meeting.
16. Placement of individuals moving from an assistant position to a head position or from a head position to an assistant position shall be determined through joint agreement of the individual and the representative of the Board. However, when an individual moves from a head position to an assistant position, placement will be on the assistant scale at a step not less than that achieved in the head position.
 17. The positions of timekeepers, scorekeepers and announcers may be filled by volunteers before being posted for district teachers to fill. Except in cases of emergency, these positions must be posted for at least ten (10) school days in all buildings before these assignments can be filled by paid individuals who are not members of the bargaining unit.
 18. Procedures for assigning timer, scorers, and announcers for athletic contests are attached at the back of this Agreement.
 19. Procedures for assigning Saturday detention supervisors are attached at the back of this Agreement.

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202

**APPENDIX B
EXTRA DUTY SCHEDULE
2022-2023**

(Positions requiring time outside normal teaching day and added responsibility)

Includes 9% Board Paid TRS (BPTRS)

BA Step 0
\$50,710

CATEGORY	ATHLETICS/INTERSCHOLASTIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	HEAD BASKETBALL (9-12)	14%	16%	18%	20%	22%
	HEAD FOOTBALL (9-12)	\$7,099	\$8,114	\$9,128	\$10,142	\$11,156
II.	HEAD BASEBALL (9-12)	12%	14%	16%	18%	20%
	HEAD SOFTBALL (9-12)	\$6,085	\$7,099	\$8,114	\$9,128	\$10,142
	HEAD SOCCER (9-12)					
	HEAD TRACK (9-12)					
	HEAD VOLLEYBALL (9-12)					
	HEAD WRESTLING (9-12)					
III.	HEAD BOWLING (9-12)	10%	12%	14%	16%	18%
	HEAD CROSS COUNTRY (9-12)	\$5,071	\$6,085	\$7,099	\$8,114	\$9,128
	HEAD GOLF (9-12)					
	HEAD TENNIS (9-12)					
	ASSISTANT BASKETBALL (9-12)					
	ASSISTANT FOOTBALL (9-12)					
	HEAD SCIENCE OLYMPIAD					
IV.	ASSISTANT BASEBALL (9-12)	8%	10%	12%	14%	16%
	ASSISTANT CROSS COUNTRY (9-12)	\$4,057	\$5,071	\$6,085	\$7,099	\$8,114
	ASSISTANT SOCCER (9-12)					
	ASSISTANT SOFTBALL (9-12)					
	ASSISTANT TRACK (9-12)					
	ASSISTANT VOLLEYBALL (9-12)					
	ASSISTANT WRESTLING (9-12)					
	ASSISTANT SCIENCE OLYMPIAD (6-8)					
V.	HEAD COMPETITIVE CHEER (9-12)	6%	8%	10%	12%	14%
	HEAD COMPETITIVE DANCE (9-12)	\$3,043	\$4,057	\$5,071	\$6,085	\$7,099
	BASEBALL (6-8)					
	BASKETBALL (6-8)					
	FOOTBALL (6-8)					
	SOCCER (6-8)					
	SOFTBALL (6-8)					
	TRACK (6-8)					
	VOLLEYBALL (6-8)					
	WRESTLING (6-8)					
VI.	HEAD SIDELINE CHEER (9-12)	5%	7%	9%	11%	13%
	HEAD COMPETITIVE DANCE (9-12)	\$2,536	\$3,550	\$4,564	\$5,578	\$6,592
VII.	HEAD SCHOLASTIC BOWL (9-12)	4%	6%	8%	10%	12%
	DECA (9-12)	\$2,028	\$3,043	\$4,057	\$5,071	\$6,085
	ASSISTANT SIDELINE CHEER (9-12)					
	ASSISTANT COMPETITIVE CHEER (9-12)					
	CHEERLEADING (6-8)					
	DANCE TEAM (6-8)					
VIII.	ASSISTANT SCHOLASTIC BOWL (9-12)	3%	5%	6%	7%	9%
		\$1,521	\$2,536	\$3,043	\$3,550	\$4,564
IX.	INTRAMURAL PROGRAMS	2%	3%	4%	5%	6%
	SPECIAL OLYMPICS FALL SEASON	\$1,014	\$1,521	\$2,028	\$2,536	\$3,043
	SPECIAL OLYMPICS WINTER SEASON					
	SPECIAL OLYMPICS SPRING SEASON					

Includes BPTRS

ATHLETICS/INTERSCHOLASTIC (Continued)

X.	OTHER MISCELLANEOUS	<u>2022-2023</u>
	TIMEKEEPERS / SCOREKEEPERS / ANNOUNCERS *	
	Varsity Athletics 9-12 (Per Game/Per Match)	\$35.00
	Lower Level Athletics 9-12 (Per Game/Per Match)	\$30.00
	Junior High Athletics 6-8 (Per Game/Per Match)	\$30.00
	Wrestling 9-12 (Dual Meets)	\$40.00
	Wrestling 9-12 (Triangular Meets +)	\$56.00
	Wrestling 6-8 (Dual Meets)	\$40.00
	Wrestling 6-8 (Triangular Meets +)	\$56.00

* If an individual performs a second duty per game or per match, the additional duty will be paid at 50% of the regular rate.

Ticket Sellers (Per Assignment)	\$54.00
Game Supervision (Per Assignment)	\$54.00
Bus Chaperone (Per Assignment)	\$80.00
All Day Intramurals	\$105.00
Swimming (Approved Practices / Meetings)	\$38.00
Swimming (Approved Meets)	\$80.00
Weightlifting Supervision	\$20/hr

CATEGORY	DRAMATICS / MUSIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	BAND DIRECTOR (9-12)	10%	12%	14%	16%	18%
		\$5,071	\$6,085	\$7,099	\$8,114	\$9,128
II.	CHORUS DIRECTOR (9-12)	6%	8%	10%	12%	14%
	SPRING MUSICAL DIRECTOR (9-12)	\$3,043	\$4,057	\$5,071	\$6,085	\$7,099
III.	FALL DRAMA DIRECTOR (9-12)	5%	7%	9%	11%	13%
	ASSISTANT SPRING MUSICAL DIRECTOR (9-12)	\$2,536	\$3,550	\$4,564	\$5,578	\$6,592
	HIGH SCHOOL AUDITORIUM MANAGER					
IV.	FLAG CORPS (9-12)	4%	6%	8%	10%	12%
	THEATER TECH CLUB (9-12)	\$2,028	\$3,043	\$4,057	\$5,071	\$6,085
	ASSISTANT BAND DIRECTOR (6-12)					
	ASSISTANT FALL DRAMA (9-12)					
	BAND DIRECTOR (6-8)					
	CHORUS DIRECTOR (6-8)					
	DRAMA DIRECTOR (6-8)					
V.	FALL DRAMA SET CONSTRUCTION (9-12)	3%	5%	7%	9%	11%
	MUSICAL COSTUME DIRECTOR (9-12)	\$1,521	\$2,536	\$3,550	\$4,564	\$5,578
VI.	FALL PLAY LIGHT & SOUND TECHNICIAN (9-12)	2%	4%	6%	8%	10%
	MUSICAL SET CONSTRUCTION (9-12)	\$1,014	\$2,028	\$3,043	\$4,057	\$5,071
	ASSISTANT DRAMA DIRECTOR (6-8)					
	CHORAL ENSEMBLE CLUB (6-8)					
	JAZZ BAND DIRECTOR (6-8)					
	BAND DIRECTOR (5)					
	CHORUS DIRECTOR (4 & 5 Combined)					
	JUNIOR HIGH SCHOOL AUDITORIUM MANAGER					
VII.	MUSICAL CHOREOGRAPHER (9-12)	1%	3%	5%	7%	
	MUSICAL PIT BAND DIRECTOR (9-12)	\$507	\$1,521	\$2,536	\$3,550	
	MUSICAL PIT BAND PIANIST (9-12)					
	ASSISTANT BAND DIRECTOR (5)					
VIII.	OTHER MISCELLANEOUS	<u>2022-2023</u>				
	Ticket Seller Drama/Music (Per Assignment)	\$41.00				

CATEGORY	ACTIVITIES AND CLUBS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	YEARBOOK (9-12) TICKET MANAGER DIG IN CLUB (6-8) STUDENT GOVERNMENT (9-12)	6% \$3,043	8% \$4,057	10% \$5,071	12% \$6,085	14% \$7,099
II.	A.V. DIRECTOR (9-12) NEWSPAPER EDITING SPONSOR (9-12) NEWSPAPER PUBLICATION SPONSOR (9-12) YEARBOOK (6-8) AFS SPONSOR WEB MANAGER	4% \$2,028	6% \$3,043	8% \$4,057	10% \$5,071	12% \$6,085
III.	STUDENT GOVERNMENT (6-8)	3% \$1,521	5% \$2,536	7% \$3,550	9% \$4,564	11% \$5,578
IV.	MATH CLUB (9-12) A.V. DIRECTOR (6-8) NEWSPAPER (6-8) STUDENT GOVERNMENT (K-5) ASSISTANT AFS SPONSOR ASSISTANT TICKET MANAGER YOUTH & GOVERNMENT CLUB (9-12) WEB LIAISON (9-12) WEB LIAISON (6-8) WEB LIAISON (K-5)	2% \$1,014	4% \$2,028	6% \$3,043	8% \$4,057	
V.	SENIOR CLASS SPONSOR (12) * JUNIOR CLASS SPONSOR (11) SOPH CLASS SPONSOR (10) FROSH CLASS SPONSOR (9) * Add 1% for Senior Class Sponsor	3% \$1,521	4% \$2,028	5% \$2,536	6% \$3,043	
VI.	ART CLUB (9-12) CTAO (9-12) ENVIRONMENTAL CLUB (9-12) FRENCH CLUB SPONSOR (9-12) GAY-STRAIGHT ALLIANCE (9-12) HUMANITIES CLUB (9-12) NATIONAL HONOR SOCIETY SPONSOR (9-12) SPANISH CLUB SPONSOR (9-12) THESPIANS (9-12) ART CLUB (6-8) BECAUSE (6-8) BEST CLUB (6-8) COMPUTER CLUB (6-8) DEBATE CLUB (6-8) FRENCH CLUB SPONSOR (6-8) SPELLING CLUB (6-8) COMPUTER CLUB (3-5)	1% \$507	3% \$1,521	5% \$2,536		
VII.	OTHER MISCELLANEOUS	<u>2022-2023</u>				
	DRIVER'S ED (Per Hour)	\$36.00				
	DETENTION/TUTORING (Per Hour)	\$30.00				
	INTERNAL SUBSTITUTES (6-12) (Per Assigned Period)	\$30.00				
	INTERNAL SUBSTITUTES (K-5) (Per Half Hour)	\$20.00				
	CONSULTING TEACHER (Per Hour)	\$80.00				
	SUMMER SCHOOL (Per Hour)	\$30.00				
	ACTIVITY CHAPERONE/SUPERVISION (Per Hour)	\$20.00				
	OVERNIGHT SUPERVISION	\$85.00				
	SUMMER/SPECIAL CURRICULUM WORK (Per Hour)	\$26.00				
	ELEMENTARY SAFETY COORDINATOR (Per Hour)	\$21.00				
	LUNCHROOM SUPERVISION (Per Semester) (Applicable only when teacher voluntarily accepts duty in lieu of duty-free lunch period)	\$350.00				
	TEACHER MENTOR (3%)	\$1,521				
CATEGORY	DEPARTMENT HEADS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	DEPARTMENT HEAD	8% \$4,057	10% \$5,071	12% \$6,085	14% \$7,099	16% \$8,114

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202

**APPENDIX B
EXTRA DUTY SCHEDULE
2022-2023**

(Positions requiring time outside normal teaching day and added responsibility)

DOES NOT Include 9% Board Paid TRS (BPTRS)

BA Step 0
\$46,146

CATEGORY	ATHLETICS/INTERSCHOLASTIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	HEAD BASKETBALL (9-12)	14%	16%	18%	20%	22%
	HEAD FOOTBALL (9-12)	\$6,460	\$7,383	\$8,306	\$9,229	\$10,152
II.	HEAD BASEBALL (9-12)	12%	14%	16%	18%	20%
	HEAD SOFTBALL (9-12)	\$5,538	\$6,460	\$7,383	\$8,306	\$9,229
	HEAD SOCCER (9-12)					
	HEAD TRACK (9-12)					
	HEAD VOLLEYBALL (9-12)					
	HEAD WRESTLING (9-12)					
III.	HEAD BOWLING (9-12)	10%	12%	14%	16%	18%
	HEAD CROSS COUNTRY (9-12)	\$4,615	\$5,538	\$6,460	\$7,383	\$8,306
	HEAD GOLF (9-12)					
	HEAD TENNIS (9-12)					
	ASSISTANT BASKETBALL (9-12)					
	ASSISTANT FOOTBALL (9-12)					
	HEAD SCIENCE OLYMPIAD					
IV.	ASSISTANT BASEBALL (9-12)	8%	10%	12%	14%	16%
	ASSISTANT CROSS COUNTRY (9-12)	\$3,692	\$4,615	\$5,538	\$6,460	\$7,383
	ASSISTANT SOCCER (9-12)					
	ASSISTANT SOFTBALL (9-12)					
	ASSISTANT TRACK (9-12)					
	ASSISTANT VOLLEYBALL (9-12)					
	ASSISTANT WRESTLING (9-12)					
	ASSISTANT SCIENCE OLYMPIAD (6-8)					
V.	HEAD COMPETITIVE CHEER (9-12)	6%	8%	10%	12%	14%
	HEAD COMPETITIVE DANCE (9-12)	\$2,769	\$3,692	\$4,615	\$5,538	\$6,460
	BASEBALL (6-8)					
	BASKETBALL (6-8)					
	FOOTBALL (6-8)					
	SOCCER (6-8)					
	SOFTBALL (6-8)					
	TRACK (6-8)					
	VOLLEYBALL (6-8)					
	WRESTLING (6-8)					
VI.	HEAD SIDELINE CHEER (9-12)	5%	7%	9%	11%	13%
	HEAD COMPETITIVE DANCE (9-12)	\$2,307	\$3,230	\$4,153	\$5,076	\$5,999
VII.	HEAD SCHOLASTIC BOWL (9-12)	4%	6%	8%	10%	12%
	DECA (9-12)	\$1,846	\$2,769	\$3,692	\$4,615	\$5,538
	ASSISTANT SIDELINE CHEER (9-12)					
	ASSISTANT COMPETITIVE CHEER (9-12)					
	CHEERLEADING (6-8)					
	DANCE TEAM (6-8)					
VIII.	ASSISTANT SCHOLASTIC BOWL (9-12)	3%	5%	6%	7%	9%
		\$1,384	\$2,307	\$2,769	\$3,230	\$4,153
IX.	INTRAMURAL PROGRAMS	2%	3%	4%	5%	6%
	SPECIAL OLYMPICS FALL SEASON	\$923	\$1,384	\$1,846	\$2,307	\$2,769
	SPECIAL OLYMPICS WINTER SEASON					
	SPECIAL OLYMPICS SPRING SEASON					

DOES NOT Include BPTRS

ATHLETICS/INTERSCHOLASTIC (Continued)

X.	OTHER MISCELLANEOUS	<u>2022-2023</u>
	TIMEKEEPERS / SCOREKEEPERS / ANNOUNCERS *	
	Varsity Athletics 9-12 (Per Game/Per Match)	\$35.00
	Lower Level Athletics 9-12 (Per Game/Per Match)	\$30.00
	Junior High Athletics 6-8 (Per Game/Per Match)	\$30.00
	Wrestling 9-12 (Dual Meets)	\$40.00
	Wrestling 9-12 (Triangular Meets +)	\$56.00
	Wrestling 6-8 (Dual Meets)	\$40.00
	Wrestling 6-8 (Triangular Meets +)	\$56.00

* If an individual performs a second duty per game or per match, the additional duty will be paid at 50% of the regular rate.

Ticket Sellers (Per Assignment)	\$54.00
Game Supervision (Per Assignment)	\$54.00
Bus Chaperone (Per Assignment)	\$80.00
All Day Intramurals	\$105.00
Swimming (Approved Practices / Meetings)	\$38.00
Swimming (Approved Meets)	\$80.00
Weightlifting Supervision	\$20/hr

CATEGORY	DRAMATICS / MUSIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	BAND DIRECTOR (9-12)	10%	12%	14%	16%	18%
		\$4,615	\$5,538	\$6,460	\$7,383	\$8,306
II.	CHORUS DIRECTOR (9-12)	6%	8%	10%	12%	14%
	SPRING MUSICAL DIRECTOR (9-12)	\$2,769	\$3,692	\$4,615	\$5,538	\$6,460
III.	FALL DRAMA DIRECTOR (9-12)	5%	7%	9%	11%	13%
	ASSISTANT SPRING MUSICAL DIRECTOR (9-12)	\$2,307	\$3,230	\$4,153	\$5,076	\$5,999
	HIGH SCHOOL AUDITORIUM MANAGER					
IV.	FLAG CORPS (9-12)	4%	6%	8%	10%	12%
	THEATER TECH CLUB (9-12)	\$1,846	\$2,769	\$3,692	\$4,615	\$5,538
	ASSISTANT BAND DIRECTOR (6-12)					
	ASSISTANT FALL DRAMA (9-12)					
	BAND DIRECTOR (6-8)					
	CHORUS DIRECTOR (6-8)					
	DRAMA DIRECTOR (6-8)					
V.	FALL DRAMA SET CONSTRUCTION (9-12)	3%	5%	7%	9%	11%
	MUSICAL COSTUME DIRECTOR (9-12)	\$1,384	\$2,307	\$3,230	\$4,153	\$5,076
VI.	FALL PLAY LIGHT & SOUND TECHNICIAN (9-12)	2%	4%	6%	8%	10%
	MUSICAL SET CONSTRUCTION (9-12)	\$923	\$1,846	\$2,769	\$3,692	\$4,615
	ASSISTANT DRAMA DIRECTOR (6-8)					
	CHORAL ENSEMBLE CLUB (6-8)					
	JAZZ BAND DIRECTOR (6-8)					
	BAND DIRECTOR (5)					
	CHORUS DIRECTOR (4 & 5 Combined)					
	JUNIOR HIGH SCHOOL AUDITORIUM MANAGER					
VII.	MUSICAL CHOREOGRAPHER (9-12)	1%	3%	5%	7%	
	MUSICAL PIT BAND DIRECTOR (9-12)	\$461	\$1,384	\$2,307	\$3,230	
	MUSICAL PIT BAND PIANIST (9-12)					
	ASSISTANT BAND DIRECTOR (5)					
VIII.	OTHER MISCELLANEOUS	<u>2022-2023</u>				
	Ticket Seller Drama/Music (Per Assignment)	\$41.00				

CATEGORY	ACTIVITIES AND CLUBS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	YEARBOOK (9-12)	6%	8%	10%	12%	14%
	TICKET MANAGER	\$2,769	\$3,692	\$4,615	\$5,538	\$6,460
	DIG IN CLUB (6-8)					
	STUDENT GOVERNMENT (9-12)					
II.	A.V. DIRECTOR (9-12)	4%	6%	8%	10%	12%
	NEWSPAPER EDITING SPONSOR (9-12)	\$1,846	\$2,769	\$3,692	\$4,615	\$5,538
	NEWSPAPER PUBLICATION SPONSOR (9-12)					
	YEARBOOK (6-8)					
	AFS SPONSOR					
	WEB MANAGER					
III.	STUDENT GOVERNMENT (6-8)	3%	5%	7%	9%	11%
		\$1,384	\$2,307	\$3,230	\$4,153	\$5,076
IV.	MATH CLUB (9-12)	2%	4%	6%	8%	
	A.V. DIRECTOR (6-8)	\$923	\$1,846	\$2,769	\$3,692	
	NEWSPAPER (6-8)					
	STUDENT GOVERNMENT (K-5)					
	ASSISTANT AFS SPONSOR					
	ASSISTANT TICKET MANAGER					
	YOUTH & GOVERNMENT CLUB (9-12)					
	WEB LIAISON (9-12)					
	WEB LIAISON (6-8)					
	WEB LIAISON (K-5)					
V.	SENIOR CLASS SPONSOR (12) *	3%	4%	5%	6%	
	JUNIOR CLASS SPONSOR (11)	\$1,384	\$1,846	\$2,307	\$2,769	
	SOPH CLASS SPONSOR (10)					
	FROSH CLASS SPONSOR (9)					
	* Add 1% for Senior Class Sponsor					
VI.	ART CLUB (9-12)	1%	3%	5%		
	CTAO (9-12)	\$461	\$1,384	\$2,307		
	ENVIRONMENTAL CLUB (9-12)					
	FRENCH CLUB SPONSOR (9-12)					
	GAY-STRAIGHT ALLIANCE (9-12)					
	HUMANITIES CLUB (9-12)					
	NATIONAL HONOR SOCIETY SPONSOR (9-12)					
	SPANISH CLUB SPONSOR (9-12)					
	THESPIANS (9-12)					
	ART CLUB (6-8)					
	BECAUSE (6-8)					
	BEST CLUB (6-8)					
	COMPUTER CLUB (6-8)					
	DEBATE CLUB (6-8)					
	FRENCH CLUB SPONSOR (6-8)					
	SPELLING CLUB (6-8)					
	COMPUTER CLUB (3-5)					
VII.	OTHER MISCELLANEOUS	<u>2022-2023</u>				
	DRIVER'S ED (Per Hour)	\$36.00				
	DETENTION/TUTORING (Per Hour)	\$30.00				
	INTERNAL SUBSTITUTES (6-12)	\$30.00				
	(Per Assigned Period)					
	INTERNAL SUBSTITUTES (K-5)	\$20.00				
	(Per Half Hour)					
	CONSULTING TEACHER (Per Hour)	\$80.00				
	SUMMER SCHOOL (Per Hour)	\$30.00				
	ACTIVITY CHAPERONE/SUPERVISION (Per Hour)	\$20.00				
	OVERNIGHT SUPERVISION	\$85.00				
	SUMMER/SPECIAL CURRICULUM WORK (Per Hour)	\$26.00				
	ELEMENTARY SAFETY COORDINATOR (Per Hour)	\$21.00				
	LUNCHROOM SUPERVISION (Per Semester)	\$350.00				
	(Applicable only when teacher voluntarily accepts duty in lieu of duty-free lunch period)					
	TEACHER MENTOR (3%)	\$1,384				
CATEGORY	DEPARTMENT HEADS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	DEPARTMENT HEAD	8%	10%	12%	14%	16%
		\$3,692	\$4,615	\$5,538	\$6,460	\$7,383

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202

**APPENDIX B
EXTRA DUTY SCHEDULE
2023-2024**

(Positions requiring time outside normal teaching day and added responsibility)

Includes 9% Board Paid TRS (BPTRS)

BA Step 0
\$52,295

CATEGORY	ATHLETICS/INTERSCHOLASTIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	HEAD BASKETBALL (9-12)	14%	16%	18%	20%	22%
	HEAD FOOTBALL (9-12)	\$7,321	\$8,367	\$9,413	\$10,459	\$11,505
II.	HEAD BASEBALL (9-12)	12%	14%	16%	18%	20%
	HEAD SOFTBALL (9-12)	\$6,275	\$7,321	\$8,367	\$9,413	\$10,459
	HEAD SOCCER (9-12)					
	HEAD TRACK (9-12)					
	HEAD VOLLEYBALL (9-12)					
	HEAD WRESTLING (9-12)					
III.	HEAD BOWLING (9-12)	10%	12%	14%	16%	18%
	HEAD CROSS COUNTRY (9-12)	\$5,230	\$6,275	\$7,321	\$8,367	\$9,413
	HEAD GOLF (9-12)					
	HEAD TENNIS (9-12)					
	ASSISTANT BASKETBALL (9-12)					
	ASSISTANT FOOTBALL (9-12)					
IV.	HEAD SCIENCE OLYMPIAD					
	ASSISTANT BASEBALL (9-12)	8%	10%	12%	14%	16%
	ASSISTANT CROSS COUNTRY (9-12)	\$4,184	\$5,230	\$6,275	\$7,321	\$8,367
	ASSISTANT SOCCER (9-12)					
	ASSISTANT SOFTBALL (9-12)					
	ASSISTANT TRACK (9-12)					
	ASSISTANT VOLLEYBALL (9-12)					
	ASSISTANT WRESTLING (9-12)					
	ASSISTANT SCIENCE OLYMPIAD (6-8)					
	V.	HEAD COMPETITIVE CHEER (9-12)	6%	8%	10%	12%
HEAD COMPETITIVE DANCE (9-12)		\$3,138	\$4,184	\$5,230	\$6,275	\$7,321
BASEBALL (6-8)						
BASKETBALL (6-8)						
FOOTBALL (6-8)						
SOCCER (6-8)						
SOFTBALL (6-8)						
TRACK (6-8)						
VOLLEYBALL (6-8)						
WRESTLING (6-8)						
VI.	HEAD SIDELINE CHEER (9-12)	5%	7%	9%	11%	13%
	HEAD COMPETITIVE DANCE (9-12)	\$2,615	\$3,661	\$4,707	\$5,752	\$6,798
VII.	HEAD SCHOLASTIC BOWL (9-12)	4%	6%	8%	10%	12%
	DECA (9-12)	\$2,092	\$3,138	\$4,184	\$5,230	\$6,275
	ASSISTANT SIDELINE CHEER (9-12)					
	ASSISTANT COMPETITIVE CHEER (9-12)					
	CHEERLEADING (6-8)					
VIII.	DANCE TEAM (6-8)					
	ASSISTANT SCHOLASTIC BOWL (9-12)	3%	5%	6%	7%	9%
IX.		\$1,569	\$2,615	\$3,138	\$3,661	\$4,707
	INTRAMURAL PROGRAMS	2%	3%	4%	5%	6%
	SPECIAL OLYMPICS FALL SEASON	\$1,046	\$1,569	\$2,092	\$2,615	\$3,138
	SPECIAL OLYMPICS WINTER SEASON					
SPECIAL OLYMPICS SPRING SEASON						

Includes BPTRS

ATHLETICS/INTERSCHOLASTIC (Continued)

X.	OTHER MISCELLANEOUS	<u>2023-2024</u>
	TIMEKEEPERS / SCOREKEEPERS / ANNOUNCERS *	
	Varsity Athletics 9-12 (Per Game/Per Match)	\$35.00
	Lower Level Athletics 9-12 (Per Game/Per Match)	\$30.00
	Junior High Athletics 6-8 (Per Game/Per Match)	\$30.00
	Wrestling 9-12 (Dual Meets)	\$40.00
	Wrestling 9-12 (Triangular Meets +)	\$56.00
	Wrestling 6-8 (Dual Meets)	\$40.00
	Wrestling 6-8 (Triangular Meets +)	\$56.00

* If an individual performs a second duty per game or per match, the additional duty will be paid at 50% of the regular rate.

Ticket Sellers (Per Assignment)	\$54.00
Game Supervision (Per Assignment)	\$54.00
Bus Chaperone (Per Assignment)	\$80.00
All Day Intramurals	\$105.00
Swimming (Approved Practices / Meetings)	\$38.00
Swimming (Approved Meets)	\$80.00
Weightlifting Supervision	\$20/hr

CATEGORY	DRAMATICS / MUSIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	BAND DIRECTOR (9-12)	10%	12%	14%	16%	18%
		\$5,230	\$6,275	\$7,321	\$8,367	\$9,413
II.	CHORUS DIRECTOR (9-12)	6%	8%	10%	12%	14%
	SPRING MUSICAL DIRECTOR (9-12)	\$3,138	\$4,184	\$5,230	\$6,275	\$7,321
III.	FALL DRAMA DIRECTOR (9-12)	5%	7%	9%	11%	13%
	ASSISTANT SPRING MUSICAL DIRECTOR (9-12)	\$2,615	\$3,661	\$4,707	\$5,752	\$6,798
	HIGH SCHOOL AUDITORIUM MANAGER					
IV.	FLAG CORPS (9-12)	4%	6%	8%	10%	12%
	THEATER TECH CLUB (9-12)	\$2,092	\$3,138	\$4,184	\$5,230	\$6,275
	ASSISTANT BAND DIRECTOR (6-12)					
	ASSISTANT FALL DRAMA (9-12)					
	BAND DIRECTOR (6-8)					
	CHORUS DIRECTOR (6-8)					
	DRAMA DIRECTOR (6-8)					
V.	FALL DRAMA SET CONSTRUCTION (9-12)	3%	5%	7%	9%	11%
	MUSICAL COSTUME DIRECTOR (9-12)	\$1,569	\$2,615	\$3,661	\$4,707	\$5,752
VI.	FALL PLAY LIGHT & SOUND TECHNICIAN (9-12)	2%	4%	6%	8%	10%
	MUSICAL SET CONSTRUCTION (9-12)	\$1,046	\$2,092	\$3,138	\$4,184	\$5,230
	ASSISTANT DRAMA DIRECTOR (6-8)					
	CHORAL ENSEMBLE CLUB (6-8)					
	JAZZ BAND DIRECTOR (6-8)					
	BAND DIRECTOR (5)					
	CHORUS DIRECTOR (4 & 5 Combined)					
	JUNIOR HIGH SCHOOL AUDITORIUM MANAGER					
VII.	MUSICAL CHOREOGRAPHER (9-12)	1%	3%	5%	7%	
	MUSICAL PIT BAND DIRECTOR (9-12)	\$523	\$1,569	\$2,615	\$3,661	
	MUSICAL PIT BAND PIANIST (9-12)					
	ASSISTANT BAND DIRECTOR (5)					
VIII.	OTHER MISCELLANEOUS	<u>2023-2024</u>				
	Ticket Seller Drama/Music (Per Assignment)	\$41.00				

CATEGORY	ACTIVITIES AND CLUBS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	YEARBOOK (9-12)	6%	8%	10%	12%	14%
	TICKET MANAGER	\$3,138	\$4,184	\$5,230	\$6,275	\$7,321
	DIG IN CLUB (6-8)					
	STUDENT GOVERNMENT (9-12)					
II.	A.V. DIRECTOR (9-12)	4%	6%	8%	10%	12%
	NEWSPAPER EDITING SPONSOR (9-12)	\$2,092	\$3,138	\$4,184	\$5,230	\$6,275
	NEWSPAPER PUBLICATION SPONSOR (9-12)					
	YEARBOOK (6-8)					
	AFS SPONSOR					
	WEB MANAGER					
III.	STUDENT GOVERNMENT (6-8)	3%	5%	7%	9%	11%
		\$1,569	\$2,615	\$3,661	\$4,707	\$5,752
IV.	MATH CLUB (9-12)	2%	4%	6%	8%	
	A.V. DIRECTOR (6-8)	\$1,046	\$2,092	\$3,138	\$4,184	
	NEWSPAPER (6-8)					
	STUDENT GOVERNMENT (K-5)					
	ASSISTANT AFS SPONSOR					
	ASSISTANT TICKET MANAGER					
	YOUTH & GOVERNMENT CLUB (9-12)					
	WEB LIAISON (9-12)					
	WEB LIAISON (6-8)					
	WEB LIAISON (K-5)					
V.	SENIOR CLASS SPONSOR (12) *	3%	4%	5%	6%	
	JUNIOR CLASS SPONSOR (11)	\$1,569	\$2,092	\$2,615	\$3,138	
	SOPH CLASS SPONSOR (10)					
	FROSH CLASS SPONSOR (9)					
	* Add 1% for Senior Class Sponsor					
VI.	ART CLUB (9-12)	1%	3%	5%		
	CTAO (9-12)	\$523	\$1,569	\$2,615		
	ENVIRONMENTAL CLUB (9-12)					
	FRENCH CLUB SPONSOR (9-12)					
	GAY-STRAIGHT ALLIANCE (9-12)					
	HUMANITIES CLUB (9-12)					
	NATIONAL HONOR SOCIETY SPONSOR (9-12)					
	SPANISH CLUB SPONSOR (9-12)					
	THESPIANS (9-12)					
	ART CLUB (6-8)					
	BECAUSE (6-8)					
	BEST CLUB (6-8)					
	COMPUTER CLUB (6-8)					
	DEBATE CLUB (6-8)					
	FRENCH CLUB SPONSOR (6-8)					
	SPELLING CLUB (6-8)					
	COMPUTER CLUB (3-5)					
VII.	OTHER MISCELLANEOUS	<u>2023-2024</u>				
	DRIVER'S ED (Per Hour)	\$36.00				
	DETENTION/TUTORING (Per Hour)	\$30.00				
	INTERNAL SUBSTITUTES (6-12)	\$30.00				
	(Per Assigned Period)					
	INTERNAL SUBSTITUTES (K-5)	\$20.00				
	(Per Half Hour)					
	CONSULTING TEACHER (Per Hour)	\$80.00				
	SUMMER SCHOOL (Per Hour)	\$30.00				
	ACTIVITY CHAPERONE/SUPERVISION (Per Hour)	\$20.00				
	OVERNIGHT SUPERVISION	\$85.00				
	SUMMER/SPECIAL CURRICULUM WORK (Per Hour)	\$26.00				
	ELEMENTARY SAFETY COORDINATOR (Per Hour)	\$21.00				
	LUNCHROOM SUPERVISION (Per Semester)	\$350.00				
	(Applicable only when teacher voluntarily accepts duty in lieu of duty-free lunch period)					
	TEACHER MENTOR (3%)	\$1,569				

CATEGORY	DEPARTMENT HEADS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	DEPARTMENT HEAD	8%	10%	12%	14%	16%
		\$4,184	\$5,230	\$6,275	\$7,321	\$8,367

LISLE COMMUNITY UNIT SCHOOL DISTRICT 202

**APPENDIX B
EXTRA DUTY SCHEDULE
2023-2024**

(Positions requiring time outside normal teaching day and added responsibility)

DOES NOT Include 9% Board Paid TRS (BPTRS)

BA Step 0
\$47,588

CATEGORY	ATHLETICS/INTERSCHOLASTIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	HEAD BASKETBALL (9-12)	14%	16%	18%	20%	22%
	HEAD FOOTBALL (9-12)	\$6,662	\$7,614	\$8,566	\$9,518	\$10,469
II.	HEAD BASEBALL (9-12)	12%	14%	16%	18%	20%
	HEAD SOFTBALL (9-12)	\$5,711	\$6,662	\$7,614	\$8,566	\$9,518
	HEAD SOCCER (9-12)					
	HEAD TRACK (9-12)					
	HEAD VOLLEYBALL (9-12)					
	HEAD WRESTLING (9-12)					
III.	HEAD BOWLING (9-12)	10%	12%	14%	16%	18%
	HEAD CROSS COUNTRY (9-12)	\$4,759	\$5,711	\$6,662	\$7,614	\$8,566
	HEAD GOLF (9-12)					
	HEAD TENNIS (9-12)					
	ASSISTANT BASKETBALL (9-12)					
	ASSISTANT FOOTBALL (9-12)					
	HEAD SCIENCE OLYMPIAD					
IV.	ASSISTANT BASEBALL (9-12)	8%	10%	12%	14%	16%
	ASSISTANT CROSS COUNTRY (9-12)	\$3,807	\$4,759	\$5,711	\$6,662	\$7,614
	ASSISTANT SOCCER (9-12)					
	ASSISTANT SOFTBALL (9-12)					
	ASSISTANT TRACK (9-12)					
	ASSISTANT VOLLEYBALL (9-12)					
	ASSISTANT WRESTLING (9-12)					
	ASSISTANT SCIENCE OLYMPIAD (6-8)					
V.	HEAD COMPETITIVE CHEER (9-12)	6%	8%	10%	12%	14%
	HEAD COMPETITIVE DANCE (9-12)	\$2,855	\$3,807	\$4,759	\$5,711	\$6,662
	BASEBALL (6-8)					
	BASKETBALL (6-8)					
	FOOTBALL (6-8)					
	SOCCER (6-8)					
	SOFTBALL (6-8)					
	TRACK (6-8)					
	VOLLEYBALL (6-8)					
	WRESTLING (6-8)					
VI.	HEAD SIDELINE CHEER (9-12)	5%	7%	9%	11%	13%
	HEAD COMPETITIVE DANCE (9-12)	\$2,379	\$3,331	\$4,283	\$5,235	\$6,186
VII.	HEAD SCHOLASTIC BOWL (9-12)	4%	6%	8%	10%	12%
	DECA (9-12)	\$1,904	\$2,855	\$3,807	\$4,759	\$5,711
	ASSISTANT SIDELINE CHEER (9-12)					
	ASSISTANT COMPETITIVE CHEER (9-12)					
	CHEERLEADING (6-8)					
	DANCE TEAM (6-8)					
VIII.	ASSISTANT SCHOLASTIC BOWL (9-12)	3%	5%	6%	7%	9%
		\$1,428	\$2,379	\$2,855	\$3,331	\$4,283
IX.	INTRAMURAL PROGRAMS	2%	3%	4%	5%	6%
	SPECIAL OLYMPICS FALL SEASON	\$952	\$1,428	\$1,904	\$2,379	\$2,855
	SPECIAL OLYMPICS WINTER SEASON					
	SPECIAL OLYMPICS SPRING SEASON					

ATHLETICS/INTERSCHOLASTIC (Continued)

X.	OTHER MISCELLANEOUS	<u>2023-2024</u>
	TIMEKEEPERS / SCOREKEEPERS / ANNOUNCERS *	
	Varsity Athletics 9-12 (Per Game/Per Match)	\$35.00
	Lower Level Athletics 9-12 (Per Game/Per Match)	\$30.00
	Junior High Athletics 6-8 (Per Game/Per Match)	\$30.00
	Wrestling 9-12 (Dual Meets)	\$40.00
	Wrestling 9-12 (Triangular Meets +)	\$56.00
	Wrestling 6-8 (Dual Meets)	\$40.00
	Wrestling 6-8 (Triangular Meets +)	\$56.00

* If an individual performs a second duty per game or per match, the additional duty will be paid at 50% of the regular rate.

Ticket Sellers (Per Assignment)		\$54.00
Game Supervision (Per Assignment)		\$54.00
Bus Chaperone (Per Assignment)		\$80.00
All Day Intramurals		\$105.00
Swimming (Approved Practices / Meetings)		\$38.00
Swimming (Approved Meets)		\$80.00
Weightlifting Supervision		\$20/hr

CATEGORY	DRAMATICS / MUSIC	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	BAND DIRECTOR (9-12)	10%	12%	14%	16%	18%
		\$4,759	\$5,711	\$6,662	\$7,614	\$8,566
II.	CHORUS DIRECTOR (9-12)	6%	8%	10%	12%	14%
	SPRING MUSICAL DIRECTOR (9-12)	\$2,855	\$3,807	\$4,759	\$5,711	\$6,662
III.	FALL DRAMA DIRECTOR (9-12)	5%	7%	9%	11%	13%
	ASSISTANT SPRING MUSICAL DIRECTOR (9-12)	\$2,379	\$3,331	\$4,283	\$5,235	\$6,186
	HIGH SCHOOL AUDITORIUM MANAGER					
IV.	FLAG CORPS (9-12)	4%	6%	8%	10%	12%
	THEATER TECH CLUB (9-12)	\$1,904	\$2,855	\$3,807	\$4,759	\$5,711
	ASSISTANT BAND DIRECTOR (6-12)					
	ASSISTANT FALL DRAMA (9-12)					
	BAND DIRECTOR (6-8)					
	CHORUS DIRECTOR (6-8)					
	DRAMA DIRECTOR (6-8)					
V.	FALL DRAMA SET CONSTRUCTION (9-12)	3%	5%	7%	9%	11%
	MUSICAL COSTUME DIRECTOR (9-12)	\$1,428	\$2,379	\$3,331	\$4,283	\$5,235
VI.	FALL PLAY LIGHT & SOUND TECHNICIAN (9-12)	2%	4%	6%	8%	10%
	MUSICAL SET CONSTRUCTION (9-12)	\$952	\$1,904	\$2,855	\$3,807	\$4,759
	ASSISTANT DRAMA DIRECTOR (6-8)					
	CHORAL ENSEMBLE CLUB (6-8)					
	JAZZ BAND DIRECTOR (6-8)					
	BAND DIRECTOR (5)					
	CHORUS DIRECTOR (4 & 5 Combined)					
	JUNIOR HIGH SCHOOL AUDITORIUM MANAGER					
VII.	MUSICAL CHOREOGRAPHER (9-12)	1%	3%	5%	7%	
	MUSICAL PIT BAND DIRECTOR (9-12)	\$476	\$1,428	\$2,379	\$3,331	
	MUSICAL PIT BAND PIANIST (9-12)					
	ASSISTANT BAND DIRECTOR (5)					
VIII.	OTHER MISCELLANEOUS	<u>2023-2024</u>				
	Ticket Seller Drama/Music (Per Assignment)	\$41.00				

CATEGORY	ACTIVITIES AND CLUBS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	YEARBOOK (9-12)	6%	8%	10%	12%	14%
	TICKET MANAGER	\$2,855	\$3,807	\$4,759	\$5,711	\$6,662
	DIG IN CLUB (6-8)					
	STUDENT GOVERNMENT (9-12)					
II.	A.V. DIRECTOR (9-12)	4%	6%	8%	10%	12%
	NEWSPAPER EDITING SPONSOR (9-12)	\$1,904	\$2,855	\$3,807	\$4,759	\$5,711
	NEWSPAPER PUBLICATION SPONSOR (9-12)					
	YEARBOOK (6-8)					
	AFS SPONSOR					
	WEB MANAGER					
III.	STUDENT GOVERNMENT (6-8)	3%	5%	7%	9%	11%
		\$1,428	\$2,379	\$3,331	\$4,283	\$5,235
IV.	MATH CLUB (9-12)	2%	4%	6%	8%	
	A.V. DIRECTOR (6-8)	\$952	\$1,904	\$2,855	\$3,807	
	NEWSPAPER (6-8)					
	STUDENT GOVERNMENT (K-5)					
	ASSISTANT AFS SPONSOR					
	ASSISTANT TICKET MANAGER					
	YOUTH & GOVERNMENT CLUB (9-12)					
	WEB LIAISON (9-12)					
	WEB LIAISON (6-8)					
	WEB LIAISON (K-5)					
V.	SENIOR CLASS SPONSOR (12) *	3%	4%	5%	6%	
	JUNIOR CLASS SPONSOR (11)	\$1,428	\$1,904	\$2,379	\$2,855	
	SOPH CLASS SPONSOR (10)					
	FROSH CLASS SPONSOR (9)					
	* Add 1% for Senior Class Sponsor					
VI.	ART CLUB (9-12)	1%	3%	5%		
	CTAO (9-12)	\$476	\$1,428	\$2,379		
	ENVIRONMENTAL CLUB (9-12)					
	FRENCH CLUB SPONSOR (9-12)					
	GAY-STRAIGHT ALLIANCE (9-12)					
	HUMANITIES CLUB (9-12)					
	NATIONAL HONOR SOCIETY SPONSOR (9-12)					
	SPANISH CLUB SPONSOR (9-12)					
	THESPIANS (9-12)					
	ART CLUB (6-8)					
	BECAUSE (6-8)					
	BEST CLUB (6-8)					
	COMPUTER CLUB (6-8)					
	DEBATE CLUB (6-8)					
	FRENCH CLUB SPONSOR (6-8)					
	SPELLING CLUB (6-8)					
	COMPUTER CLUB (3-5)					
VII.	OTHER MISCELLANEOUS	<u>2023-2024</u>				
	DRIVER'S ED (Per Hour)	\$36.00				
	DETENTION/TUTORING (Per Hour)	\$30.00				
	INTERNAL SUBSTITUTES (6-12)	\$30.00				
	(Per Assigned Period)					
	INTERNAL SUBSTITUTES (K-5)	\$20.00				
	(Per Half Hour)					
	CONSULTING TEACHER (Per Hour)	\$80.00				
	SUMMER SCHOOL (Per Hour)	\$30.00				
	ACTIVITY CHAPERONE/SUPERVISION (Per Hour)	\$20.00				
	OVERNIGHT SUPERVISION	\$85.00				
	SUMMER/SPECIAL CURRICULUM WORK (Per Hour)	\$26.00				
	ELEMENTARY SAFETY COORDINATOR (Per Hour)	\$21.00				
	LUNCHROOM SUPERVISION (Per Semester)	\$350.00				
	(Applicable only when teacher voluntarily accepts duty in lieu of duty-free lunch period)					
	TEACHER MENTOR (3%)	\$1,428				
CATEGORY	DEPARTMENT HEADS	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
		(Steps 1-3)	(Steps 4-6)	(Steps 7-9)	(Steps 10-12)	(Steps 13+)
I.	DEPARTMENT HEAD	8%	10%	12%	14%	16%
		\$3,807	\$4,759	\$5,711	\$6,662	\$7,614

APPENDIX C

GROUP INSURANCE PROGRAM

General Information

1. An open enrollment period will be available annually during the period of May 1st through May 31st when insurance changes may be made. Changes made at this time will be effective on July 1st.
2. The effective date of coverage is the first day of employment for new teachers.
3. In the event that both husband and wife are teachers in the district and eligible for insurance coverage, each may elect his/her own individual insurance plan if desired. However, once either the husband or wife elects either an employee plus more than one insurance plan or an employee plus one insurance plan, the spouse would then become a dependent on that plan.
4. Part-time teachers hired after April 1, 1990, shall be entitled to insurance benefits, as provided in this Agreement, prorated to full-time equivalent basis.

Health Insurance Review Committee

In the interest of retaining the high quality of the health insurance program, while at the same time making it most cost-effective, the Association and the Board will establish a joint review committee comprised of representatives from all employee groups currently participating in the plan, Director of Finance and other representatives of the Board. The Association will appoint all teacher members to the Insurance Committee.

The Insurance Committee will meet yearly, starting no later than January, to review the insurance plan.

Purpose:

- A. Investigate our current program and make suggestions for cost savings.
- B. Consider alternative insurance options and make recommendations to their respective groups based upon their comparisons.

The committee will operate by consensus decision-making whenever possible. This committee is a discussion group/advisory committee. Accordingly, the committee has no authority to negotiate or adopt changes to any health insurance plan.

Employees will be given notice of changes in premiums at least 15 (fifteen) calendar days prior to the effective date to review the information and make enrollment decisions.

The committee will make a report to the various contract groups at a time, which will allow enough time for action prior to the anniversary date of the policy. Any report issued by the committee will be of an informational nature, unless there is consensus among all participants to recommend a course of action.

SCHEDULE OF BENEFITS

Life Insurance Benefits

Teachers (Basic Life & Accidental Death & Dismemberment)	\$50,000
Spouse	\$25,000
Child	
14 days to 6 months	\$ 100
6 months and over	\$10,000

Medical Expense Benefits

Educational Benefit Cooperative (EBC)

The Board shall provide hospital and major medical insurance and dental insurance, individual or family coverage, at the Teacher's request. Benefits are outlined in the Educational Benefit Cooperative (EBC) Benefit Summary booklets, which are available on the Lisle CUSD 202 website. Member benefits can also be viewed at the Blue Cross Blue Shield website at: www.bcbsil.com

Premium Payments

Life Insurance

The Board will pay 100% of the monthly premium for the employee. The Board will pay 85% of the monthly premium for dependent insurance while the teacher pays 15% of the monthly premium.

Dental Insurance

The Board will pay 85% of the monthly premium while the teacher pays 15% of the monthly premium toward the cost of employee only coverage, employee plus one coverage, or employee plus two or more coverage for each eligible teacher.

Vision Insurance

The Board will pay 85% of the monthly premium while the teacher pays 15% of the monthly premium toward the cost of employee only coverage or family coverage for each eligible teacher.

Medical Insurance

The Board will pay 82% of the monthly premium while the teacher pays 18% of the monthly premium toward the cost of employee only coverage, employee plus one coverage, or employee plus two or more coverage for each eligible teacher.

CAFETERIA PLAN

The Board shall maintain a cafeteria plan, which meets the requirements of Section 125 of the Internal Revenue Code. If, at any time, such Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with the amendment.

A teacher may annually elect to participate by choosing to receive benefits summarized below and outlined in the Plan Document. The amount elected shall be deducted from the teacher's compensation. Prior to the beginning day of the plan year, each teacher shall, in writing, designate the dollar amount(s) elected for that year for each of the following benefits:

- a. Premiums for group medical, dental, vision and life insurance, to the extent such premiums are not paid by the Board; and
- b. Reimbursement for the cost of medical care, as defined in Section 213 (d) of the Internal Revenue Code, to the extent not covered by insurance, and incurred by the teacher, the teacher's spouse and/or the teacher's dependents
- c. Reimbursement for qualified dependent care assistance as defined in Section 129 of the Internal Revenue Code.

The amount designated may not be changed during the plan year except if there is a change in family status or other circumstance provided in the Regulations issued by the Internal Revenue Service.

The dollar total of the designated benefits elected pursuant to the plan will be deducted in equal amounts from the teacher's salary payments during the plan year.

The Board does not guarantee or, in any way, warrant that the salary reductions are non-taxable, said determination to be made by each individual teacher.

Any costs attributable to initial start-up of the plan will be paid by the Board. Administrative costs, if any, of the plan will be paid by the Board, which reserves the right to select the plan administrator.

The Association/Board Insurance Committee shall recommend the plan administrators to the Board.

APPENDIX D

SHORT TERM & PARENTAL LEAVE OPTIONS

	SICK LEAVE	FAMILY MEDICAL LEAVE ACT	PARENTAL LEAVE
ELIGIBILITY	All Teachers	All Teachers Employed at Least One Year	Tenured Teachers (Non-Tenured Special Circumstances)
MAXIMUM LENGTH	Length of Illness or Until Permitted to Return to Work or Until Sick Leave is Exhausted May Be Used in Addition To or Concurrently with FMLA.	12 Weeks During Any 12-month Rolling Period May Be Used in Addition To or Concurrently with Sick Leave.	Remainder of School Year plus One Additional School Year. Non tenured = remainder of the school year.
APPLICATION DATE	As Soon as Need for Sick Leave Is Known	Foreseeable: As Soon as Need for Leave is Known – Notice is Required No Later Than 60 Days Prior to Date Leave is to Begin. Unforeseeable: As Soon as Practical after Leave Begins	Per Agreement
RETURN TO WORK	When Sick Leave Exhausted or Need for Leave Is Removed	Notify District in Writing of Intent to Return 30 Days Prior to End of Leave	Notify District in Writing by March 1st of Final School Year of Leave of Intent to Return
INSURANCE	Premiums Paid as Though Teacher Was Working	Premiums Paid as Though Teacher Was Working	Full Premiums Paid by Teacher
SALARY	Paid	Paid if Teacher Elects to Use Sick Leave Available and Leave Would Qualify for Use of Sick Leave. Otherwise, Unpaid	Unpaid

MEMORANDUM OF AGREEMENT

RETIREMENT CAP

WHEREAS, the Board of Education of Lisle Community Unit School District No. 202 (the “Board”) and the Lisle Education Association, IEA/NEA (“the Association”) are parties to a collective bargaining agreement effective from 2010 – 2013 through 2019-2020 (the “Agreement”);

WHEREAS, Article XI, Section I. of the Agreement sets forth a retirement program available to eligible employees;

WHEREAS, the Board may invoke its right under the Agreement to limit the number of qualified retirees participating in the program to thirty percent (30%) of those employees who are eligible and who will not require a Board payment or any other payment or penalty to the Illinois downstate Teachers’ Retirement System (TRS) upon their retirement. The Board may invoke its right under the Agreement and the Illinois Pension Code to limit the number of qualified retirees to two (2) or ten percent (10%), whichever is greater, of those employees who are eligible and whose retirement will require a Board payment or any other payment or penalty to the TRS upon their retirement; and

WHEREAS, the parties wish to clarify the methods by which the number of approved retirees in the retirement program will be identified and approved.

NOW, THEREFORE, in consideration of the following mutual promises and consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

Section 1. The number of employees annually eligible to participate in Article XI, Section I. retirement program for the 2010-2013 and 2013-2016, 2016-2019 and 2019-2020 Agreement under the 30% cap shall be determined by taking the number of employees who meet the eligibility criteria set forth in Article XI, Section I. (1)(a, b, and c) and do not require a MERO payment or any other payment or contribution to the TRS by the Board upon retirement and multiplying that number by thirty percent (30%). The number of employees annually eligible to participate in Article XI, Section I. retirement program for the 2010-2013, 2013-2016, 2016-2019 and 2019-2020 Agreement under the 2/10% cap shall be determined by taking the number of employees who meet the eligibility criteria set forth in Article XI, Section I. (1)(a, b, and c) and do require a MERO payment or any other payment or contribution to the TRS by the Board upon retirement and multiplying that number by ten percent (10%) or by accepting two (2) such employees, whichever is greater. If the resulting number is not a whole number, fractions below .5 shall be rounded down to the nearest whole number (i.e. 4.3 to 4), while fractions of .5 or above shall be rounded up to the nearest whole number (i.e. 4.7 to 5).

Section 2. Applications for participation in the Article XI, Section I. retirement program shall be received by the Board annually during the month of January. The application shall state the year in which the employee intends to retire. At the close of the application period each year, the Board shall approve applications in order of seniority until the maximum number of available slots, as determined in Section 1. above, have been filled. Provided, however, that once an employee’s application is approved by the Board, the application becomes irrevocable and that employee may not be bumped during subsequent application

periods, irrespective of the employee's seniority relative to that of subsequent applicants. Once all available slots for retirement in a given year have been filled, no further applications for retirement in that year will be processed. An open period for re-application of thirty (30) days from the date the board approves those submitted in January will be available for those eligible employees whose applications were not approved for the specified year to reapply for retirement during a year with slots still available providing that the employee is eligible for that year.

Section 3. In the event that applications in any given year exceed the number of available slots for participation in the retirement program, the Association may request, in writing, a meeting with the Board to petition for relief from the thirty percent (30%) and the 2/ten percent (10%) participation caps. If relief from the participation caps is not granted, then eligible employees whose applications were not approved by the Board shall have an open period for re-application of thirty (30) days from the date the Board denies relief from the participation caps to reapply for retirement during a year with slots still available providing that the employee is eligible for that year.

Section 4. The Association may request, in writing, an annual meeting with the Board to assess the impact of the thirty percent (30%) and the 2/ten percent (10%) participation caps. In the event such a request is made, the Board, or its designee, will meet with the representatives of the Association to make such an assessment.

Section 5. In the event district seniority, as referenced in Section 2 above, is equal between applicants, the following factors will be used, in the following order, to determine the order of application acceptance:

1. Previous teaching experience inside and outside the district.
2. If a tie still remains after the application of Step 1, education beyond the bachelor's degree which is allowed as credit on the salary schedule.
3. If a tie still remains after the application of Step 1 and Step 2, the Board of Education shall conduct a drawing of lots to break the tie, with all affected teachers and the Association President allowed to be present.

Section 6. The parties agree that neither this Memorandum of Agreement, nor any of the terms and conditions contained herein constitute a violation of the parties' collective bargaining agreement or the parties' past practice, if any.

IN WITNESS WHEREOF, the BOARD OF EDUCATION OF LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202, DUPAGE COUNTY, ILLINOIS, and the LISLE EDUCATION ASSOCIATION, IEA/NEA, by their duly authorized representatives and agents have signed and executed this Agreement on the dates set forth hereafter.

LISLE EDUCATION ASSOCIATION
IEA/NEA

BOARD OF EDUCATION OF
LISLE COMMUNITY UNIT SCHOOL
DISTRICT NO. 202,
DUPAGE COUNTY, ILLINOIS

President

President

Date

Date

MEMORANDUM OF AGREEMENT

INSURANCE PREMIUMS FOR PART-TIME EMPLOYEES

WHEREAS, the BOARD OF EDUCATION OF LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202, DuPage County, Illinois (the "BOARD"), and the LISLE EDUCATION ASSOCIATION, IEA-NEA (the "ASSOCIATION") are currently parties to a collective bargaining agreement (the "Agreement") effective during the 2013-2014 through 2023-2024 school terms.

WHEREAS, the parties desire to clarify their practice with regard to the BOARD's obligation to pay insurance premium costs on behalf of part-time employees

NOW, THEREFORE, the parties agree as follows:

Section 1. For the duration of the 2023-2024 bargaining agreement (the "Agreement"), the BOARD pays on behalf of full-time employees the percentage of monthly life, medical, dental and vision insurance premiums identified in Appendix C of the Agreement.

Section 2. Part-time employees (whether hired as part-time or reassigned from full-time employment to part-time employment) shall be defined in reference to the percentage of full-time equivalency ("FTE") for their position. For example, for an employee who works 30 hours a week, when a full-time employee in the same position works 40 hours a week, the former employee shall be deemed .75 FTE of the latter full-time employee. In the absence of a full-time employee in the same position, 40 hours a week will be the default full-time standard.

Section 3. For part-time employees, the BOARD shall pay the BOARD's insurance premium percentage contribution for full-time employees multiplied by the part-time employee's full-time equivalency. For example, the BOARD pays 82% of the medical insurance premium for a full-time teacher. For a part-time teacher working .75 FTE, the Board shall pay 61.5% of the monthly medical insurance premium ($82\% \times .75 = 61.5\%$), and the employee shall pay the remaining 38.5% of the required monthly premium.

Section 4. All other terms and conditions of the Agreement remain in full force and effect.

Section 5. The BOARD and the ASSOCIATION agree that the terms and conditions of this Agreement do not constitute a violation, misinterpretation or misapplication of the collective bargaining agreement nor do they constitute bargaining between the BOARD, its members, officers, employees or agents, and an individual member of the ASSOCIATION. As such, the ASSOCIATION does hereby waive any right it might have to file a grievance, unfair labor practice charge or take any other action, formal or informal, resulting in any way from the terms and conditions of this Agreement, except to enforce the provisions of this Agreement.

Section 6. This Agreement contains all of the terms and conditions agreed upon by the parties hereto, and no provisions or requirements expressed herein may be altered, modified or terminated except upon the express written consent of each of the parties hereto.

Section 7. This Agreement shall take effect on the date of execution of this Agreement by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement this _____ day of _____, 2022.

LISLE EDUCATION ASSOCIATION
IEA/NEA

BOARD OF EDUCATION OF
LISLE COMMUNITY UNIT SCHOOL
DISTRICT NO. 202,
DUPAGE COUNTY, ILLINOIS

By: _____
President

By: _____
Superintendent

Date: _____

Date: _____

LETTER OF INTENT

This Letter of Agreement was accomplished during the negotiations, which led to the 1999-2004 negotiated Agreement, with the understanding that the Letter would not be in the Agreement. It has been extended through the 2004-2007, 2007-2010, 2010-2013, 2013-2016, 2016-2019, 2019-2020, 2020-2022 and the 2022-2024 negotiated Agreements with modifications. The parties agree to include the Letter as evidence of bargaining history, with the original intent remaining permanent and that the Letter is not part of the negotiated Agreement as such, the substance of the Letter is not subject to the contractual grievance procedure.

1. NON-ROUTINE TEACHER WORKDAYS

With respect to the workday schedule for non-routine teacher workdays (i.e., institutes and other special workdays), the Superintendent shall direct that whenever possible the schedule for such days should allow teachers to complete their assigned duties during a five (5) consecutive hour workday. All administrators and/or committees charged with organizing such days shall be directed to achieve such scheduling whenever possible.

2. CLASS SIZES

The Board is committed to quality education within the constraints of its budget. The Board recognizes that there are many varied and special needs of the student population and therefore realizes that those needs must be dealt with by maintaining appropriate pupil/classroom teacher ratios. The Board agrees to attempt to maintain reasonable class sizes subject to space availability, installation of pilot or innovative programs, budgetary limitations, individual student needs, scheduling requirements, and availability of teachers or necessary funds. It shall be the responsibility of the District Administration, in cooperation with the building principals and the teaching staff, to organize students, teachers and other personnel into instructional groups, given the parameters enumerated above. In so organizing such groups, consideration will be given to providing equal distribution of students at each grade level and in each class section.

Teachers may communicate their concerns on this subject either verbally or in writing to their building principals or to the Superintendent. A written response will be provided if so requested. In the event the teacher is not satisfied with the Superintendent's response, the Association may appeal the issue to the Board for resolution. The decision of the Board shall be final and provided in writing to the Association President.

Likewise, a committee of two (2) bargaining unit members and two (2) members of the Administration may meet annually before each school year to evaluate class sizes in the District. This committee may make recommendations regarding anticipated class sizes to the Superintendent, who will provide a written response to such recommendations. In the event the response of the Superintendent is unacceptable to the committee, both the recommendations of the committee and the response of the Superintendent will be presented to the Board, provided, however, that neither such recommendations nor such response shall be binding from the Board.

3. SPECIAL EDUCATION PROGRAMMING FOR STUDENTS WITH DISABILITIES

The Board and the Association recognize the District's responsibility to provide for students identified to be in need of an appropriate education in the least restrictive environment. An

Individualized Education Program (IEP) Team will be responsible for determining eligibility and developing program and service options. The decision as to whether to offer, and if so, to what extent, a program for inclusion of special education students in general education classrooms shall be within the discretion of the Board and the Administration.

The Board and Association understand the need for teacher(s) to be given detailed student background information regarding unique needs, strategies that may be successful, and any medical condition or emotional/behavioral difficulties that may impact on the safety of students and/or teachers. The Board shall provide for such needs as soon as possible. The regular education teacher(s) should be a participant in the decision-making process at all stages in order to provide for the student's unique educational needs.

The special education teacher/facilitator (instructional specialist) and the general education teacher(s) shall communicate regularly in order to:

1. Become familiar with the child's educational, social and health history.
2. Become familiar with the child's IEP goals and objectives.
3. Become familiar with the child's strengths and deficits and learning styles.
4. Plan for curriculum modifications.
5. Evaluate the student's progress.

In order to provide an opportunity for the general education teacher and facilitator to meet regarding the above issues, classroom teachers at the junior high and high school levels assigned a student with an Individual Education Plan shall be relieved of their supervisory duty for a collaborative planning period of up to one (1) period per week per included student as approved by the building principal. At the elementary level, the regular education teacher and facilitator shall communicate during the normal workday for up to one (1) hour per week per included student. Collaborative planning time shall not be required to take the place of a teacher's regular daily planning. The scheduling of the planning time will be determined by the administrator after recommendation from the general education teacher(s) and facilitator.

Additionally, the parties recognize that the existing building-level Problem Solving or IEP Team, which shall include the general education teacher(s), are appropriate vehicles to review building issues around the inclusion of students with disabilities. The IEP team will review building inclusion issues, including class load in the affected classrooms, training of affected teachers, and appropriate release time for affected teachers to attend staffings, support activities, and other meetings.

Additionally, the IEP team will review the need for support staff when determined by the IEP and make recommendations to the building principal concerning the need for such staff. They may also make recommendations for funding for travel and/or tuition, speakers and other requirements for training programs for staff.

Finally, in order to provide a district-wide perspective on the progress of the inclusion of students with disabilities in the general education classroom, the District shall establish Educational Environment Committee. The committee shall meet as necessary to address concerns regarding the special education program of the District. The committee shall submit reports to the Superintendent and the Association President.

The committee shall be comprised of the Director of Student Services, three (3) administrators, and four (4) teachers selected by the Association, provided such Association representatives shall possess knowledge and/or background in the area of special education.

Working in an unpaid capacity, this committee shall review the District's progress in implementing programs in accordance with ISBE requirements. The committee may make recommendations to the Superintendent relative to the district-wide issues and needs regarding the special education environment. It may receive information from the Superintendent, the Administration, building-level leadership teams, or any other teacher or group of teachers. It is understood that the purpose of the committee is to review from a "global perspective" the progress of the District as a whole in the areas of implementation of special education programs. It is not within the province or charge of the committee to deal with or make recommendations concerning the identification, placement, or assessment of individual student(s) in these programs. Any recommendation emanating from the committee shall be provided to the Superintendent, with a copy to the Association and Board Presidents.

Furthermore, teachers shall not be required to perform quasi-medical procedures. With the exception of the Early Childhood through grade 2 staff, teachers shall not be required to diaper students.

In all cases, plans for meeting any requirements of law shall be developed in consultation with the Association, as well as any changes in current policies prior to submission to the State Board of Education.

4. ONE-FIFTH TEACHER LOAD

In the event that student scheduling necessitates the employment of a teacher with a one-fifth (1/5) load at the 6-12 grade level(s), a joint committee shall be created to discuss and recommend solutions to this problem. This committee, working in an unpaid capacity, shall be comprised of an equal number of administrators and Association members. The best educational interests of the students shall be among the considerations of this committee, which shall have thirty (30) days to provide its recommendations to the Superintendent and the Association President for approval.

5. BUS DUTY

At the elementary level, whenever possible, principals will utilize non-certificated staff to perform bus/door supervision duties.

Dated: _____

FOR THE LISLE EDUCATION
ASSOCIATION
IEA/NEA

President

Secretary

FOR THE BOARD OF EDUCATION OF
LISLE COMMUNITY UNIT SCHOOL
DISTRICT NO. 202

President

Secretary

Lisle Community Unit School District No. 202

Procedures for Assigning Timers, Scorers and Announcers for Athletic Contests

The positions of timers, scorers and announcers for athletic contests will be filled by paid or volunteer workers. If paid, the rate cited in the Agreement Between the Lisle Education Association and the Board of Education shall be the amount paid for the assignment. If volunteer, no payment will be made for the service.

The following procedures will be used to fill paid timer/scorer positions:

1. A list of contests with dates and available timer/scorer/announcer position vacancies will be posted in each building at least ten days in advance of the first contest. Those contests covered by volunteers will not be included on the list. Teachers may sign up for available timer/scorer/announcer vacancies.

In addition to this list, teachers may indicate their desire to be placed on a list of alternates who can be contacted in the event that additional contests become available or replacements are needed.

2. All teachers are eligible to sign up for contests during the ten (10) day posting period.
3. After the ten (10) day posting period, the sign-up lists for contests will be collected and tabulated. Assignments will be made based upon such factors as experience, seniority and equitable distribution of work.

Thanksgiving, Christmas and State Tournaments along with shootouts will not be included in the determination of equitable distribution of work for regular games. However, equitable distribution of work will be a consideration in the determination of assignments for those individuals who desire to work at the tournaments or shootouts.

4. Upon completion of the assignment list for regular athletic contests, the list will be posted and copies will be distributed to assignees.
5. Additions or changes to the scheduled events will be posted as soon as possible after such additions or changes are confirmed. If time constraints do not allow for the full ten (10) day posting period, teachers who have signed up for the scheduled events may be contacted to fill the assignments. The order of this contact will be based upon the factors of experience, seniority and equitable distribution.
6. If an assignment cannot be filled through the process cited above, the Associate Principal, Athletic Coordinator or Principal and/or his/her designee may fill the assignment with an individual who is not a teacher.
7. All assignments must be made through the Associate Principal's Office at the Sr. High School and through the Principal's Office at the Jr. High School. Once an assignment is accepted, no change in the assignment such as trading with another, finding a replacement or not fulfilling the assignment in any other way is permissible without the approval of the Associate Principal, Athletic Coordinator or Principal. Failure to abide by this stipulation may eliminate an individual from further assignment consideration.
8. Specific responsibilities (scorer, timer, or announcer), the contest level, the contest location are by assignment of the Associate Principal, Athletic Coordinator or the Principal.

- 9. All workers are responsible for filling out a pay form in the Associate Principal's Office at the Sr. High School or Principal's Office at the Jr. High School upon completion of the assignment.
- 10. In the event that the process as cited above for filling an assignment is not followed, and the assignment for which a qualified teacher has signed up is filled by a paid individual who is not a teacher, the teacher will also be paid as if he/she fulfilled the assignment.

Note - The term "teacher" used above refers to all employees represented by the Association as indicated in the *Agreement Between the Lisle Education Association and the Board of Education.* 08/03

Dated: _____

FOR THE LISLE EDUCATION
ASSOCIATION
IEA/NEA

FOR THE BOARD OF EDUCATION OF
LISLE COMMUNITY UNIT SCHOOL
DISTRICT NO. 202

President

President

Secretary

Secretary

Lisle Community Unit School District No. 202

Procedures for Assigning Saturday Detention Supervision

Saturday Detention supervision assignments for Lisle Sr. High School and Lisle Jr. High School shall be made as follows:

1. A Saturday Detention assignment calendar along with the job description for the same shall be posted for ten (10) school days in each school in the District beginning on the first teacher workday of the school year.
2. Teachers may sign up for any scheduled dates they wish to supervise Saturday Detention.
3. At the end of the ten (10) day posting period, the Principal or Assistant Principal will collect the sign-up calendars from each building.
4. The Principal or Assistant Principal will prepare an assignment schedule from the sign-up calendars collected.
5. When more than one teacher signs up for the same day, the Principal or Assistant Principal will determine who receives the assignment for that day by considering experience and seniority of the teachers and the equal distribution of assignments among those teachers.
6. A telephone list and a completed Saturday Detention Supervisor Calendar will be created and distributed to those teachers who have received assignments.

In the event that a teacher is unable to fulfill the assignment due to an emergency, upon notification of the Principal or Assistant Principal, the teacher may contact an alternate from the list of teachers on the telephone list to fill the assignment. If the teacher who originally received the assignment is unable to secure a replacement, the Principal or Assistant Principal will assign an alternate.

In the event that no qualified teacher signs up for any date on the sign-up calendar, the Principal or Assistant Principal may assign the supervision to an individual who is not a teacher.

Teachers who fulfill assignments for Saturday Detention Supervision should complete a pay form in the office of the Principal or Assistant Principal.

Note - The term "teacher" used above refers to all employees represented by the Association as indicated in the *Agreement Between the Lisle Education Association and the Board of Education.* 8/03

Dated: _____

FOR THE LISLE EDUCATION
ASSOCIATION
IEA/NEA

FOR THE BOARD OF EDUCATION OF
LISLE COMMUNITY UNIT SCHOOL
DISTRICT NO. 202

President

President

Secretary

Secretary

MEMORANDUM OF AGREEMENT

New Hire and Part-Time Teacher Salary Advancement

WHEREAS, the Board of Education of Lisle Community Unit School District 202, DuPage County, Illinois (the "Board") and the Lisle Education Association, IEA/NEA (the "LEA") are parties to a collective bargaining agreement covering the 2020-2021 through 2021-2022 school years (the "Agreement");

WHEREAS, the Agreement does not clearly specify the conditions under which part-time teachers are eligible for step advancement on the salary schedule; and

WHEREAS, the parties wish to memorialize their agreement regarding the conditions under which part-time teachers are eligible for step advancement on the salary schedule.

NOW, THEREFORE, the parties agree as follows:

Section 1. All first-year teachers, including full-time teachers, must be:

A. hired on or before November 1st (reflects approximately 2/3 of a school term);
and

B. present and actively performing their duties for 2/3 of their first work year

in order to advance a step on the salary schedule in the subsequent school year.

Otherwise the teacher shall remain on Step until the teacher has been present and actively performing their duties for 2/3 of their work year, after which the teacher will receive a step on the salary schedule for the next school year.

Section 2. A part-time teacher must be present and perform at least two-thirds (2/3) of their assignment (except for time missed while on an FMLA leave) in order to receive step advancement in the subsequent school year. For example, a teacher whose assignment is 0.6 FTE (i.e. an average of 24 hours per week), must be present and perform the equivalent of at least two-thirds (i.e. an average of 16 hours per week throughout the entire school year) of their assignment in order to receive a step the next school year.

Section 3. All other provisions of the Agreement shall remain unchanged.

LISLE EDUCATION ASSOCIATION
IEA/NEA

BOARD OF EDUCATION OF
LISLE COMMUNITY UNIT
SCHOOL DISTRICT 202,
DUPAGE COUNTY, ILLINOIS

President

President

Date: _____

Date: _____



Lisle Community Unit School District #202/General Fund (10108-101)

Type	% Allocation	Instrument	Original Cost
SEC	67.90%	US TREASURY AAAM rating from Moody's	\$27,942,174.75
MM	16.31%	MONEY MARKET AAAM rating from S&P	\$6,712,029.36
SEC	6.07%	AGENCY SECURITY Fitch: AAA; Moody's: Aaa; S&P: AA+	\$2,498,830.39
SDA	1.83%	BANK OF CHINA (ICS - DDA) Collateralized/Insured - See pages 3-4	\$753,993.33
CD	0.61%	GBC INTERNATIONAL BANK	\$249,800.00
CD	0.61%	THIRD COAST BANK, SSb	\$249,800.00
CD	0.61%	VERITEX COMMUNITY BANK	\$249,800.00
CD	0.61%	FIRST CAPITAL BANK	\$249,700.00
CD	0.61%	FIRST PRIORITY BANK	\$249,700.00
CD	0.61%	KS STATEBANK / KANSAS STATE BANK OF MANHATTAN	\$249,600.00
CD	0.61%	FIRST NATIONAL BANK OF GORDON	\$249,200.00
CD	0.61%	STATE BANK OF INDIA	\$249,199.06
CD	0.61%	SYNCHRONY BANK	\$249,198.52
CD	0.61%	BMW BANK NORTH AMERICA	\$249,198.42
SEC	0.61%	HINGHAM INSTITUTION SVGS	\$249,149.34
SEC	0.61%	GOLDMAN SACHS BANK USA	\$249,148.53
SEC	0.61%	JOHN MARSHALL BANK	\$249,000.00
Grand Total			\$41,149,521.70

FDIC ↓



T 630 657 6400
2135 City Gate Lane, 7th Fl. Naperville, IL 60563 pmanetwork.com

July 6, 2022

Keith Filipiak
Lisle Community School District #202
5211 Center Avenue
Lisle, IL 60532

Mr. Filipiak,

Per your request, we have compiled this additional collateral information regarding the District's deposits. Attached you will find a copy of the ICS statement for Bank of China.

Please feel free to contact me if you require any additional information or if you have any questions.

Sincerely,

Jeremy S Lindstrom
Sr. Credit Risk Analyst

Bank of China
410 Madison Avenue
New York, NY 10017

LISLE COMMUNITY UNIT SCHOOL DIST
C/O PMA FINANCIAL NETWORK
2135 CITYGATE LANE, 7TH FL
NAPERVILLE, IL 60563

Contact Us
646-231-3120
XKMAO@BOCUSA.COM



Account
LISLE COMMUNITY UNIT SCHOOL DIST

Date
06/30/2022

Page
1 of 2

IntraFi® Network DepositsSM Monthly Statement

Demand or Savings Option (formerly known as ICS®)

The following information is a summary of activity in your account(s) for the month of June 2022 and the list of FDIC-insured institution(s) that hold your deposits as of the date indicated. These deposits have been placed by us, as your agent and custodian, in deposit accounts through IntraFi Network Deposits. Funds in your deposit accounts at the FDIC-insured institutions at which your funds have been placed will be "deposits," as defined by federal law.

Summary of Accounts

Account ID	Deposit Option	Interest Rate	Opening Balance	Ending Balance
*****658	Demand	1.84%	\$753,614.71	\$754,249.12
TOTAL			\$753,614.71	\$754,249.12

DETAILED ACCOUNT OVERVIEW

Account ID: *****658
Account Title: LISLE COMMUNITY UNIT SCHOOL DIST



Account Summary - Demand

Statement Period	6/1-6/30/2022	Average Daily Balance	\$753,455.41
Previous Period Ending Balance	\$753,614.71	Interest Rate at End of Statement Period	1.84%
Total Program Deposits	0.00	Statement Period Yield	1.45%
Total Program Withdrawals	(257.78)	YTD Interest Paid	5,339.47
Interest Capitalized	892.19		
Current Period Ending Balance	\$754,249.12		

Account Transaction Detail

Date	Activity Type	Amount	Balance
06/09/2022	Withdrawal	(\$257.78)	\$753,356.93
06/30/2022	Interest Capitalization	892.19	754,249.12

Summary of Balances as of June 30, 2022

FDIC-Insured Institution	City/State	FDIC Cert No.	Balance
First National Bank of Omaha	Omaha, NE	5452	\$248,644.10
Pacific Western Bank	Beverly Hills, CA	24045	248,644.10
United Bank	Fairfax, VA	22858	248,644.10
Washington Federal Bank	Seattle, WA	28088	8,316.82

FOR DISCUSSION

**Lisle Community Unit School District 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Top 5 Areas of Focus

BACKGROUND DATA: The Board asked that administration provide a preview of the [“Top 5 Areas of Focus”](#) for the District and for each school at the start of every school year. The administrative teams will present details for each area of focus to the Board throughout the school year (See [Board Planning Calendar](#) for schedule).

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Lisle High School Academic Achievement Report

BACKGROUND DATA: The High School Administration will provide a brief overview of the academic achievements of the high school and plans for the current school year.

Link to the presentation materials can be found [HERE](#)

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Communication Evaluation and Future Plans

BACKGROUND DATA: The School District utilizes a variety of communication mechanisms with families to assist them in supporting and participating in the learning process of their students and to highlight student and staff achievements.

In an ongoing effort of improvement, the District engaged in an evaluation of last year's communication methods through surveys and interviews to determine how to effectively stay connected with our community to determine priorities, foster partnerships, and promote learning.

Link to the presentation materials can be found [HERE](#)

FOR DISCUSSION

Lisle Community Unit School District No. 202 Board of Education Meeting August 22, 2022

SUBJECT: Determination of Board Committee Assignments

BACKGROUND: According to Board Policy 2:150 – Committees, the Board of Education may establish committees to assist with the Board’s governance function and, in some situations, to comply with state law requirements. Below is a list of the current Board Committee Member Assignments.

SCHOOL BOARD COMMITTEES

Finance – Committee of the Whole

Educational, Equity, Excellence (E3) – Helderle and Nagler (formally Kiener-Barnett)

Facility Master Planning Committee - Nadeau, Lesniak, and Ahlmann (formally Kiener-Barnett)

Policy – Committee of the Whole

SCHOOL BOARD MEMBERS SERVING ON EXTERNAL COMMITTEES

Intergovernmental – Ahlmann (Alternate: Helderle)

Professional Council – Ahlmann (Alternate: Lesniak)

Lisle Education Foundation - McConville (Alternate: Ahlmann)

Legislative Education Network of DuPage (LEND) – Ahlmann

Illinois Association of School Boards Delegate (IASB) – Helderle (Alternate: McConville)

Home and School Association (HSO) Council – Ahlmann and Nagler (rotating) (formally Kiener-Barnett)

School Association for Special Education, DuPage (SASED)

Board of Control – Lesniak (Alternate: Nadeau)

Governing Board – Lesniak (Alternate: Nadeau)

Classified (CEAL) Negotiations – McConville and Lesniak

Certified (LEA) Negotiations – McConville and Lesniak

School Improvement / Monitoring Tool Committee – Helderle (Alternate: Nagler) (formally Kiener-Barnett)

Junior High Building Renovation Steering Committee - Lesniak (formally Kiener-Barnett)

Vision 202 Facilitating Committee – Ahlmann and Nagler (Alternate: Helderle)

FOR INFORMATION

**Lisle Community Unit School District 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Board Code of Conduct and Agreed Upon Norms

BACKGROUND DATA: Included in the Board Materials is the October 25, 2021 version of the “Board of Education Code of Conduct and Agreed upon Norms” for the six-month review.



Code of Conduct and Agreed Upon Norms for Members of the School Board

Revised October 25, 2021

As a member of my local School Board, I will do my utmost to represent the public interest in education by adhering to the following standards, principles and goals:

1. I will represent all school district constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan political groups.
 - *I will stay focused on what is best for the whole and for all students.*
 - *I will base my decisions on fact rather than supposition, opinion, or public favor.*

2. I will avoid any conflict of interest or the appearance of impropriety which could result from my positions, and will not use my Board membership for personal gain or publicity.
 - *I will be mindful that I am responsible for my public conduct, even when not acting in my capacity as an elected official.*
 - *I will conduct myself in a manner that reflects well on the District and avoid sharing Board information that has not been verified and made public.*
 - *I will understand that I may be perceived as a Board member, rather than as a parent or community member, in any of my communications or actions.*

3. I will recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board meeting.
 - *I will make requests for Board information through the Superintendent, not to administrative staff, with a copy to the Board president.*
 - *I will not make individual requests for action to the Superintendent or administration.*
 - *I will understand that responses to my requests for information will be shared with all Board members, so that all Board members have the same information.*

4. I will take no private action that might compromise the Board or administration and will respect the confidentiality of privileged information.
 - *I will not be a part of communicating privileged information relating to the District.*
 - *I will not engage in interactive communication with a Board-quorum outside of Board meetings.*
 - *I will not post anything derogatory about District students, District employees, or pending District matters on social media.*

5. I will abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.
 - *I will not act or speak on behalf of the Board without the consent of the Board.*
 - *I will speak with one voice and abide by the will of the majority.*

6. I will encourage and respect the free expression of opinion by my fellow Board members and will participate in Board discussions in an open, honest and respectful manner honoring the differences of opinion or perspective.
 - *I will express my opinion and respect others' opinions.*
 - *I will strive to avoid redundancy; not monopolize discussions; not interrupt others; stay succinct; pay attention to the speaker; avoid side bar conversations and tangents; minimize personal stories; and use time wisely during Board meetings.*
 - *I will strive to be clear about the intent of my questions and the manner in which they are asked.*

7. I will prepare for, attend, and actively participate in School Board meetings.
 - *I will maintain decorum and stay on task during meetings.*
 - *I will be fully prepared for Board meetings and be willing to commit whatever time is needed to the task at hand.*

8. I will be sufficiently informed about and prepared to act on specific issues before the Board, and remain reasonably knowledgeable about local, state, national, and global education issues.
 - *I will research and review factual information, so that I am informed on relevant issues.*
 - *I will work to establish performance indicators for college and career readiness and other District Goals and Areas of Focus, in collaboration with administration.*
 - *I will strive to continuously monitor progress towards meeting the District Mission and Goals, by utilizing District progress monitoring tools.*

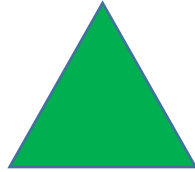
9. I will respectfully listen to those who communicate with the Board, seeking to understand their views, while recognizing my responsibility to represent the interests of the entire community.
 - *I will follow Board policy and deal appropriately with students, parents, and staff concerns.*
 - *I will not engage audience members in conversation during Board meetings, understanding that Board meetings are "in the public" rather than "for the public."*

10. I will strive for a positive working relationship with the Superintendent, respecting the Superintendent's authority to advise the Board, implement Board policy, and administer the District.
- *I will honor a "no surprises" rule for fellow Board members, the Superintendent and administrators at Board meetings, and expect the same in return.*
 - *I will submit questions in advance of Board meetings, whenever possible, and may also ask them during Board meetings.*
 - *I will empower and evaluate the Superintendent's management of the District and leadership of staff.*
11. I will model continuous learning and work to ensure good governance by taking advantage of Board member development opportunities, such as those sponsored by my state and national school board associations, and encourage my fellow Board members to do the same.
- *I will participate in Board self-evaluations and improve Board effectiveness through utilization of a continuous improvement processes.*
 - *I will participate in relevant Board development and school board learning opportunities.*
12. I will strive to keep my Board work focused on its primary work of clarifying the District purpose, direction and goals, and monitoring District performance.
- *I will govern through Board policies to ensure legal compliance, establish processes, articulate District ends, delegate authority and define operating limits.*
 - *I will stay focused on Board work; i.e., stay in the balcony, define the "what" not the "how," and focus on high-level monitoring data.*
 - *I will ask for what the Board needs to know, rather than what is nice to know.*

CROSS REF.: 1:130 (School District Philosophy), 2:10 (School District Governance), 2:20 (Powers and Duties of the Board of Education), 2:44 (Board of Education Membership), 2:80 -E (Board Member Code of Conduct), 2:105 (Ethics and Gift Ban), 2:120 (Board Member Development), 2:130 (Board-Superintendent Relationship), 2:140 (Communications To and From the Board), 2:140-E (Exhibit: Guidance for Board Member Communications), 2:210 (Organizational Board of Education Meetings), 2:230 (Public Participation at Board Meetings), 3:30 (Chain of Command); 8:10 (Connection with the Community), 8:110 (Public Suggestions and Concerns)

Lisle CUSD 202
Board of Education

Meeting Evaluation _____ (date)



Rx

What went well?

What needs improvement?

Your Recommendation

FOR DISCUSSION

**Lisle Community Unit School District 202
Board of Education Meeting
August 22, 2022**

SUBJECT: Freedom of Information Act Request

BACKGROUND DATA: The District received Freedom of Information Act request(s) from the following individual(s):

- 1) Bob Tarasewicz

The District will respond to all the request(s) within the required timeline.

From: BobTarasewicz <bobtarasew@sbcglobal.net>
Sent: Monday, August 8, 2022 3:14 PM
To: district202foia@lisle202.org
Subject: FOIA Request; Nepotism Policy 5.32

Hello Lisle CUSD 202 FOIA Officer,

This request is being made under the Freedom of Information Act.

Please provide me the following:

- 1) Copy of the Lisle CUSD 202 School Board Policy 5.32 Nepotism Policy , and any other policies or procedures regarding nepotism, in effect on Friday, July 22, 2022.
- 2) Copy of the Job Posting for a 2nd Grade Teacher at LES for which Jill Schreiber recommended a new employee (Sophie Barnett) to fill that role in the July 25, 2022 school board packet.
- 3) Copy of all employment applications submitted by Sophie Barnett, including the time-stamped dates, from 1/1/2021 to present.
- 4) Copy of all records that include dates of all interviews by Lisle CUSD 202 Board Members, Staff and/or Administrators with Sophie Barnett from 1/1/2021 to present.
- 5) Copy of all records indicating the effective resignation date of former Board Member Lisa Kiener-Barnett

Thank you,

Bob Tarasewicz

SUPERINTENDENT'S REPORT



LISLE 202

COMMUNITY UNIT SCHOOL DISTRICT

August 2022

Lisle District 202's 50th Anniversary

This year is especially exciting because our school district will be celebrating its 50th year anniversary! The Lisle Elementary District 70 and High School District 109 consolidated in 1972 to become "Lisle Community Unit School District 202". Over the course of the past 50 years, the District has prepared more than 65,000 students for their future. Although much has changed over the past half-century, one thing has remained constant, the shared partnership with families, staff and community members to make Lisle a wonderful place for students to learn and grow. Lisle 202's long tradition of excellence and community will be recognized throughout our 50th year while we also lay the foundation for the next 50 years.

Preparing for the School Year

Throughout the summer, the schools and staff have been working diligently to prepare for the upcoming school year. Building improvements and deep cleaning was completed and staff also participated in a variety of professional development.

District-wide

Parent and staff communications were sent, website updates, professional development, collaboration, planning time, new teacher orientation at each building, and updates to health and safety protocols and procedures were implemented. A Back to School resource page was posted for Lisle Elementary School and Lisle Junior High School with links to key informational items.

Lisle Elementary School

Parent, staff, and student communications were sent, teacher assignments shared and Lion Cub Preschool and Kindergarten assessment sign-ups were completed. Lion Cub Preschool and Kindergarten families joined their teacher in one-on Meet the Teacher appointments on August 17th & 18th. Students and families for Grades 1-5 participated in a drive-through materials/supply pick up and received information and resources to begin the school year.

Lisle Junior High School

Parent, staff, and student communications were sent, sixth grade orientation was held for students to receive schedules, walk the building and acclimate to using lockers.

The Dig-In Club met throughout the summer and their efforts yielded a fruitful harvest of cucumbers, tomatoes, and more! Baseball and softball tryouts were held at the beginning of August and the teams will start their seasons soon.

Lisle High School

Parent, staff, and student communications were sent, and new student and freshman orientation was held on August 14th. Lisle High School held its annual Class Assembly/School Safety Day on August 19th to review safety procedures and drills as well as discuss school policy changes relevant to each age group.

The first home football game will be Senior Night and will be held on August 26th at Benedictine University.

First Day of School

It was great to see students return for the 2022-2023 school year on the first day of school. Grades 1-12 began the school year on August 17th and Lion Cub Preschool and Kindergarten started their year on August 22nd. It was exciting to see our students back in the buildings and ready to start the new year!

District Enrollment

Over the past five years we have seen an increase in overall district enrollment of approximately 40 students. A notable increase has occurred in the primary grades at Lisle Elementary School resulting in an increase to six sections for Kindergarten, First, and Second grades. Below are the five year enrollment totals:

School Year	ISBE Fall Enrollment Counts					Total Enrollment
	High School	Junior High	SES	TW	LES	
2018-19	462	291	421	246	667	1,420
2019-20	447	300			663	1,410
2020-21	427	309			662	1,398
2021-22	389	324			724	1,437
2022-23	410	317			735	1,462

Lisle 202 National Communications Awards

We are pleased to share that Lisle 202 was recognized by the National School Public Relations Association in two categories for their annual awards.

- **Lisle 202 Mailer - Award of Excellence**
 - Our mailer was submitted in the category of Print Newsletters for an external audience and was recognized with the Award of Excellence. This honor is the highest award given in this category. Lisle 202 was the only school district in Illinois in this category to receive the Award of Excellence.
- **Points of Pride eNewsletter - Award of Excellence**
 - The monthly eNewsletter, Points of Pride, was submitted in the category of e-newsletters for an external audience and also received the Award of Excellence. As with the print newsletters,

the Award of Excellence is the highest honor given in this category. Lisle 202 was one of five Illinois school districts to earn this distinction.

Lisle High School Sports Camps

Lisle High School offered a full schedule of sports camps this summer, expanding the number of camps offered as well as the age of participation in many cases. The overall enrollment for this year was over 500 participants and increased by 135% from summer 2021 to summer 2022.

**LISLE EDUCATION FOUNDATION OF LISLE SCHOOL DISTRICT 202
BOARD OF DIRECTORS MEETING
AUGUST 10, 2022 MINUTES**

The meeting of the Board of Directors of the Lisle Education Foundation for the Lisle School District 202 met on Wednesday, August 10, 2022. The meeting was called to order at 12:08 p.m. by Jane McGrath. Also in attendance at the meeting were: Marilyn Buchholz, Amish Patel, Keith Krestan, Deb Pawlowicz, Pamela Ahlmann, Dr. Eric Williams, Matt Minnerick, Michael Shuta. Absent: Michael Shuta, Dr. Linda Kotalik and Dr. Keith Filipiak, Eunice McConville. Jane McGrath made a motion to approve the May 11, 2022 Minutes, Dr. Eric Williams seconded the motion. All present voted aye.

Treasurer's Report

Treasurer's Report was presented by Marilyn Buchholz in Eunice McConville's absence. The balance as of August 10, 2022 of \$168,982.36 was reported. Pamela Ahlmann made a motion to approve the Treasurer's Report as presented. Keith Krestan seconded the motion. All present voted aye.

Grant Applications

Grant request submitted by Jenna Engler, District Office Communications Coordinator for the Lisle 202 50th Anniversary Celebration in the amount of \$5,000. Ms. Engler presented to the Board members what these funds would be used for. After some discussion, \$12,000 was approved to fund t shirts to be handed out to students and staff and additional funds being used for other incentives throughout the year. The Lisle Education Foundation is happy to support this celebration. Keith Krestan made a motion to approve \$12,000, not to exceed this amount, providing each student and staff receive a tshirt with the Lisle Education Foundation logo also printed on it. Pamela Ahlmann seconded the motion. All present voted aye.

Golf Outing – 2022 Golf Outing

The 2022 Golf Outing was a success. The Foundation received \$26,000 in sponsorships and donations. After expenses, the Foundation received approximately \$13,500.

The Board approved the date for the 2023 golf outing. The Lisle Education Foundation will be hosting its 30th Annual golf outing on Thursday, June 8, 2023. More details to follow in the coming months.

Business Partnership

A donation checks from Midwest Auto Body of Lisle in the amount of \$75 was received.

Adjourn

Jane McGrath made a motion to adjourn the meeting; Dr. Eric Williams seconded the motion. All present voted aye.

The meeting was adjourned at 12:55 p.m.

The next meeting will be held on September 14, 2022.

Respectfully submitted,
Marilyn Buchholz



***SASED Talking Points
Board of Control Meeting
August 17, 2022***

Officers:

Chairperson—Dr. Matt Rich—District 34
Vice-Chair—Mr. Tom Ruggio—District 68
Secretary—Dr. Anthony Palmisano—District 45

Consent Agenda

The Board of Control conducted the following consent agenda business:

- Approved minutes of the June 22, 2022 open session meeting.
- Accepted/Approved the Resignations, Retirements, Appointments and Change of Employment Status of Educational Support Staff, Licensed Staff, Registered Staff and Contracted Staff as presented.
- Accepted/Approved the employment of staff for Low Incidence and Multi-Needs Extended School Year as presented
- Accepted the Financial Reports
 - Treasurers Report--June 2022
 - Revenue & Expenditure Reports—June 2022 and July 2022
 - Gross Payrolls—June 2022: \$1,678,752.15 and July 2022: \$1,584,820.06:
 - Interim Payrolls--June 2022: \$873,194.43 and July 2022: \$405,494.30
 - Bill List—June 2022: \$459,330.94 and July 2022: \$755,379.48
 - Interim Checks—June 2022: \$468,391.44 and July 2022: \$696,697.93
- Approved SOPPAS
 - Innersync Studio, LLC
 - Global Grid 4 Learning
 - Curriculum Associates, LLC
- Approved agreement with Central Institute for the Deaf (CID)
- Approved Early CHOICES contract with Natasha Croff
- Approved CPI Training Venues
- Approved IGA for SY21-22 with Darien SD 61
- Approved IGA for SY22-23 with Aurora West SD 129
- Approved IGA for SY 22-23 with CCSD 89 Southeast
- Approved IGA for SY22-23 with CHSD 218
- Approved IGA for SY22-23 with Joliet Township SD 204
- Approved IGA for SY22-23 with Lincoln Way SD 210
- Approved IGA for SY22-23 with Orland Park SD 135
- Approved IGA for SY22-23 with Plano SD 88 Southeast
- Approved IGA for SY22-23 with VVSD 365U
- Approved IGA for SY22-23 with Mokena SD 159
- Approved Project SEARCH at Central DuPage Hospital Memorandum of Understanding for SY22-23

In Discussion without Action:

- Information/Correspondence – Introduction of SASED Administrators and Coordinators by Dr. Mindy McGuffin. Each Program Administrator/Coordinator introduced themselves, years of service, and the program they administer.
- Enrollment Update—There was a net loss of one student for the month of June. At year end SASED enrollment increased by a total of 10 students. End of year summary data showed 11 students were returned to their home

districts, 15 students moved, and 8 students were transferred to private placements.

- Board Committee Updates—Policy Committee meeting dates were scheduled for October 19, 2022, December 8, 2022, February 23, 2023, and April 11, 2023.

Discussion with Action:

- Approved the Creative Exchange Agreement in the amount of \$40,800
- Approved a 1-year Program Administrator Contract for Amy McKee in the amount of \$97,000
- Approved a 1-year Program Administrator Contract for Kati Curby in the amount of \$97,000
- Approved the SY22-23 contract for Maxim Healthcare
- Approved the SY22-23 contract for CHC Wellness in the initial amount of \$4,350
- Approved the SY22-23 contract for Powerschool Perform/TalentEd in the amount of \$6,667.47
- Approved the SY22-23 IGA with Maercker SD60 for a shared psychologist in the amount of \$35,305.07
- Approved the Northern Illinois University final contract for SASED's Opening Day in the amount of \$14,906.14
- Approved the proposal for SASED's Outdoor Education Day at St. James Farm in May 2023 in the initial amount of \$6,000
- Approved Early CHOICES agreement with Accountability Solutions for SY22-23 in the amount of \$25,600
- Approved the updated SASED Return to Learn Plan for SY22-23
- Approved SASED's Strategic Planning Proposal as presented by HYA
Dr. Brian Harris, retired Superintendent, From HYA and Associates. Presented HYA's proposal for strategic planning to begin in Fall of 2022. The importance of stakeholder participation and engagement was highlighted. The process has been streamlined from the prior engagement based on feedback from staff and the membership to support participation in the planning process.
- Approved Board of Control meetings new start time of 6:00pm, effective September 28, 2022
Since the Spring 2022 meeting start time change to 5:30pm there has been difficulty achieving a quorum to hold meetings. The Board discussed the importance of alternates as well as prompt and efficient meetings. The joint articles of agreements were referenced regarding the balance of the board composition and the rationale for there not being a district administrator designee.
- Approved Final Tuition Bills FY22
FY22 tuition final billing rates will be equal to the FY22 tuition pre-bill rates.
Districts will not be receiving an increase in the FY 22 tuition final bill amount above what was stated in the FY22 tuition pre-bill. \$1,766,009 will be applied from SASED's cash reserves to offset a structural deficit caused by the loss of Medicaid Fee for Service revenue to SASED as well as a substantial increase in labor costs attributed to use of staff contracted through staffing agencies to fill vacant positions.
The administration will be leading additional discussions through the finance committee in September on this issue. Additional recommendations to the Board regarding changes to tuition billing practices are anticipated as well. Additional communication will be sent to districts following the Board of Control Meeting on September 28, 2022. Tuition pre-bills have been sent out for FY23 for STARS, Southeast, Directions, Transition, and Multi-Needs programs. Tuition bills for DuPage West Cook Vision and Deaf and Hard of Hearing programs will be distributed after the DWC board meeting on September 15, 2022. Districts will be advised via memo of the potential that an adjustment to the FY23 pre-bill may be recommended to mitigate the potential for an unexpected final bill increase in FY23.

Closed Session was held to discuss matters of personnel.

Next Meeting: The next meeting of the SASED Board of Control will be **September 28, 2022, at 6:00 p.m.**

The above information is intended to facilitate full communication by the SASED Board members to their own district Board of Education members. Please do not hesitate to contact me directly if there are any questions about the information provided or if you wish to discuss any of the items.

Dr. Mindy McGuffin