



**Board of Education - Regular Meeting
Northwood Middle School
945 North Ave.
Highland Park, IL 60035**

Tuesday, September 19, 2023 7:00 PM

Agenda

Mission Statement

The mission of North Shore School District 112, a community partnership committed to a world-class education, is to nurture every child to become an inspired learner, a well-rounded individual and contributing member of a global community by striving for excellence within an environment that fosters innovation, respect, engagement and intellectual inquiry

LIVE STREAMING - To watch the live stream or the recorded Board Meeting, please visit our Vimeo page at <https://vimeo.com/user133899354>

1. Call to Order/Roll Call (7:00 pm)
2. Pledge of Allegiance
3. Approval of Agenda
4. Superintendent Report
5. Information & Presentations
 - a. School Presentation - Wayne Thomas Elementary
 - b. Public Hearing - Interfund Transfer from Education Fund to Operations & Maintenance Fund (Policy 4:20)
 - c. 2023 Summer School Report (Policy 6:60, 6:230)
 - d. Annual Enrollment Update (Policy 4:150)
 - e. Student Services Presentation - Mental Health & Wellness (Policy 6:65)
 - f. Annual Organizational Culture Survey Report (Policy 1:30)
 - g. Preliminary Discussion Proposed 2023 Tax Levy Timeline (Policy 4:10)
 - h. Review of Budget vs. Estimated Actuals 2022/2023 (Policy 4:10)
 - i. 2023-24 Succession Plan & Organization Chart (Policy 3:70)
 - j. Freedom of Information Act Requests (Policy 2:250)
6. Public Comments Related to Matters on the Agenda (Policy 2:230) *The Board welcomes comments and gives them serious consideration. The first community participation is solely for comments about matters on this agenda. Comments are limited to three minutes per speaker and will become part of the public record.*
7. Action Items
 - a. Consent Agenda (Policy 2:220)

- i. Approval of Meeting Minutes (Policy 2:220)
 1. Regular Meeting Minutes - August 22, 2023
 2. Closed Session Meeting Minutes - August 22, 2023
 3. Committee of the Whole Meeting Minutes - August 29, 2023
 - ii. Personnel Recommendations (Policy 5:30)
 - iii. Bill List (Policy 4:50)
 - iv. Treasurer's Report - August 2023 (Policy 4:80)
 - v. Destruction of Closed Session Recordings - 3/2/22 & 3/15/22 (Policy 2:220)
 - vi. Approve Annual Salary Compensation Report (Public Act 97-0256)
 - b. Approval of Resolution 230919 Authorizing an Interfund Transfer from Educational Fund to the Operations and Maintenance Fund (Policy 4:20)
 - c. Board Member Estimated Expenses - Joint Annual Conference (Policy 2:125)
8. Public Comments
 9. Committee Reports (Policy 2:150)
 10. Board/Superintendent Other
 11. Closed Session (Policy 2:200)
 - a. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2 (c)(1)
 - b. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
 - c. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2 (c)(8)
 12. Adjournment



Superintendent's Report

Dr. Michael Lubelfeld

Board of Education

September 19, 2023



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SCHOOL DISTRICT 112

EQUITY UPDATE



- Dr. Sarena Shivers held the fifth working session with BOE on 8/29 and the Board will report on this progress at the October meeting on 10/17.
- Board focus areas include educational opportunities for English learners, family engagement & outreach.

Construction Updates

- Construction
 - Indian Trail - in process through 2024
 - Ravinia - bids out - approval in Nov
 - Playgrounds at Elm Place, Green Bay and Oak Terrace in process
- Public Relations
 - #FacilityFriday Feature



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Leadership Development

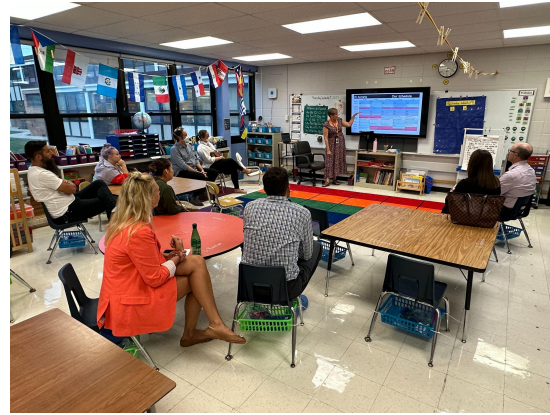


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Open Houses - Thank you



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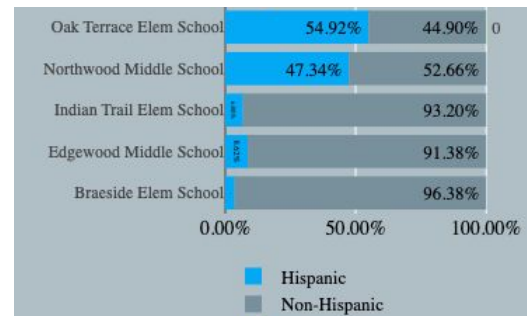
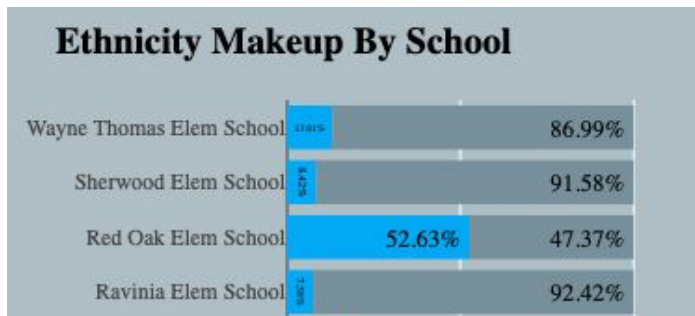
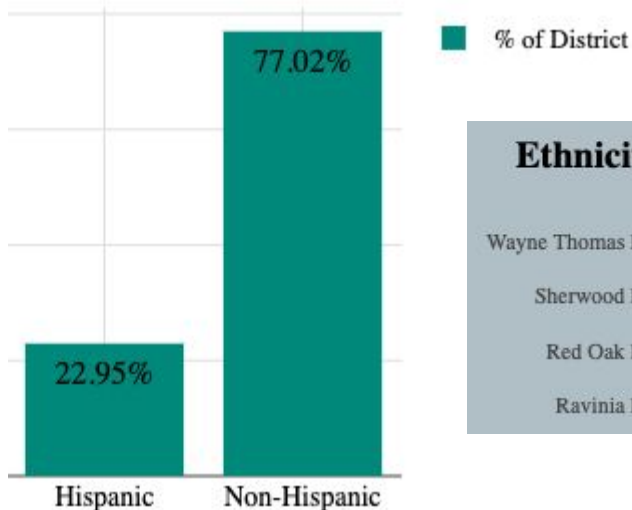


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HISPANIC HERITAGE MONTH

September 15 - October 15

Events, Lessons, & Celebrations scheduled throughout the school district!





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COMING UP

September

- No School September 25
- Fun(d) Run September 30 - 112 Education Foundation

October *(National and Illinois Principal Appreciation Month)*

- October 2 - National Custodian Day
- October 3 - Finance Committee
- October 6 - Early Release
- October 9 - Institute Day (No Student Attendance)
- October 10 - Committee of the Whole
- October 13 - State of Education (D112, D113, True North, Library)
- October 17 - Regular Board Meeting

PARENT GUIDANCE

MENTAL HEALTH SERIES



MON. SEPT. 18 6:30-7:30 PM

“Supporting Your Child’s Mental Health – Kickoff”

<http://cookcenter.info/Sep18NSD>



español

LUN. SEP. 18 6:30-7:30 PM

“Como Apoyar la Salud Mental de Su Hijo – Inicio”

<http://cookcenter.info/Sep18NSDsp>



THURS. OCT. 5 11:00 AM-12:00 PM

“Bullying – Stop the Cycle”

<https://cookcenter.info/Oct5NSD>



THURS. OCT. 26 6:30-7:30 PM

“ABCs of Substance Use & Vaping”

<https://cookcenter.info/Oct26NSD>



español

JUEV. OCT. 26 6:30-7:30 PM

“ABCs del Uso de Sustancias & Vapeo”

<https://cookcenter.info/Oct26NSDsp>



In response to parent concerns about student health and well-being, North Shore School District is partnering with ParentGuidance.org to deliver presentations developed by licensed therapists. This series will be virtual, interactive, and is designed to help parents and caregivers support students. Registration, attendance and interactions are kept totally anonymous from other viewers.

For registration information, contact Dr. Holly Colin at hcolin@nssd112.org



THURS. NOV. 9 11:00 AM-12:00 PM

“School Avoidance”

<https://cookcenter.info/Nov9NSD>



WED. NOV. 29 6:30-7:30 PM

“Emotional Regulation – Recognizing What’s Wrong”

<https://cookcenter.info/Nov29NSD>



español

MIÉRC. NOV. 29 6:30-7:30 PM

“Regulación emocional – Reconocer qué está sintiendo”

<https://cookcenter.info/Nov29NSDsp>



THURS. DEC. 14 6:30-7:30 PM

“Helping Your Child Succeed”

<https://cookcenter.info/Dec14NSD>



español

JUEV. DEC. 14 6:30-7:30 PM

“Ayudar a sus hijos a tener éxito”

<https://cookcenter.info/Dec14NSDsp>



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Don't miss the FUNd!

Register for the 2023 FUNd Run

What: 5K and 1-Mile Family Walk

When: Saturday, September 30 at 8:00am

Where: Ravinia Festival - Main Gate

Why: All proceeds from the event support a need-based scholarship fund for students in D112

Who: YOU! (and your friends and family)

Details and registration at
112foundation.org/fund-run
or scan QR code



¡No te pierdas el FUNd!

Regístrate para la FUNd Run 2023

Qué: 5K y caminata familiar de 1 milla

Cuándo: sábado 30 de septiembre a las 8:00 a.m

Dónde: Festival de Ravinia - Puerta principal

Por qué: Todas las ganancias del evento apoyan un fondo de becas basado en la necesidad para estudiantes en D112

Quién: ¡TÚ! (y sus amigos y familiares)

Detalles y registro en
112foundation.org/fund-run
o escanear código QR



Athletes with Disabilities: The FUNd Run is partnering with [Dare2Tri](#).
Accommodations, race support, adaptive equipment or guides are available.

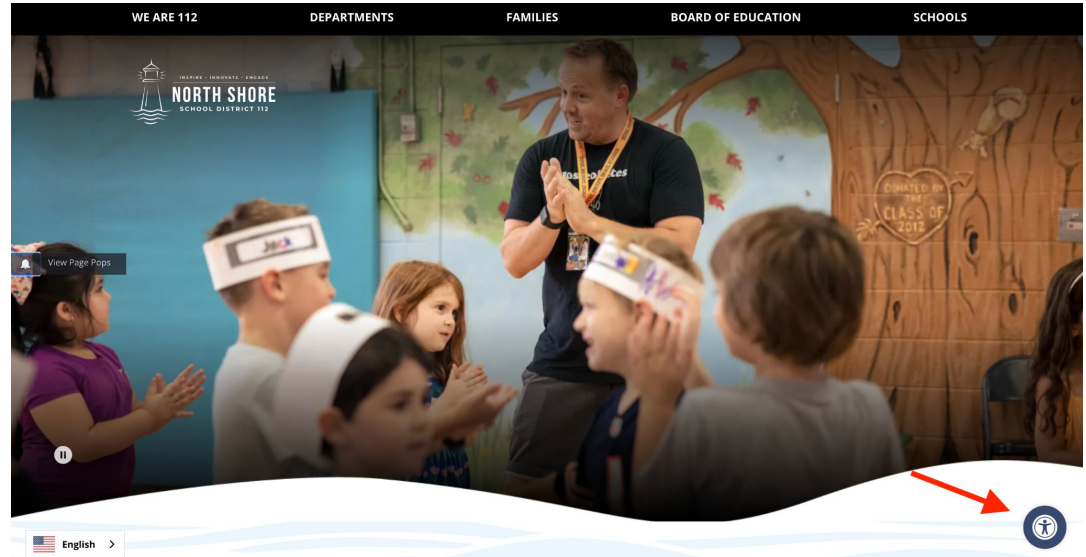
Annual Safety Drills - ALICE Training

Board Policy 4:170



District Communication

- Monthly Newsletter
- Meet 112 Featuring Staff
- Parent Square
- #FacilityFriday
- Facebook
- LinkedIn
- Instagram
- Twitter (X) #112Leads
- Website - Accessibility for All (bottom right)





Parent Square

Communication Tool

for **NSSD112** Parents & Staff

- You choose how and when you receive information
 - Instantly or in a digest
- Register/Respond to Email to Activate your Account
- Translation in 130 languages - you choose
- Download the app (QR Codes)



Wayne Thomas School

Writing in Response to Reading





Learning Intention: Today we are going to take a closer look at writing in response to reading, how WT uses current data to inform instructional decisions and its impact on student success in ELA.

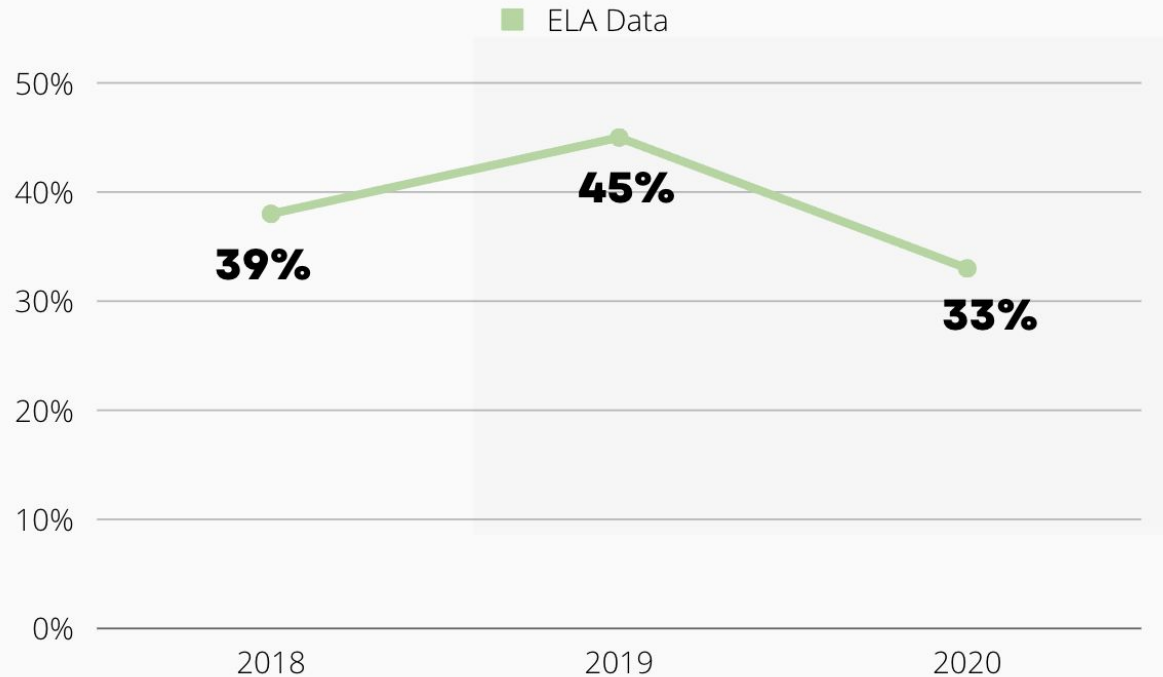
Success Criteria: I will know if I am successful if I can:



- Articulate how reading and writing are aligned
- identify **some of the** skills that are required for a student to successfully write a constructed response.
- Articulate the value of data driven decision making



PERCENTAGE OF STUDENTS ON GRADE LEVEL ELA



Data Driven Conversations

How Did Your Child Perform in Reading and Writing?

Category	Score	Score Range	Subclaim Indicator
Reading	40	10-90	
--> Literary Text			Lower
--> Informational Text			Higher
--> Vocabulary			Lower
Writing	38	10-60	Lower
--> Written Expression			Lower
--> Knowledge and Use of Language Conventions			Higher



Standards



Reading

Literature

Informational

Foundational skills



Demonstration of mastery of the reading standards can be assessed through a constructed response and many other formative opportunities.

Writing

Opinion

Informative/
Explanatory

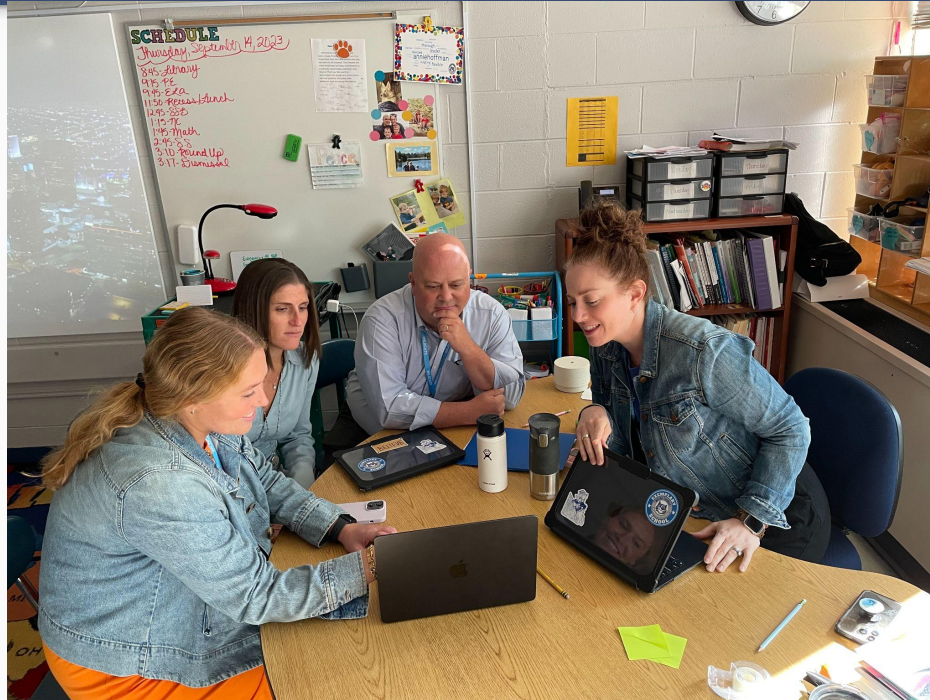
Narrative



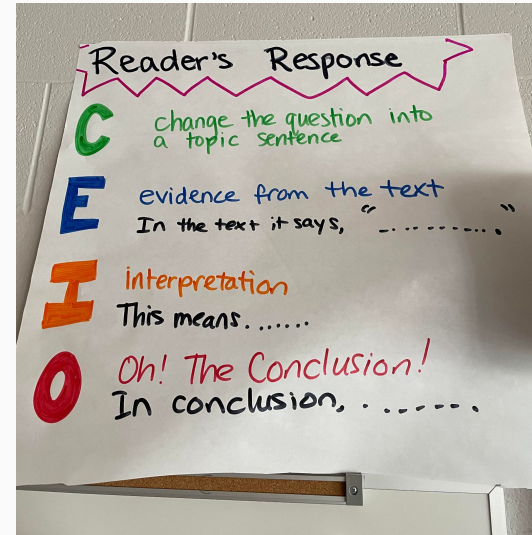
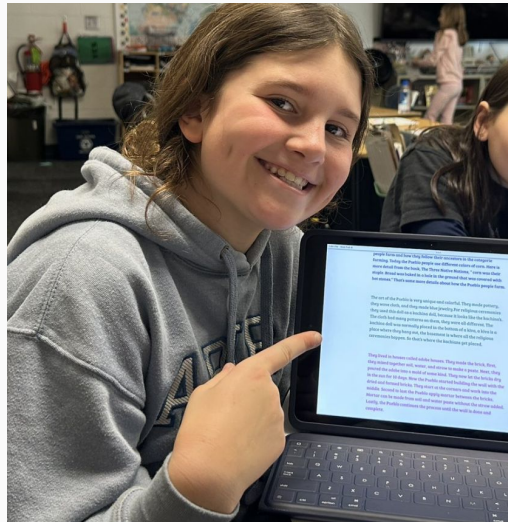
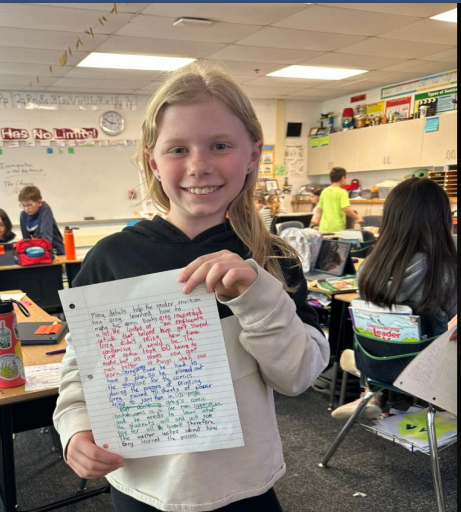
Demonstration of mastery of the writing standards can be assessed through the PBA.



Power of Collaboration



What does it look like in the classroom?



Do you notice anything more about the data?

3rd Grade ELA - 2021

PERFORMANCE DISTRIBUTION BY %	NUMBER OF STUDENTS	ELA/L AVG OVERALL SCORE	AVG SCORE	READING*			AVG SCORE	WRITTEN*	WRITING*
				LITERARY	INFORMATION	VOCABULARY		EXPRESSION	CONVENTIONS
WAYNE THOMAS ELEM SCHOOL 31 18 27 24 0	49	719	40	 43 33 24	 57 20 22	 45 24 31	24	 61 14 24	 49 31 20

4th Grade ELA - 2022

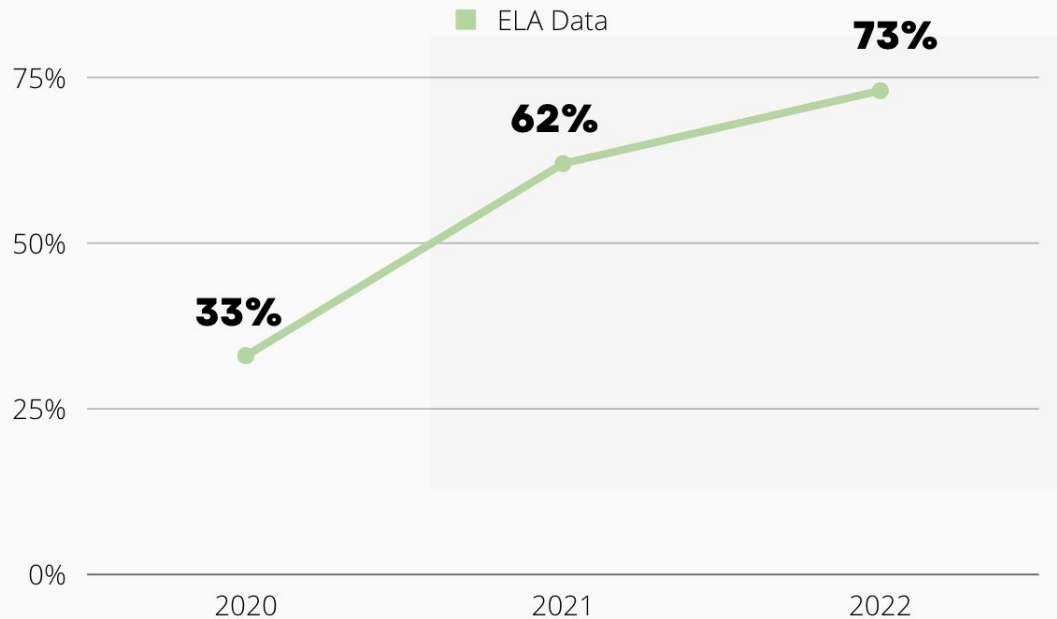
PERFORMANCE DISTRIBUTION BY %	NUMBER OF STUDENTS	ELA/L AVG OVERALL SCORE	AVG SCORE	READING*			AVG SCORE	WRITTEN*	WRITING*
				LITERARY	INFORMATION	VOCABULARY		EXPRESSION	CONVENTIONS
WAYNE THOMAS ELEM SCHOOL 5 7 29 48 11	56	757	53	 20 27 54	 25 18 57	 23 21 55	36	 18 39 43	 16 29 55

Did Not Yet Meet or Partially Met Expectations	Approached Expectations	Met or Exceeded Expectations
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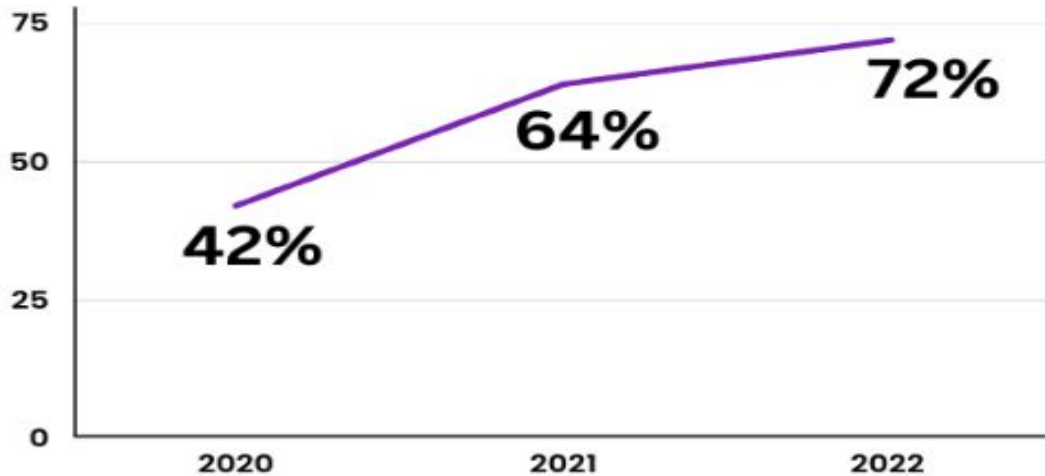
IAR ELA Journey



PERCENTAGE OF STUDENTS ON GRADE LEVEL ELA



Student Engagement



STUDENT CULTURE DATA

Thank You!



NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that a hearing will be held on September 19, 2023, at 7:00 p.m., at Northwood Middle School Auditorium at 945 North Ave, Highland Park, Illinois, to discuss the intention of the Board of Education of North Shore School District No. 112, Lake County, Illinois, to transfer Two Million, Five Hundred Thousand Dollars (\$2,500,000) from the Educational Fund to the Operations and Maintenance Fund pursuant to Section 17-2A of the *School Code* (105 ILCS 5/17-2A).

Melissa Itkin, Secretary
Board of Education
North Shore School District 112
County of Lake
State of Illinois

*Published in: Pioneer Press Highland Park News
August 24, 2023*



Date: September 19, 2023

To: Dr. Michael Lubelfeld
Members of the Board of Education

From: Dr. Holly Colin, Assistant Superintendent of Student Services

Subject: Summer Programming - Title I & Extended School Year

Policy Alignment: 6:120, 6:170

Disposition: Information Only

Executive Summary:

Each summer, the District provides summer school for students through Title I and Extended School Year (ESY) programming. The Title I summer programming is offered to students who are rising 1st through rising 8th graders. The ESY programming is for students with Individualized education plans in Early Childhood through rising 8th graders. Both of these programs are by invitation only based on preset criteria. Funding for this program comes through Title I and local funds for ESY.

Mr. Enrique Castro, Coordinator of ESL and Dual Language, and Ms. Niki Scofield, Director of Early Childhood and ESY will present each program's overall goals and highlights of this past summer's program.

Recommendation:

Information only



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Summer School Programs 2023

Extended School Year (ESY)

Title I Summer School

Northwood Middle School

Goal of Extended School Year

To provide intensive support to qualifying students with IEPs for the purpose of goal maintenance to prevent regression.



Instructional Blocks

ESY

ELA - 100 min

Math - 80 min

Social Emotional - 20 min



ESY Curriculum (ELA)

Time Warp Plus



What Is *TimeWarp Plus*?

A summer reading intervention designed to prevent summer learning loss and improve reading skills for students in grades K–9. *TimeWarp Plus* provides explicit instruction in writing and the five essential components of reading through high-interest, adventure-based lessons. Whole class and small group lessons include hands-on activities, and reading, writing, speaking, and listening skills are interwoven in all adventures.

ESY Curriculum (Math)

Moving with Math
Extensions



Highlights

- Weaving project
- Peer buddies
- Pottery
- Author's chair
- Attendance rate

Curriculum

Title I Summer Programs

Kindergarten - 7th Grade



Goal of Title I Summer School

To provide intensive academic support in reading and math to students who are significantly below grade level or have historically shown regression over the summer.



Instructional Blocks

Content Areas / Minute Allocation

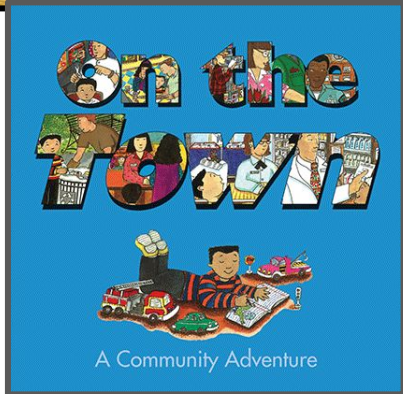
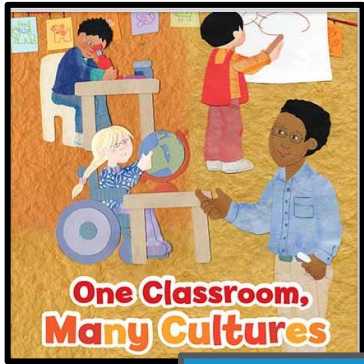
ELA - 60 min

Math - 60 min

STEM - 60 min



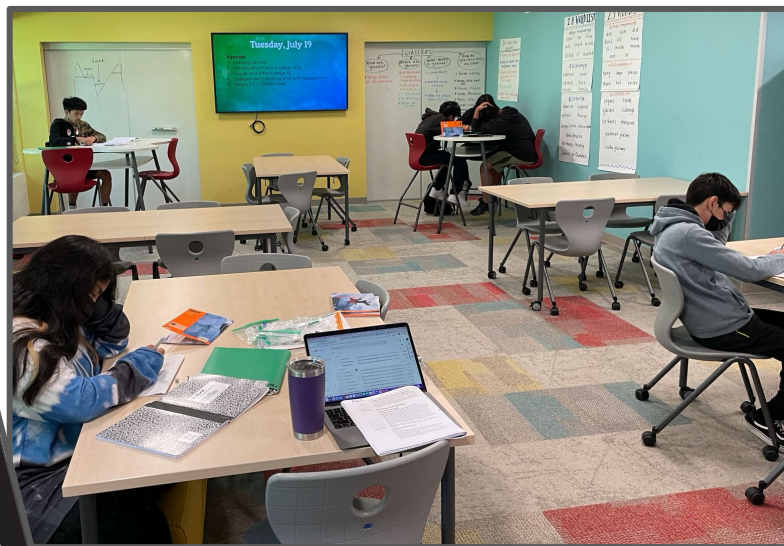
ReadyGEN (K-2)



Standards Close-Up (3-5)



RIGOR (6-7)



48 Skill Bags
include interactive
e-books.

**BREAK-
ING
DOWN
THE WALL**

essential
shifts for
english learners'
success

margarita espino calderón
diane staehr fenner
andrea honigsfeld
shawn slakc
debbie zacarian

maria g. dove
margo gottlieb
tonya ward singer
ivannia soto

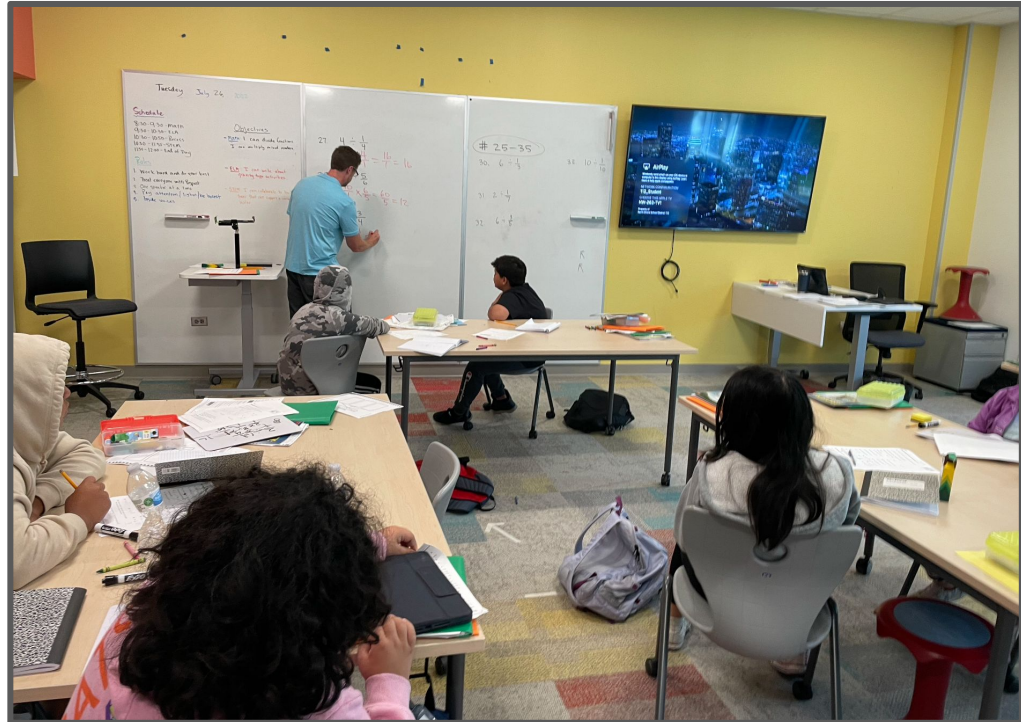
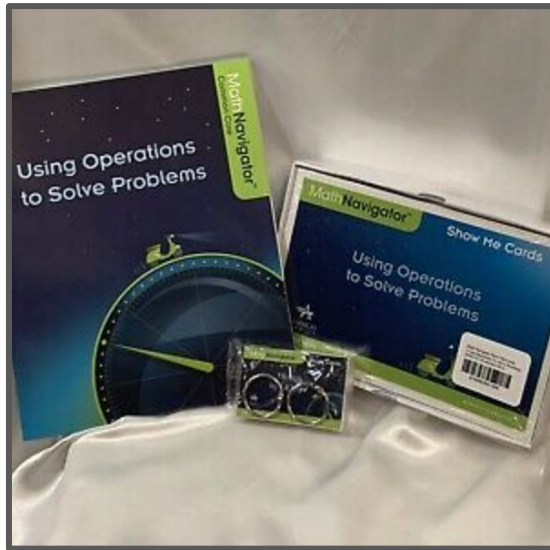
CORWIN



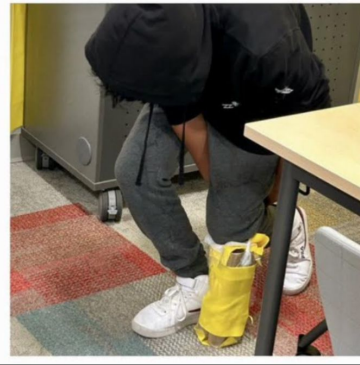
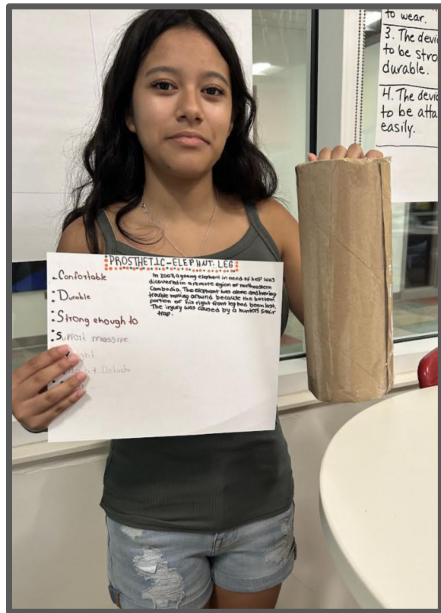
Bridges in Mathematics (K-5)



Math Navigator (6-7)



Engineering is Elementary (K-7)



Camp Invention

Camp Invention is a week-long summer camp experience that integrates social emotional learning as well as science, technology, engineering, and math.



Elementary Modules



2023 CAMP INVENTION EXPERIENCES

In **Invention Celebration™**, children become event planners as they explore different aspects involved in creating celebrations. They sketch the ultimate party hat with a purpose, then investigate the science of circuitry to unlock an LED ball. Once their colorful light is glowing, campers prototype their innovative party hat.

Campers become entrepreneurs by creating the ultimate business in **Pop-Up Venture™!** They build models of their design and generate ideas for their shop. Then they develop a business plan, receive money from a lender and apply for a license. They hear stories from National Inventors Hall of Fame® Inductees and entrepreneurs, and they plan for their opening day, knowing that unexpected challenges might pop up.

During **MimicBot™**, children receive the challenge of turning look-alike robots into original, one-of-a-kind stuffies. They discover their robot has mimicking abilities and investigate the inner mechanics to find out what makes it move and groove. While exploring their robot, a Copy Cat who loves to steal ideas and claim them as his own reveals he has been lurking! Campers investigate patents as a way to thwart the Copy Cat.

In **Catching Air™**, children explore the components of their mini skateboards and some inventors who have made them possible! They head to the Skate Shop to pick up their own mini board and then personalize it. Inspired by skater slug Allie Oops, campers put their board to the test experimenting with balance, center of gravity and angles!



Middle School Modules



Attendance Data

Title I Summer School	Camp Invention
94.37%	99%



Hattie's Research



Thank You!





2023-24
6th Day Enrollment Data

6th Day Enrollment Data - August 31, 2023

Building	Grades	2022-23 Enrollment	2023-24 Enrollment	Change +/-		Demographer Projections 2023-24	% Error
Indian Trail Elementary	K-5	469	479	+10		477	0.42%
Braeside Elementary	K-5	269	281	+12		273	2.85%
Oak Terrace Elementary	K-5	372	345	-27		353	2.32%
Ravinia Elementary	K-5	260	276	+16		274	0.72%
Red Oak Elementary	K-5	211	206	-5		205	0.49%
Sherwood Elementary	K-5	384	364	-20		386	6.04%
Wayne Thomas Elem.	K-5	379	429	+50		385	10.26%
Edgewood Middle School	6-8	685	660	-25		652	1.21%
Northwood Middle School	6-8	529	525	-4		512	2.48%
Total K-8	K-8	3558	3565	+7		3517	1.35%
Pre-K at Oak Terrace	Pre-K	223	152+46*=198	-25			
Total	PreK-8	3781	3,763				

Note: 29 students that have out-of-district placements are counted in their home school in this chart.

* Pre-K students officially enrolled shortly after 6th day.



Date: September 19, 2023

To: Dr. Michael Lubelfeld
Members of the Board of Education

From: Dr. Holly Colin, Assistant Superintendent of Student Services

Subject: Mental Health & Wellness

Policy Alignment: 6:65 Student Social and Emotional Development

Disposition: Information

Executive Summary:

Dr. Colin will provide the Board an overview of current Mental Health & Wellness initiatives across the District. The overview will include information on Suite360, the District's Tier I "SEL" curricular resource (PK-8), as well as Calm Classroom, mindfulness practices in place in all classrooms. Additionally, Dr. Colin will share information on Cartwheel and Cook Center - two exciting new partnerships focusing on middle school student mental health Tier 3 (Cartwheel) and family/student/school partnerships (Cook)

Dr. Colin will also share information on involvement in extracurricular activities at the Middle School level and a community partnership to offer additional resources.

Recommendation:

Information only



Mental Health & Wellness

Dr. Holly Colin, Assistant Superintendent of Student Services
September 19, 2023

North Shore 112 Initiatives

- Suite360
- Sown to Grow
- Calm Classroom
- Cook Center
- Cartwheel
- Middle School Extracurriculars
- Heart of the City

Suite360

- Comprehensive SEL curriculum
- Provides scope and sequence
- Scaffolded lessons PreK - 8th
- Pre and post assessments
- Family resources



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Suite360

First Grade

Module 1 Personal Development	CASEL Competency	Theme	Lesson Title
Week 3	Self-Awareness	Strengths and Interests	What Are My Interests and Hobbies?
Week 4	Self-Management	SHIELD(S) Strategy	Problem-Solving at the Party
Week 5	Social Awareness	Values	Our Differences Make Us Unique
Week 6	Relationship Skills	Personal Boundaries	Your Personal Space Suit
Week 7	Responsible Decision-Making	Healthy Choices and Decisions	Safe and Healthy Superheros
Module 2 Emotional Intelligence	CASEL Competency	Theme	Lesson Title
Week 8	Self-Awareness	Emotions and Feelings	What Is that Emotion?
Week 9	Self-Management	Self-Regulation	All Feelings Are Okay
Week 10	Social Awareness	Gratitude	What Are You Grateful For?
Week 11	Relationship Skills	Relationships	Your Mind as a Remote Control
Week 12	Responsible Decision-Making	Exploring New Ideas	Curiosity with New Things
Module 3 Success Skills	CASEL Competency	Theme	Lesson Title
Week 13	Self-Awareness	Self-Efficacy	Start with a Heart
Week 14	Self-Management	Academic Success Skills	Focus!
Week 15	Social Awareness	Empathy, Kindness, and Compassion	Knowing and Showing Empathy
Week 16	Relationship Skills	Friendships	Making Friends
Week 17	Responsible Decision-Making	Problem-Solving	Positive Problem-Solving



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Suite360

Fourth Grade

Module 1 Personal Development	CASEL Competency	Theme	Lesson Title
Week 3	Self-Awareness	Strengths and Interests	What Are My Interests and Hobbies?
Week 4	Self-Management	SHIELD(S) Strategy	Problem-Solving at the Party
Week 5	Social Awareness	Values	Our Differences Make Us Unique
Week 6	Relationship Skills	Personal Boundaries	Your Personal Space Suit
Week 7	Responsible Decision-Making	Healthy Choices and Decisions	Safe and Healthy Superheros
Module 2 Emotional Intelligence	CASEL Competency	Theme	Lesson Title
Week 8	Self-Awareness	Emotions and Feelings	What Is that Emotion?
Week 9	Self-Management	Self-Regulation	All Feelings Are Okay
Week 10	Social Awareness	Gratitude	What Are You Grateful For?
Week 11	Relationship Skills	Relationships	Your Mind as a Remote Control
Week 12	Responsible Decision-Making	Exploring New Ideas	Curiosity with New Things
Module 3 Success Skills	CASEL Competency	Theme	Lesson Title
Week 13	Self-Awareness	Self-Efficacy	Start with a Heart
Week 14	Self-Management	Academic Success Skills	Focus!
Week 15	Social Awareness	Empathy, Kindness, and Compassion	Knowing and Showing Empathy
Week 16	Relationship Skills	Friendships	Making Friends
Week 17	Responsible Decision-Making	Problem-Solving	Positive Problem-Solving



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Suite360

Seventh Grade

Module 1 Personal Development	CASEL Competency	Theme	Lesson Title
Week 3	Self-Awareness	Strengths and Interests	My Value: Recognizing and Valuing Your Strengths
Week 4	Self-Management	SHIELD(S) Strategy	SHIELDS Self-Regulation
Week 5	Social Awareness	Values	Prioritizing Based on Your Values
Week 6	Relationship Skills	Personal Boundaries	Out of Bounds!
Week 7	Responsible Decision-Making	Healthy Choices and Decisions	Sustained Attention
Module 2 Emotional Intelligence	CASEL Competency	Theme	Lesson Title
Week 8	Self-Awareness	Emotions and Feelings	The Language of Emotions
Week 9	Self-Management	Self-Regulation	Your Personal Anthem
Week 10	Social Awareness	Gratitude	Gratitude: It's an Intentional Thing
Week 11	Relationship Skills	Relationships	10 Ways to Resist Peer Pressure
Week 12	Responsible Decision-Making	Exploring New Ideas	Facing Challenges with an Open Mind
Module 3 Success Skills	CASEL Competency	Theme	Lesson Title
Week 13	Self-Awareness	Self-Efficacy	Supporting Your Own Learning Styles
Week 14	Self-Management	Academic Success Skills	Acting on Impulse
Week 15	Social Awareness	Empathy, Kindness, and Compassion	Empathy Goggles
Week 16	Relationship Skills	Friendships	Compassion + Action = Kindness
Week 17	Responsible Decision-Making	Problem-Solving	The Decision Machine



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Suite360

Measurement of CASEL Competencies

Scoring Guide

17 items each worth 4 points

0 - 34 Struggling
 35 - 51 Developing
 52 - 68 Mastering

Relationship Skills

0 - 4 Struggling
 5 - 6 Developing
 7 - 8 Mastering

Responsible Decision-Making

0 - 4 Struggling
 5 - 6 Developing
 7 - 8 Mastering

Self-Awareness

0 - 8 Struggling
 9 - 12 Developing
 13 - 16 Mastering

Self-Management

0 - 12 Struggling
 13 - 18 Developing
 19 - 24 Mastering

Social Awareness

0 - 6 Struggling
 7 - 9 Developing
 10 - 12 Mastering

Total Survey Completions

Total Score Average



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Sown To Grow

How are you feeling?



Tell me about your week

I'm feeling stressed. It's weird being back at school.



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Sown To Grow

District Overview

School Year

2022-23



9

Engaged Schools

192

Engaged Teachers

3,595

Engaged Students

80,327

Student Reflections
Written

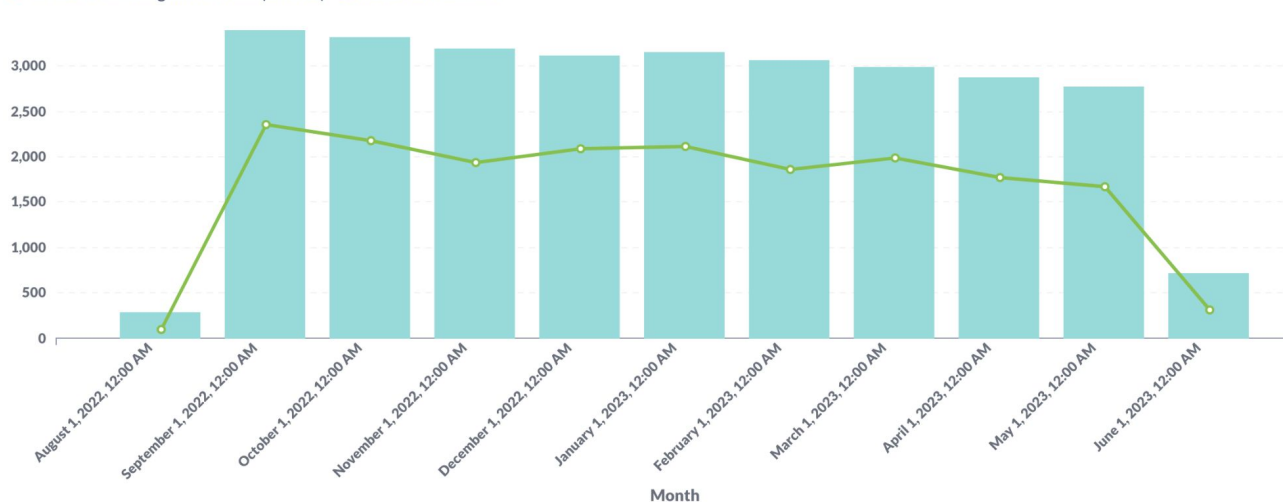
44,477

Teacher Feedback
Given

373

Alerts Received

● Students Checking In over Time (District) ● Received Feedback



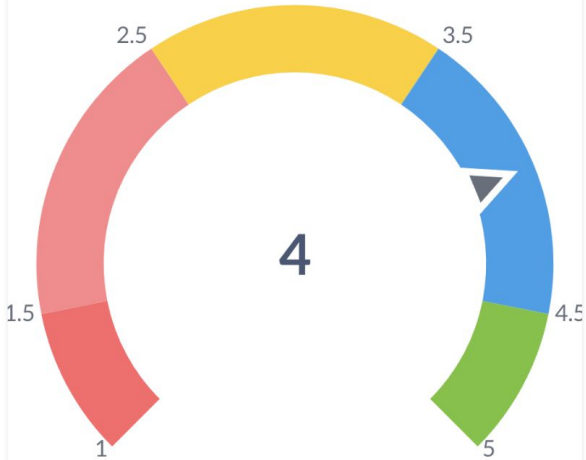
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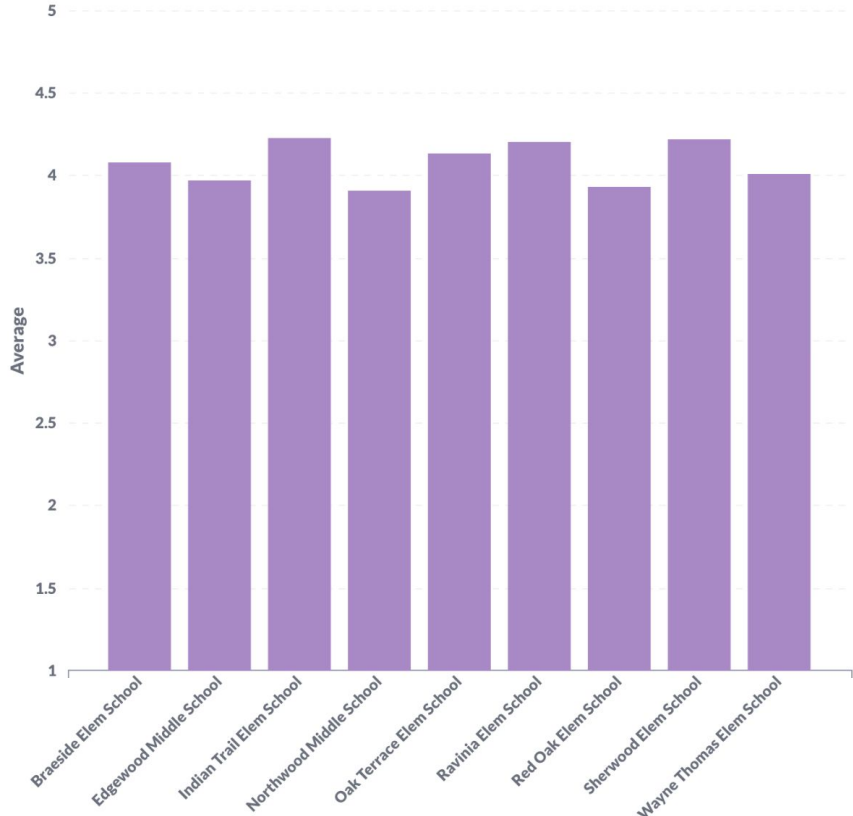
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Sown To Grow

Current Avg Emotion



Current Emotion by School



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Calm Classroom

- Mindfulness Practices
 - ◆ Self-Awareness
 - ◆ Mental Focus
 - ◆ Emotional Well-Being



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Cartwheel

Rapid access

See a licensed clinician in 7 days.
Available during and after school,
nights, weekends, and breaks.

Affordable & equitable

We accept insurance, including
Medicaid, to ensure affordability.
We handle all billing and logistics.



Community oriented

Each school gets a consistent Care
Team of local clinicians who become
your trusted day-to-day partners.

Evidence-based

We use evidence-based techniques
(e.g., CBT, DBT) and measure
outcomes such as PHQ-8, GAD-7,
time to intake, and patient retention



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Cook Center

- Parent Guidance Mental Health Series
 - ◆ Virtual interactive webinars
 - ◆ Anonymous participation
 - ◆ Focus on student health and well-being

- Free parent resource
 - ◆ parentguidance.org



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Cook Center

To Register Early...

Scan the QR code or click the link

MON. SEPT. 18 6:30-7:30 PM

“Supporting Your Child’s
Mental Health – Kickoff”



<http://cookcenter.info/Sep18NSD>

español

LUN. SEP. 18 6:30-7:30 PM

“Como Apoyar la Salud
Mental de Su Hijo – Inicio”



<http://cookcenter.info/Sep18NSDsp>

THURS. OCT. 5 11:00 AM-12:00 PM

“Bullying – Stop the Cycle”



<https://cookcenter.info/Oct5NSD>

THURS. OCT. 26 6:30-7:30 PM

“ABCs of Substance Use &
Vaping”



<https://cookcenter.info/Oct26NSD>

español

JUEV. OCT. 26 6:30-7:30 PM

“ABCs del Uso de
Sustancias & Vapeo”



<https://cookcenter.info/Oct26NSDsp>

THURS. NOV. 9 11:00 AM-12:00 PM

“School Avoidance”



<https://cookcenter.info/Nov9NSD>

WED. NOV. 29 6:30-7:30 PM

“Emotional Regulation –
Recognizing What’s Wrong”



<https://cookcenter.info/Nov29NSD>

español

MIÉRC. NOV. 29 6:30-7:30 PM

“Regulación emocional –
Reconocer qué está
sintiendo”



<https://cookcenter.info/Nov29NSDsp>

THURS. DEC. 14 6:30-7:30 PM

“Helping Your Child
Succeed”



<https://cookcenter.info/Dec14NSD>

español

JUEV. DEC. 14 6:30-7:30 PM

“Ayudar a sus hijos a tener
éxito”



<https://cookcenter.info/Dec14NSDsp>



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Middle School Extracurriculars

- School Sponsored Club = 36% participation
- School Sponsored Sport = 30% participation
- Outside Club or Sport = 73% participation



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Heart of the City



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Heart of the City

- Non-profit Organization
 - ◆ Soccer Skills
 - ◆ Wellness

- Student Participation
 - ◆ Spring '23 - 55
 - ◆ Summer '23 - 60
 - ◆ Fall '23 - 53

- Future Programming
 - ◆ Winter '24
 - ◆ Spring '24
 - ◆ Summer '24 and beyond



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Questions or Comments





human**ex**
v e n t u r e s[®]

NORTH SHORE SCHOOL DISTRICT 112

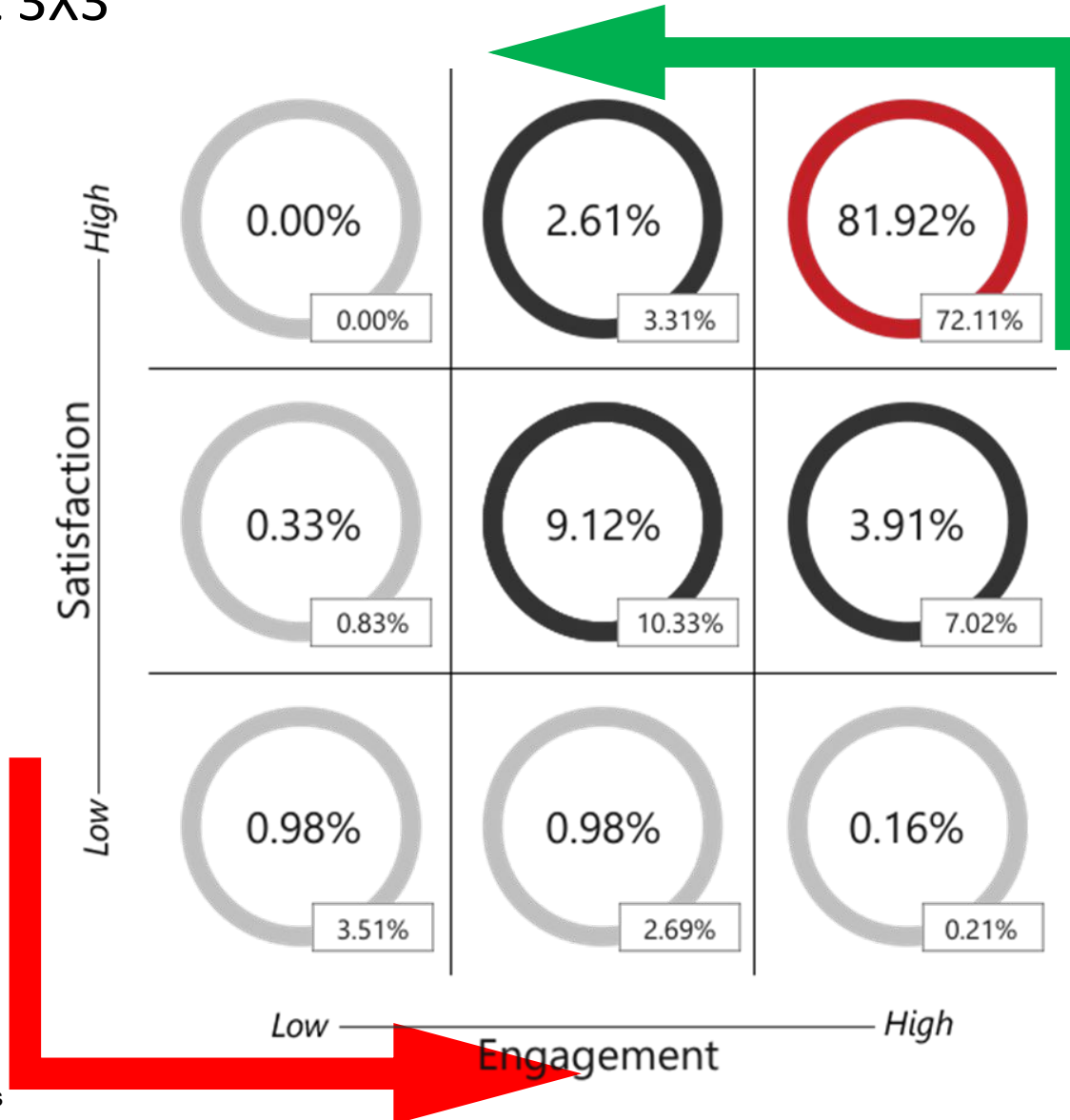
INSIGHTeX Overview
August 2023

HOW DO WE MEASURE CULTURE?

- Online Assessment
- Confidential & Anonymous
- 88 Statements
- 15 Dimensions
- Four Areas Assessed:
 - You
 - Team/Department
 - Administrator or Supervisor
 - Whole Organization

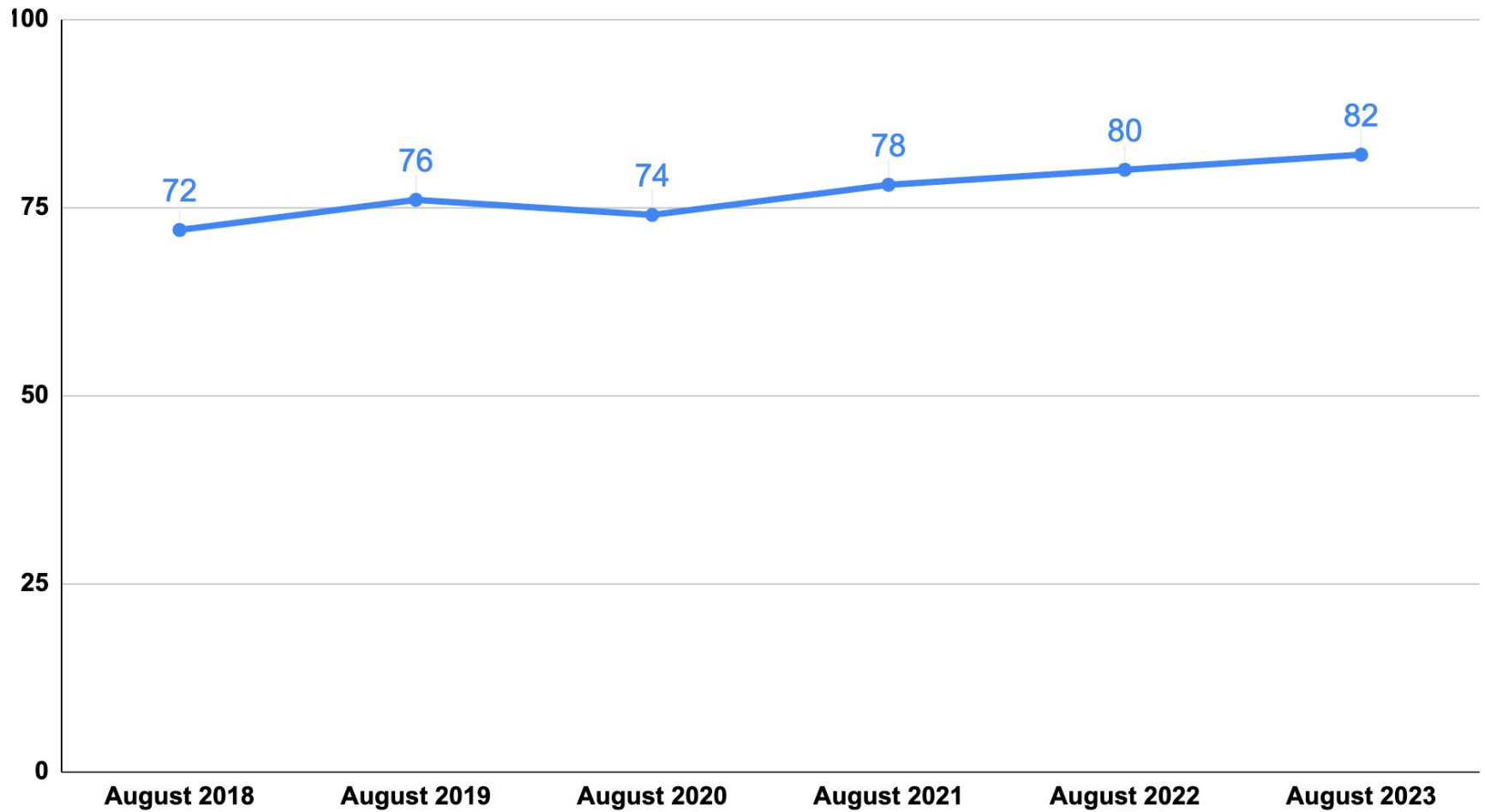
District 112 (N=614)

Full District 3X3



District 112 (N=614)

District "Dream Box" Trend



District 112 (N=614)

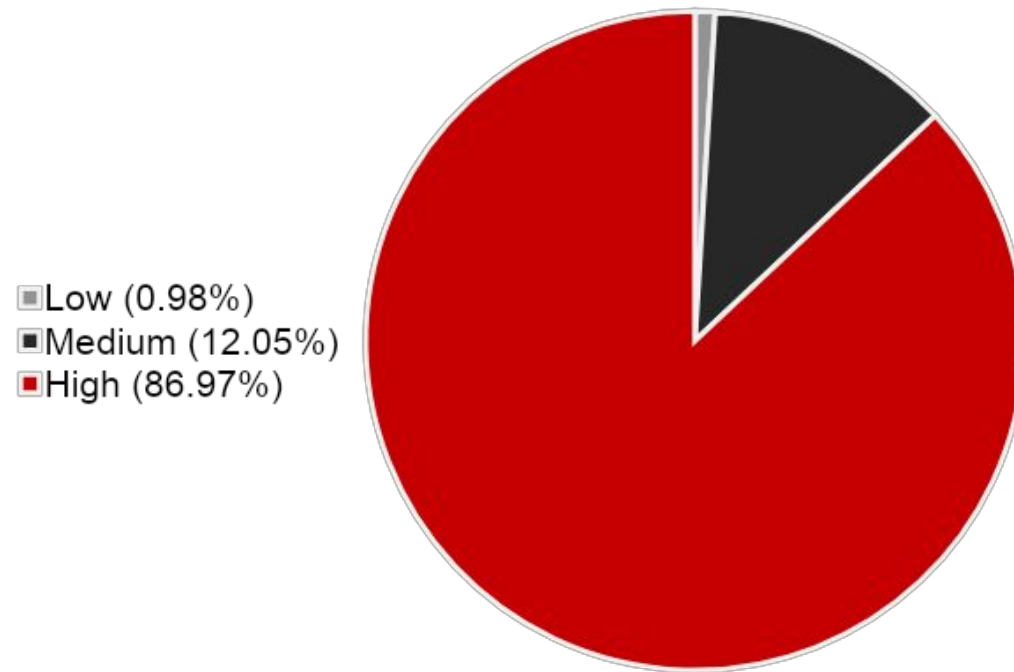
Dimension	Mean	Change
Pride	4.53	+0.10
Quality	4.51	+0.12
Engage-Inspire	4.50	+0.17
Satisfaction	4.42	+0.18
Continuous Improvement	4.39	+0.21
Innovation	4.39	+0.19
Relationships	4.38	+0.09
Communication	4.36	+0.08
Recognition	4.34	+0.09
Career Development	4.34	+0.18
Performance Planning	4.33	+0.09
Training & Development	4.32	+0.09
Mission Conscious	4.30	+0.25
Talent/Fit	4.28	+0.19
Support-Equip	4.24	+0.10

TOP ITEMS

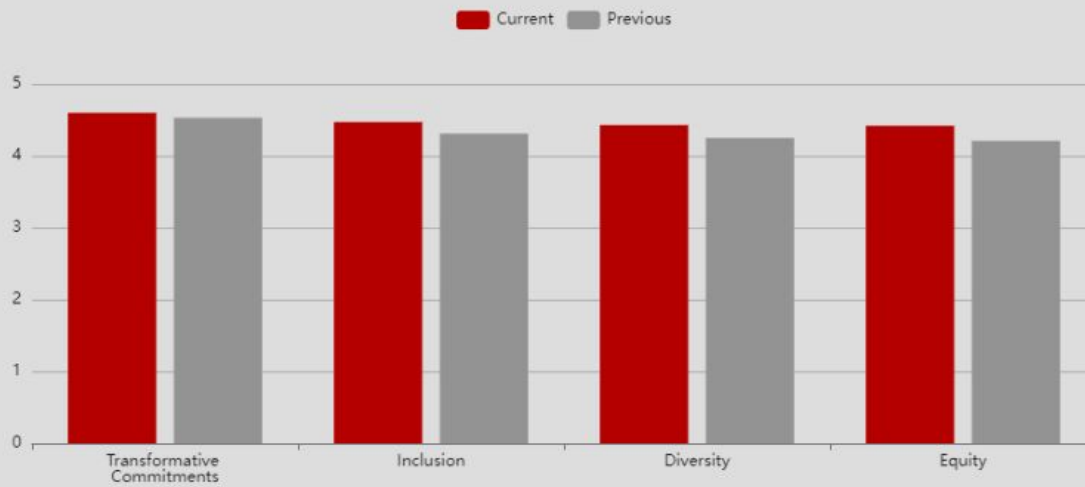
Question	Dimension	Mean	Change
4. I feel great pride in the work I do.	Pride	4.69	+0.02
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.67	+0.07
2. I am fully engaged in the work that I do.	Engage-Inspire	4.67	+0.06
92. I demonstrate effort in building a positive workplace culture.	Quality	4.66	0.00
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.64	+0.05

BOTTOM ITEMS

Question	Dimension	Mean	Change
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.97	+0.38
77. Our organization selects the right people for the right job.	Talent/Fit	4.00	+0.30
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.01	+0.17
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.05	-0.01
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.08	+0.19



Question	Dimension	Mean	Change
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Growth Mindset	4.63	+0.03
85. I am committed to achieving my potential through learning and growing.	Growth Mindset	4.62	+0.01
21. I am committed to a growth mindset to achieve my potential.	Growth Mindset	4.58	+0.01
6. I seek opportunities to further my growth and development.	Growth Mindset	4.58	+0.02
17. I embrace challenges as opportunities for growth.	Growth Mindset	4.56	0.00
18. I demonstrate gratitude by recognizing others in meaningful ways.	Growth Mindset	4.56	+0.03
78. I feel proud of and inspired by the success of others on my team.	Growth Mindset	4.50	+0.08
52. I am on a team that continuously challenges me to grow and improve.	Growth Mindset	4.41	+0.15
36. My supervisor builds a culture of learning and growth.	Growth Mindset	4.36	+0.14
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Growth Mindset	4.29	+0.31



Dimension	Mean	
<u>Transformative Commitments</u>	4.60 +0.07	📄
<u>Inclusion</u>	4.47 +0.16	📄
<u>Diversity</u>	4.43 +0.18	📄
<u>Equity</u>	4.42 +0.21	📄

DEI+ Questions – Overall District

Transformative Commitments

Question	Mean	Distribution					
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.76 -0.03	SD: 4 (0.65%)	D: 0 (0.00%)	N: 9 (1.47%)	A: 113 (18.40%)	SA: 488 (79.48%)	NA: 0 (0.00%)
		A		SA			
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.74 -0.01	SD: 3 (0.49%)	D: 1 (0.16%)	N: 10 (1.63%)	A: 123 (20.03%)	SA: 477 (77.69%)	NA: 0 (0.00%)
		A		SA			
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.52 + 0.09	SD: 5 (0.81%)	D: 8 (1.30%)	N: 32 (5.21%)	A: 184 (29.97%)	SA: 380 (61.89%)	NA: 5 (0.81%)
		A		SA			
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.35 + 0.20	SD: 10 (1.63%)	D: 12 (1.95%)	N: 56 (9.12%)	A: 205 (33.39%)	SA: 325 (52.93%)	NA: 6 (0.98%)
		N	A		SA		

DEI+ Questions – Overall District

Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.74 -0.04	SD: 4 (0.65%)	D: 1 (0.16%)	N: 9 (1.47%)	A: 122 (19.87%)	SA: 478 (77.85%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.68 + 0.04	SD: 5 (0.81%)	D: 2 (0.33%)	N: 14 (2.28%)	A: 142 (23.13%)	SA: 451 (73.45%)	NA: 0 (0.00%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.42 + 0.28	SD: 7 (1.14%)	D: 8 (1.30%)	N: 40 (6.51%)	A: 220 (35.83%)	SA: 337 (54.89%)	NA: 2 (0.33%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.29 + 0.22	SD: 8 (1.30%)	D: 20 (3.26%)	N: 60 (9.77%)	A: 219 (35.67%)	SA: 304 (49.51%)	NA: 3 (0.49%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.23 + 0.27	SD: 12 (1.95%)	D: 15 (2.44%)	N: 72 (11.73%)	A: 231 (37.62%)	SA: 281 (45.77%)	NA: 3 (0.49%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.19 + 0.26	SD: 12 (1.95%)	D: 22 (3.58%)	N: 77 (12.54%)	A: 229 (37.30%)	SA: 272 (44.30%)	NA: 2 (0.33%)

SA: Strongly Agree

A: Agree

N: Neutral

D: Disagree

SD: Strongly Disagree

NA: Not Applicable

DEI+ Questions – Overall District

Equity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.74 -0.04	SD: 4 (0.65%)	D: 1 (0.16%)	N: 9 (1.47%)	A: 122 (19.87%)	SA: 478 (77.85%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.39 + 0.33	SD: 8 (1.30%)	D: 12 (1.95%)	N: 53 (8.63%)	A: 200 (32.57%)	SA: 338 (55.05%)	NA: 3 (0.49%)
		N	A		SA		
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.28 + 0.28	SD: 13 (2.12%)	D: 17 (2.77%)	N: 59 (9.61%)	A: 219 (35.67%)	SA: 305 (49.67%)	NA: 1 (0.16%)
		N	A		SA		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.28 + 0.29	SD: 10 (1.63%)	D: 21 (3.42%)	N: 59 (9.61%)	A: 220 (35.83%)	SA: 302 (49.19%)	NA: 2 (0.33%)
		N	A		SA		

DEI+ Questions – Overall District

Inclusion

Question	Mean	Distribution					
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.39 + 0.12	SD: 8 (1.30%)	D: 10 (1.63%)	N: 61 (9.93%)	A: 186 (30.29%)	SA: 341 (55.54%)	NA: 8 (1.30%)
115. Our organization is a safe place for people of color to work and be successful.	4.39 + 0.07	SD: 8 (1.30%)	D: 13 (2.12%)	N: 46 (7.49%)	A: 203 (33.06%)	SA: 333 (54.23%)	NA: 11 (1.79%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.39 + 0.33	SD: 8 (1.30%)	D: 12 (1.95%)	N: 53 (8.63%)	A: 200 (32.57%)	SA: 338 (55.05%)	NA: 3 (0.49%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.33 + 0.24	SD: 13 (2.12%)	D: 19 (3.09%)	N: 49 (7.98%)	A: 205 (33.39%)	SA: 327 (53.26%)	NA: 1 (0.16%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.29 + 0.22	SD: 8 (1.30%)	D: 20 (3.26%)	N: 60 (9.77%)	A: 219 (35.67%)	SA: 304 (49.51%)	NA: 3 (0.49%)
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.28 + 0.29	SD: 10 (1.63%)	D: 21 (3.42%)	N: 59 (9.61%)	A: 220 (35.83%)	SA: 302 (49.19%)	NA: 2 (0.33%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.23 + 0.27	SD: 12 (1.95%)	D: 15 (2.44%)	N: 72 (11.73%)	A: 231 (37.62%)	SA: 281 (45.77%)	NA: 3 (0.49%)



Date: September 19, 2023

To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: Preliminary Discussion of Proposed 2023 Levy Timeline

Policy Alignment: Policy 4:10 Fiscal & Business Management

Disposition: Information

Executive Summary:

The primary source of the annual revenue for North Shore School District 112 is property taxes. A school district's ability and process to obtain property tax revenue is prescribed by legislation. In order to comply with the governing rules, a specific timeline is prepared each year for use in this process.

The Proposed 2023 Levy Timeline is attached for Board review and for discussion at the September 19, 2023 Regular Board Meeting. Based on the proposed Levy timeline, we will estimate the aggregate tax levy for 2023 using the Consumer Price Index for all Urban Consumers (CPI-U) as of December 31, 2022. That CPI-U was 6.5%, but the allowable tax extension increase is limited by the CPI-U or 5%, whichever is less. So, NSSD 112 will be capped at a 5% increase in our tax extension (excluding new property), despite the higher CPI-U.

Recommendation: Information



2023 Levy Process Timeline

- September 19, 2023 Regular Board Meeting
 - Preliminary Discussion of Proposed 2023 Levy Timeline.
- October 17, 2023 Regular Board Meeting
 - The proposed 2023 Tentative Levy will be discussed. It will be recommended that the Board approves a publication of the Proposed 2023 Tentative Levy and a notice of a public hearing with the Estimate Aggregate 2023 Tax Levy Extension. The administration will present a presentation in the November Regular Board meeting during the public hearing.
- November 2, 2023 Legal Notice of the Tentative 2023 Levy will be published in the local newspaper on this date.
- November 14, 2023 Regular Board Meeting
 - 2023 Levy – Public Hearing at Regular Board Meeting.
 - Final Levy adopted by the Board.
- December 27, 2023 Filing of the Adopted 2023 Levy due with the Lake County Clerk.
 - Three sets each of Board-approved Certificate of Tax Levy and the Board Resolution are hand-delivered to the Lake County Clerk by the last Tuesday in December. Two sets are returned – one for Board Minutes and the remaining set for the Business Office file.
- April 2024 Receive notification from Lake County Clerk on the 2023 Extended Property Taxes.
- May 2024 Receive notification from Lake County Treasurer on the 2023 Property Tax Distribution.



Date: September 19, 2023

To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: Review of Budget vs. Estimated Actuals 2023

Policy Alignment: Policy 4:10 Fiscal and Business Management

Disposition: Information

Executive Summary:

Finance Committee Chairperson Dan Jenks has asked for a reconciliation of our year-end estimated actuals to our budget for the 2022-2023 fiscal year. According to our most recent estimates from our auditors, we will have an operating surplus of approximately \$5.0 million for the year ended June 30, 2023. Please see the attached presentation for the reconciliation.

The District anticipates a decrease in operational fund balance due to NSSD 112's transfers in the cumulative amount of \$6.0 million from the Operations and Maintenance Fund to the Capital Projects Fund. Operational fund balance is set to decline by approximately \$1 million from \$56.4 to \$55.4 million. Mr. Davis will present the results to the Board on September 19, 2023.

Recommendation: Information

Year-End Budget Reconciliation

Budget vs. Estimated Actuals Review



September 19, 2023
Board of Education Meeting



2022-2023 Budget Operating Surplus

North Shore School District 112 had an amended operating budget surplus of **\$3.6 million** during the prior fiscal year.



Operating Revenue Reconciliation

Amounts in Millions of Dollars

Line Item	Budget	Est. Actual	Variance
Earnings on Investments	0.8	2.4	1.6
Local/Student Fees	0.6	0.8	0.2
Federal Food Service Revenue	0.3	0.5	0.2
Federal Special Education Revenue	0.9	1.3	0.4
Federal COVID Relief Funds	1.1	0.4	(0.7)
All Other Revenues	86.1	86.5	0.4
Total Revenues	89.8	91.9	2.1

Operating Expenditure Reconciliation

Amounts in Millions of Dollars	Line Item	Budget	Est. Actual	Variance
	Employee Benefits	9.5	9.3	0.2
	Purchased Services	17.7	17.2	0.5
	Supplies and Materials	3.2	3.6	(0.4)
	Capital Outlay	3.7	6.2	(2.5)
	Other Objects	6.2	7.7	(1.5)
	All Other Expenditures	46.1	46.1	0.0
	Total Expenditures	86.4	90.1	(3.7)



Other Sources of Funds

Amounts in Millions of Dollars

Line Item	Budget	Est. Actual	Variance
Inception of Lease Obligations per GASB 87	0.0	2.4	2.4
Principal on Bonds Sold	0.2	0.8	0.6
Total Other Sources of Funds	0.2	3.2	3.0



Budget Summary Reconciliation

Amounts in Millions of Dollars

Budgeted Surplus	3.6
Additional Revenue Received	2.1
Expenditures Over Budget	(3.7)
Other Sources of Funds	3.0
Total 2022-2023 Operating Surplus	5.0



2022-2023 Operational Fund Balance

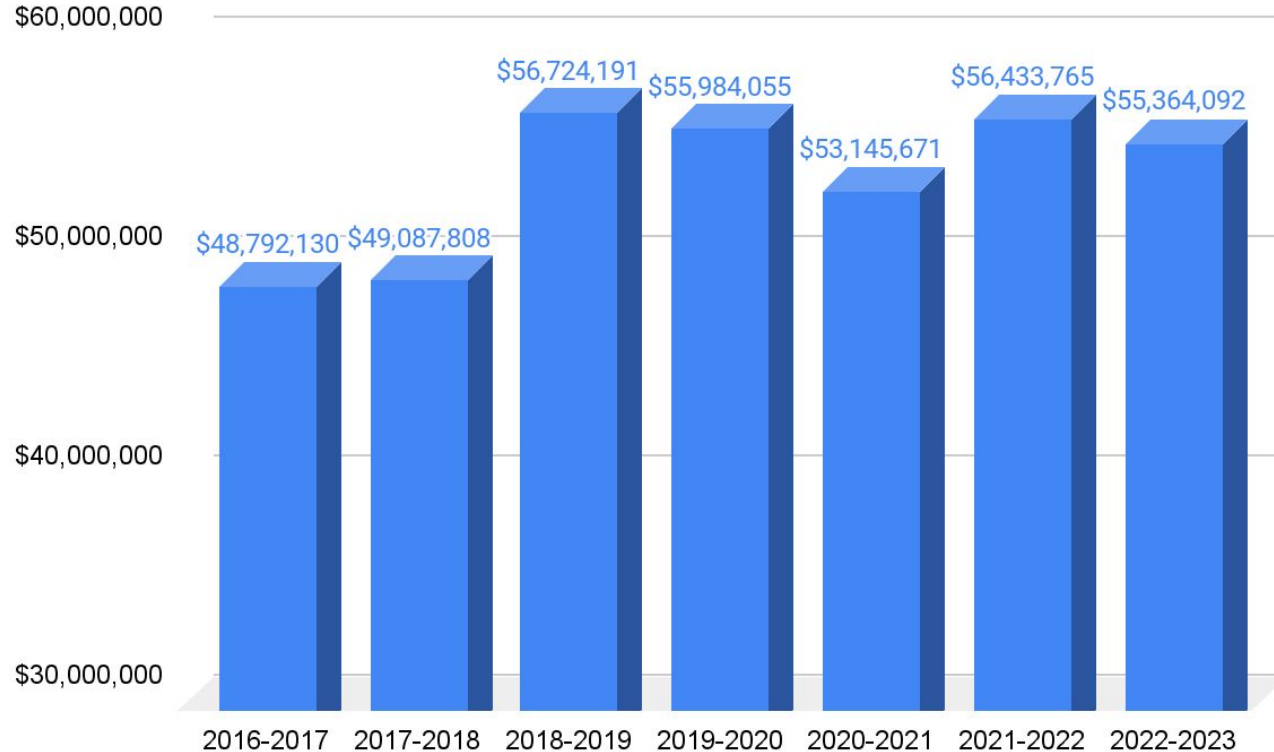
(All Funds Excluding Capital Projects)

Amounts in Millions of Dollars

Operational Fund Balance - July 1, 2022	56.4
2022-2023 Operating Surplus	5.0
Transfer to Capital Projects Fund	(6.0)
Operational Fund Balance - June 30, 2023	55.4

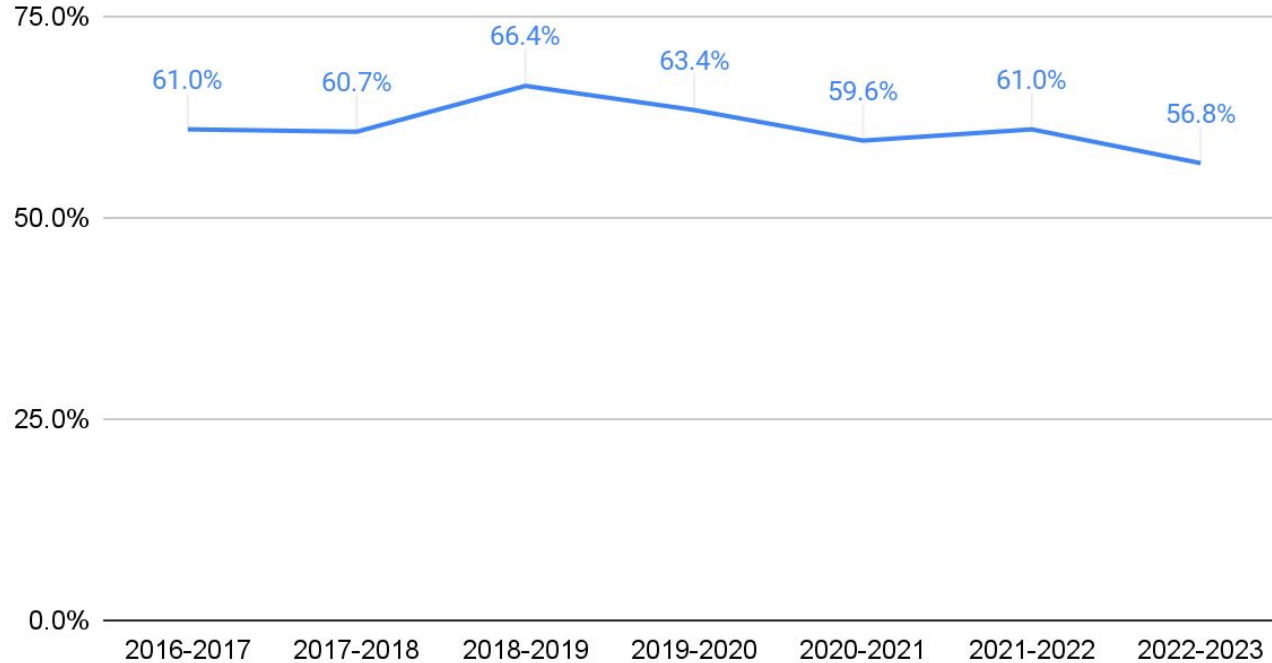


Historical Operational Fund Balance (All Funds Excluding Capital Projects & HLS)



Annual Financial Report

Historical Fund Balance to Revenue Ratio



ANY QUESTIONS?





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NORTH SHORE

SCHOOL DISTRICT 112

Date: September 19, 2023
To: Members of the Board of Education
From: Dr. Michael Lubelfeld, Superintendent of Schools
Subject: 2023-24 Chain of Command & Organizational Chart

Policy Alignment: Policy 3:30 Chain of Command & 3:70 Succession of Authority

Disposition: Action

Executive Summary:

Policy 3:30 Chain of Command requires the superintendent to develop an organizational chart indicating the channels of authority and reporting relationships for school personnel.

Board Policy 3:70 Succession of Authority requires the superintendent to develop a plan that outlines the succession of authority and responsibility in the event the Superintendent, Building Principal, or other administrator is temporarily unavailable.

An updated organizational chart and succession plan have been developed and are being shared with the Board for review.

Recommendation:

Information Only



General School Administration

Administrative Procedure - Succession Plan

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall be as stated below. If the first person on the succession list is unavailable, the second person shall be the responsible person, and so on, in order through the list. The designated individual shall communicate with the School Board President in cases of importance and/or emergency.

Superintendent

Dr. Michael Lubelfeld, Superintendent

Dr. Monica Schroeder, Deputy Superintendent

Dr. Holly Colin, Asst. Supt. for Student Svcs.

Mr. Jeremy Davis, Asst. Supt. for Finance & Operations

Dr. Kevin Ryan, Asst. Supt. for Teaching & Learning

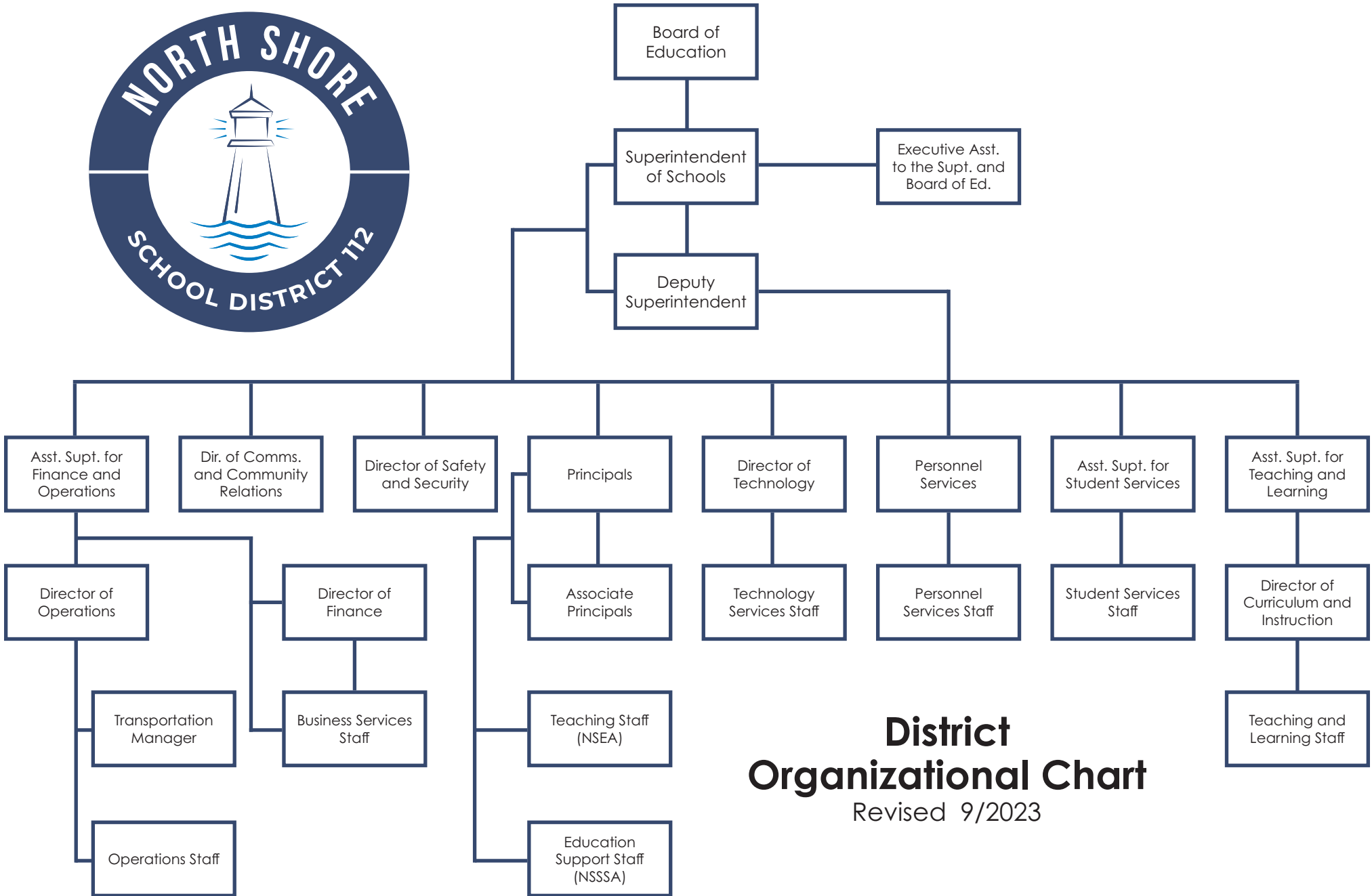
Building Principal

Building Principal

Building Associate Principal

Dr. Leah Kimmelman, Director of Curriculum & Instruction

Mr. Jeremy Wickham, Director for Technology



**District
Organizational Chart**
Revised 9/2023



INSPIRE · INNOVATE · ENGAGE

NORTH SHORE

SCHOOL DISTRICT 112

Date: September 19, 2023
To: Board of Education
From: Dr. Michael Lubelfeld, Superintendent
Subject: FOIA Requests
Policy Alignment: Policy 2:250-Access to Public Records
Disposition: Information

Executive Summary:

Board Policy 2:250 Access to Public Records requires the Superintendent or designee(s) to report to the Board any Freedom of Information (FOIA) requests and the status of the District's response at each regular Board meeting.

The following is a summary of recent requests the District received under the Freedom of Information Act:

- A request was made on September 11, 2023, by Janine Asmus for a list of certified librarians. The District responded to the request on September 12, 2023.

Recommendation:

Information Only



**Board of Education Regular Meeting
Northwood Middle School, 945 North Ave., Highland Park, IL 60035**

August 22, 2023

Open Session Minutes

This meeting was streamed live and can be accessed online at <https://vimeo.com/user133899354>

Call to Order, Roll Call

President Hirsh called the meeting to order at 7:00 p.m.

Members Present:

Alexander Brunk, Jenny Butler, Lisa Hirsh, Melissa Itkin, Dan Jenks, Art Kessler, Bennett Lasko

Members Absent

None

Administrators Present:

Dr. Michael Lubelfeld, Superintendent

Dr. Monica Schroeder, Deputy Superintendent

Mr. Jeremy Davis, Assistant Superintendent for Finance & Operations

Dr. Kevin Ryan, Assistant Superintendent of Teaching and Learning

Dr. Holly Colin, Assistant Superintendent for Student Services

Mr. Ben Finfer, Director of Communications & Community Relations

Pledge of Allegiance

President Hirsh led the Pledge of Allegiance.

Approval of Agenda

President Hirsh asked for a motion to approve the agenda as presented. Mr. Jenks moved, and Ms. Butler seconded the motion. Upon a voice vote, the agenda was unanimously approved.

Superintendent Report

- **Welcome to 2023-24** - Dr. Lubelfeld welcomed everyone to the 2023-24 school year. New Staff Orientation was held last week; all staff returned to work on August 21; and students will return to school on August 24.
- **Board Update** - At the Committee of the Whole meeting on August 17, the Board participated in a workshop identifying individual talent potential and the impact on collective governance leadership. A Committee of the Whole meeting is planned for

August 19, and Dr. Shivers will present to the Board session #5 of the Leading for Equity professional growth series.

- **Enrollment Update** - As of August 18, 396 students are enrolled for kindergarten district-wide.
- **Staffing Update** - To date, there have been thirty-seven new certified staff hired, ten classified/exempt, and nine administrative changes for 2023-24
- **112 Education Foundation:** The annual FUNd RUN will be held on September 30. The community can find registration and information on the event at www.112foundation.org
- **Emergency Notifications** - The district sent parents and staff a test message using the Emergency Notification system on August 21. Any parents or staff who didn't receive an email, text, or phone call should contact Ben Finfer, Director of Communications at bfinfer@nssd112.org
- **Securly Platform** - The district will roll out "Securly," a platform for parents to monitor their children's online activity on school devices. Plans are to restrict access to school devices between 11:00 p.m. and 5:00 a.m. More information on the Securly platform will be shared with parents soon.
- **Parent Square** - Parents were encouraged to register their Parent Square accounts. District communications are sent through Parent Square. The platform is capable of translating messages into 130 different languages.
- **Heat Procedures** - Extreme heat days are forecasted for the coming week, and Dr. Lubelfeld will monitor weather conditions closely. Certain areas are air-conditioned at the schools without central air, and classes will circulate through the areas as needed. As Phase 2 renovations are completed, every school will have central air conditioning.
- **Safety at School & Neighborhoods**
 - As part of enhanced security measures, parents who escort their children to school were asked to refrain from lingering on playgrounds in the mornings. This will allow staff to monitor the school campus for unauthorized visitors more efficiently.
 - Parents were asked to be respectful and considerate to the neighbors who live close to school campuses when dropping off and picking up their children.

Public Hearing & Presentation - Tentative FY 2024 Budget

President Hirsh opened the public hearing on the Tentative 2023-24 Budget. Mr. Davis presented highlights and explained that the tentative budget is not balanced by design. The administration is investing in the District's future and has heavily emphasized capital expenditures in the FY24 budget. The budget maintains the same level of academic programming and no deficit reduction plan required by the state. Mr. Davis shared a summary of each fund account's cash and investments as of July 31, 2023. The budget reflects expected revenues of \$103,616,871 and estimated expenditures of \$156,514,680 for all funds. Included in the capital project expenditures are the Ravinia roof (\$4.5 million), technology (\$3.6 million), Oak Terrace Prek renovation (\$1.7 million), playground, intercoms, and miscellaneous (\$0.8 million). The Board will be asked to adopt the 2023-24 budget later on the agenda.

Public Hearing - Renew e-Learning Program in Lieu of Scheduled Emergency Days

President Hirsh opened the public hearing on renewing the e-Learning Program in Lieu of Emergency Days. Provisions of the Illinois School Code allow for e-learning days to be used in lieu of emergency days that need to be made up due to extreme weather or other emergencies. The only way to use an e-learning day is with a plan created by the District that meets ISBE criteria, that has been shared with the community, and a public hearing held; that has been approved by the Board of Education by Resolution before September 1, and has been submitted and approved by the Illinois State Board of Education. The approved eLearning Plan must be renewed every three years. In consultation with the NSEA, the administration reviewed the 2020 eLearning plan to ensure compliance with requirements and made slight adjustments. The administration acknowledges that in-person learning is best for students. Dr. Lubelfeld said he would only exercise the right to use an eLearning day as a last resort after the mandated five emergency days were exhausted and emergency circumstances still existed that prevented students from attending school in person (weather or Act of God, etc.) The Board discussed the recommendation, and all agreed that in-person learning was essential, but most felt having an option for eLearning provided flexibility needed in the event of an extended emergency. Mr. Brunk disagrees with the concept of e-learning for most students and said he could not support the idea. President Hirsh opened the floor for community members to offer comments on the renewal of the eLearning program in lieu of emergency days.

- Sharone Marck, a D112 parent, expressed concerns about utilizing e-learning days after seeing the negative impact of e-learning during COVID-19. She appreciates the parameters the board and Dr. Lubelfeld discussed.
- Mary Pike, a community member, affirmed the importance of in-person learning.

FY25 Budget Calendar

Mr. Davis provided an overview of the 2024-25 budget calendar. The calendar detailed milestones in the budget planning process spanning from August 2023 through September 2024. Mr. Davis noted that the budget calendar was updated to include additional tasks in October on 5-year projections and Levy planning. The Board will be asked to approve and authorize the administration to begin preparing the FY 2024-25 later on the agenda.

Freedom of Information Requests

The Board was informed of the following requests the District received under the Freedom of Information Act:

- A request was made on May 10, 2023, by Vince Espi for records/emails pertaining to Lurie Children's Hospital. The District responded to the request on May 12, 2023.
- A request was made on May 12, 2023, by John Kavouris from DBM Services for documents about Northwood Renovations. The District responded to the request on May 26, 2023

- A request was made on May 15, 2023, by Jonah Meadows from The Patch for documents about a human reproduction game. The District responded to the request on May 22, 2023.
- A request was made on June 6, 2023, by Melinda Creasey for bid information for Oak Terrace renovations. The District responded to the request on June 13, 2023.
- A request was made on June 8, 2023, by Vince Espi for documents about Diversity, Equity, and inclusion vendor services. The District responded to the request on June 15, 2023.
- A request was made on June 14, 2023, by Tania Campbell for bid tabulations. The District responded to the request on June 15, 2023.
- A request was made on June 16, 2023, by Katy Smyser from NBC5 for documents on FOIA lawsuits. The District responded to the request on June 22, 2023.
- A request was made on June 23, 2023, by Josiah Chatterton from Prairie State Wire for contact and service information for Board members. The District responded to the request on June 26, 2023.
- A request was made on July 12, 2023, by Vince Espi for data on substitute teachers. The District responded to the request on July 19, 2023.
- A request was made on July 12, 2023, by Svetlana Kozlov for tenure teacher data. The District responded to the request on July 18, 2023.
- A request was made on July 13, 2023, by nhw@dedendumgroup.com for data about gender transitioning. The District responded to the request on July 18, 2023.
- A request was made on July 26, 2023, by Katherine Smyser from NBC5 for various information on requests to remove books. The District responded to the request on August 2, 2023.
- A request was made on August 4, 2023, by Melinda Creasey for bid tabulations for Ravinia & Indian Trail renovations. The District responded to the request on August 10, 2023.
- A request was made on August 4, 2023, by Katherine Smyser from NBC5 for a more narrowed scope of information on requests to remove books. The District responded to the request on August 7, 2023.
- A request was made on August 8, 2023, by Grace Patino from Whitted Takiff Law for special education data. The District responded to the request on August 15, 2023.

Public Comments Related to Matters on the Agenda

There were no comments.

Consent Agenda

The Board utilizes a consent agenda for various routine action items, which allows the Board to approve items in a single motion unless the Board or the Superintendent requests otherwise.

President Hirsh asked for a motion to approve the Consent Agenda as follows:

- Approval of Personnel Recommendations
 - Employment
 - Employment of **Margaret Swiech** as full-time 5th Grade Teacher at Indian Trail Elementary School, effective August 14, 2023.

- Employment of **Madison Seefeldt** as full-time 2nd Grade Teacher at Indian Trail Elementary School, effective August 14, 2023.
 - Employment of **Alec Sisler** as full-time Special Ed Paraprofessional at Ravinia Elementary School, effective August 21, 2023.
 - Employment of **Shelley Householder** as full-time Reception/Vestibule Clerk at Indian Trail Elementary School, effective August 24, 2023.
 - Employment of **Adam Courtman** as full-time Nurse Clerk at Edgewood Middle School, effective August 21, 2023.
 - Employment of **Mary Ann Farmer** as full-time IL Paraprofessional at Sherwood Elementary School, effective August 21, 2023.
 - Employment of **Mary Casper** as full-time 1:1 Special Education Paraprofessional at Sherwood Elementary School, effective August 21, 2023.
 - Employment of **Yamilet Garcia** as full-time Bilingual Paraprofessional at Red Oak Elementary School, effective August 21, 2023.
 - Employment of **Michael Crowley** as full-time 1:1 Special Education Paraprofessional at Sherwood Elementary School, effective August 21, 2023
- Resignations/Retirements
 - Resignation of **Tanya Roldan** as full-time 3rd Grade Dual Language Teacher at Oak Terrace Elementary School, effective June 9, 2023
 - Resignation of **Fred Downey** as full-time Reception/Vestibule Clerk at Edgewood Middle School, effective June 9, 2023
 - Resignation of **Ashley Kasprovicz** as full-time SAIL Paraprofessional at Braeside Elementary School, effective June 9, 2023
 - Resignation of **Jasmine Mateos** as full-time Special Education Paraprofessional at Oak Terrace Elementary School, effective June 9, 2023
 - Resignation of **Susan Sroufek** as full-time Special Education Paraprofessional at Oak Terrace Elementary School, effective June 9, 2023
- Classified Transfer
 - Transfer of **Cherie Greenwood** as full-time Technology Specialist to full-time System Specialist/Enterprise Systems, effective 8/23/23
- Stipends
 - Stipend for **Mark Brenner** as 7th Grade Girls Basketball Coach at Northwood Middle School, effective October 9, 2023
- Increase in Time
 - Increase in time for **Kevin Schlacks**, Physical Education Teacher from part-time (.63 FTE) at Ravinia to full-time (1.0) at Ravinia & Wayne Thomas Elementary Schools, effective August 21, 2023
- Approval of the Bill List
- Approval of the Treasurer's Report - July 2023

- Approval to Destroy Closed Session Recordings of February 1, 2022 and February 22, 2022
- Approval to Dispose, Sell, or Recycle Surplus Items
 - Sherwood - Library books
 - Student Services - AED devices and curricular resource materials
 - Northwood - Math resources
 - Oak Terrace - Library books/videos/DVD/CD
 - Edgewood - Curricular books & resources

Mr. Brunk moved, and Mr. Lasko seconded the motion to approve the Consent Agenda as presented. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approval of Regular Meeting Minutes - July 18, 2023

President Hirsh asked for a motion to approve the Regular Meeting Minutes of July 18, 2023, as presented. Mr. Jenks moved, and Ms. Itkin seconded the motion. Upon a voice vote, the motion was approved (6-0). Mr. Lasko abstained.

Approval of Closed Session Meeting Minutes - July 18, 2023

President Hirsh asked for a motion to approve the Closed Session Meeting Minutes of July 18, 2023, as presented. Ms. Itkin moved, and Mr. Brunk seconded the motion. Upon a voice vote, the motion was approved (5-0). Mr. Lasko and Ms. Butler abstained.

Approval of Committee of the Whole Meeting Minutes - August 17, 2023

President Hirsh asked for a motion to approve the Committee of the Whole Meeting Minutes of August 17, 2023, as presented. Ms. Itkin moved, and Ms. Butler seconded the motion. Upon a voice vote, the motion was approved (6-0). Mr. Lasko abstained.

Recommendation to Offer Aspire as 403(b) and 457(b) Plan Provider

The District offers employees the opportunity to participate in various 403(b) and 457(b) tax annuity retirement plans. Mr. Davis recommended to the Board that Aspire be added to the list of retirement plan providers. He noted that TSA Consulting Group Inc., the district's 403(b)/457(b) third-party administrator, currently has an agreement with Aspire for compliance and information sharing. President Hirsh asked for a motion to approve the adding Aspire as a retirement plan provider, as presented. Mr. Jenks moved, and Mr. Kessler seconded the motion. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Final Policy Updates and Periodic Reviews

In July, The Board accomplished a first reading of policy updates and periodic review recommended by the Policy Committee. The Board was presented with final drafts of the following policies for approval:

- 2:110 Qualifications, Terms, and Duties of Board Officers
- 2:170 Procurement of Architectural, Engineering, and Land Surveying Services
- 4:45 Insufficient Fund Checks and Debt Recovery
- 4:60 Purchases and Contracts
- 4:100 Insurance Management
- 5:30 Hiring Process and Criteria
- 5:90 Abused and Neglected Child Reporting
- 5:125 Personal Technology and Social Media; Usage and Conduct
- 5:150 Personnel Records
- 5:230 Maintaining Student Discipline
- 5:260 Student Teachers
- 6:135 Accelerated Placement Program
- 6:230 Library Media Program
- 7:200 Student Suspension (*custom language*)
- 7:305 Student Athlete Concussions and Head Injuries
- 8:20 Community Use of School Facilities
- 8:70 Accommodating Individuals with Disabilities
- 8:95 Parental Involvement

The following policies were part of the periodic review:

- 2:80 Board Member Oath and Conduct
- 4:40 Incurring Debt
- 5:285 Drug & Alcohol Testing for School Bus & Comm. Vehicle Drivers
- 6:10 Educational Philosophy and Objectives
- 6:190 Extracurricular and Co-curricular Activities
- 6:210 Instructional Materials
- 6:240 Field Trips
- 7:275 Orders to Forgo Life-Sustaining Treatment
- 8:25 Advertising and Distributing Materials in Schools Provided by Non-School Related Entities

President Hirsh asked for a motion to approve the policy updates as presented. Mr. Brunk moved, and Mr. Kessler seconded the motion. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Adoption of FY24 Budget

President Hirsh asked for a motion to approve the 2023-24 Budget, as presented. Mr. Jenks moved, and President Hirsh seconded the motion. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Resolution 230822 Designating and Preparing FY25 Budget

President Hirsh asked for a motion to approve Resolution 230822, Designating and Preparing the 2024-25 Budget, as presented. Mr. Jenks moved, and Mr. Lasko seconded the motion.

President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Resolution 230822a Authorize an Accounting Interfund Transfer from the Operations and Maintenance Fund to the Debt Service Fund

The 2023-2024 Budget requires an annual interfund transfer due to the issuance of \$55,000,000 General Obligation School Bonds (Alternate Revenue Sources), Series 2019. The administration requested the Board authorize an accounting interfund transfer of \$3,867,138 from the Operations and Maintenance Fund to the Debt Service Fund. President Hirsh asked for a motion to approve Resolution 230822a Authorize an Accounting Interfund Transfer from the Operations and Maintenance Fund to the Debt Service Fund, as presented. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Resolution 230822b Setting a Hearing to Discuss an Interfund Transfer from Education Fund to Operation and Maintenance Fund to Capital Projects Fund

The administration recommended a permanent interfund transfer of 2,500,000 from the Education Fund to the Operations and Maintenance Fund to cover necessary operating expenses. This type of interfund transfer requires a public hearing, and the administration proposed a public hearing be held in conjunction with the September 19 Regular Board meeting. President Hirsh asked for a motion to approve Resolution 230822b Setting a Public Hearing to Discuss an Interfund Transfer from the Education Fund to the Operation and Maintenance Fund, as presented. Mr. Jenks moved and Mr. Lasko seconded the motion.

President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Resolution Authorizing Commencement of Social Media Litigation

At the July 17 Board meeting, the Board discussed joining over 300 other school districts around the nation to file a lawsuit against giant social media companies such as Meta Platforms, Inc. Facebook Holdings LLC, Snap Inc, TikTok Inc., Alphabet Inc., and other parties responsible

for creating, designing, marketing, and proliferating social media platforms. The litigation seeks to address these companies' negative impacts on students and school districts throughout the Country. In recent years the proliferation of and widespread access to and use of social media among public school students have expanded dramatically, leading to significant risks of anxiety, depression, thoughts of self-harm, and suicidal ideation among students. The Board discussed whether they felt it was advantageous, desirable, and in the public and District's best interest to participate in the litigation by filing a lawsuit seeking monetary and non-monetary damages against the named social media companies and other parties responsible for the harm caused by social media platforms. The suit is contingency-based, with legal fees paid only if the District receives monetary damages. It was noted that any monetary damages awarded to the District would be earmarked to further support mental health initiatives. The majority of Board members offered comments supporting filing suit. They feel social media algorithms drive inappropriate content to engage children, and the results are negatively impacting the mental health of children, which has spilled into the schools. Schools are spending a great deal of time and resources trying to support students' mental health, and it's important to find ways to help mitigate the problem and find meaningful change. President Hirsh asked for a motion to approve Resolution 230822c Authorizing Commencement of Social Media Litigation as presented. Mr. Jenks moved, and Ms. Butler seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

ABSTAIN: Brunk

The motion passed.

Approve Resolution 230822d Adopting e-Learning Program in Lieu of Emergency Days

The Board was presented with a Resolution Adopting an e-Learning Program in Lieu of Emergency Days for approval. As discussed during the public hearing, the use of e-learning would only be used after the five mandated emergency days were exhausted. The e-learning plan would be valid through June 2026. Mr. Jenks suggested the following language be added to the Resolution to affirm agreed-upon parameters:

1. e-learning days should be used after five emergency days have been exhausted
2. The decision to declare the use of an -e-learning day will be made in consultation with the Board President
3. If two or more consecutive e-learning days are needed, the Board will be required to ratify the decision.

Mr. Brunk reiterated his concerns and noted that using e-Learning days is not a mandate and he can't support the idea. President Hirsh asked for a motion to approve Resolution 230822d Adopting an e-Learning Program in Lieu of Emergency Days with the stipulated parameters. Mr. Lasko moved, and Mr. Jenks seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: Brunk

The motion passed.

Approve Administrator Contract Amendment - Charles Privett

The Board was presented with the Administrator Contract Amendment for Charles Privett, Director for Facilities, Operations, and Transportation. The current employment contract for Mr. Privett expires on June 30, 2024. Mr. Privett had planned to retire at the end of the contract term, however, after discussion, Mr. Privett has agreed to delay his retirement and continue his employment in the District through December 31, 2024. Dr. Lubelfled recommends a succession plan for hiring a new Director for Operations to replace Mr. Privett after he retires. The new Director would begin on July 1, 2024, allowing for six months of overlap with Mr. Privett. During the six months, Mr. Privett would serve as a mentor, help with the transition of the new Director, and oversee the multiple construction projects in District 112. President Hirsh asked for a motion to approve the Administrator Contract Amendment for Charles Privett, extending his salary and benefits (prorated) until his last day of employment on December 31, 2024, as presented. Mr. Kessler moved, and Mr. Brunk seconded the motion. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Service Agreement for Cartwheel Health Services

Dr. Colin presented information on a proposed agreement with Cartwheel Health Services. Cartwheel is a national mental health provider for students/adolescents. They provide rapid access to care for students by providing them access to a licensed clinician within seven days of referral (virtually). Clinicians are available during school hours, after school, nights, weekends, and breaks. Additionally, Cartwheel offers the ability for psychiatric evaluations and medicine management. This service is part of the District's comprehensive approach to student mental health and wellness. The agreement with Cartwheel is to pilot the program and allow referrals for up to 50 students enrolled in grades 6-8 for the 2023-24 school year for \$25,000. If students do not hold insurance, the District agrees to a Not to Exceed amount of \$12,500 for Cartwheel direct billing of up to 100 hours at \$120/hour; otherwise, family medical insurance typically covers the additional costs, should they arise. It was noted that the service also helps support the parents of children receiving counseling services. President Hirsh asked for a motion to approve the Service Agreement for Cartwheel Health Services at \$25,000 annually, not to exceed \$37,500, effective September 1, 2023, through June 30, 2024, pending attorney review. Mr. Jenks moved, and Mr. Kessler seconded the motion. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Public Comments

There were no comments.

Committee/Liaison Reports

- 112 Education Foundation - Ms. Itkin reminded everyone that the annual FUNd Run is on September 30. The Foundation will offer each school \$3,500 for author visits
- ED RED - Mr. Jenks attended the August ED RED legislative breakfast meeting. Topics of discussion included TIF rules and possible reforms, teacher shortages, social-emotional learning, mandates; and children new to the U.S.
- Highland Park Human Relations Advisory - Ms. Butler attended a recent advisory meeting and discussed future events.

Board/Superintendent Other

- President Hirsh and Dr. Lubelfeld attended a meeting organized by the City of Highland Park to discuss community safety and security. Representatives from local and Lake County government partner agencies also participated.
- Mr. Jenks applauded District 113 for approving additional funds to help students who are not involved in extracurricular clubs or activities. It is important for children to feel included and connected.

Adjourn to Closed Session

President Hirsh asked for a motion to adjourn to closed session to discuss the following:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2 (c)(1)
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2 (c)(8)

Ms. Butler moved, and Mr. Jenks seconded the motion to adjourn to closed session. President Hirsh requested a roll call vote:

AYES: Brunk, Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

The Board adjourned to closed session at 9:21 p.m

Reconvene to Open Session

The Board reconvened to open session at 10:25 p.m.

Adjournment

President Hirsh asked for a motion to adjourn the regular meeting. Mr. Jenks moved, and Ms. Butler seconded the motion to adjourn. The motion was approved by voice vote.

The meeting adjourned at 10:25 p.m.

Lisa Hirsh, President

Melissa Itkin, Secretary

Date of Approval: September 19, 2023



**Board of Education Committee of the Whole Meeting
Northwood Middle School, 945 North Ave., Highland Park, IL 60035**

August 29, 2023

Open Session Minutes

Call to Order, Roll Call

President Hirsh called the meeting to order at 6:32 p.m.

Members Present:

Alexander Brunk, Jenny Butler, Lisa Hirsh, Melissa Itkin, Dan Jenks, Art Kessler, Bennett Lasko

Members Absent

None

Administrators Present:

Dr. Michael Lubelfeld, Superintendent

Dr. Monica Schroeder, Deputy Superintendent

Mr. Jeremy Davis, Assistant Superintendent for Operations & Finance

Dr. Kevin Ryan, Assistant Superintendent for Teaching & Learning

Dr. Holly Colin, Assistant Superintendent for Student Services

Mr. Ben Finfer, Director of Communications & Community Relations

Approval of Agenda

President Hirsh asked for a motion to approve the agenda as presented. Mr. Kessler moved, and Mr. Jenks seconded. Upon a voice vote, the motion was unanimously approved.

Pledge of Allegiance

President Hirsh led the Pledge of Allegiance

Board Professional Learning Growth Workshop - Leading for Equity Session #5

Dr. Sarena Shivers presented session five of the six-part learning series on Leading for Equity: Understanding Diversity and Social Justice in the Governance Role. Dr. Shivers discussed ableism, which is rooted in the assumption that disabled people require 'fixing' and defines people by their disability. Ableism includes harmful stereotypes, misconceptions, and generalizations of people with disabilities. Dr. Shivers shared a video that showed how ableism finds its way into casual language commonly heard in our society. The concept of privilege was introduced, and a video demonstrating a "privilege walk" activity was shared. The privilege walk helps each person understand their own personal privilege journey. Dr. Shivers urged the Board to think about the voices that are missing from the table when making decisions and governing.

Action/Goal Setting Process

In a previous working session, Dr. Shivers had the Board and administration collaborate to identify a list of equity gaps they perceived existed in District 112 and offer possible solutions for future consideration. Dr. Shivers asked board members to review the list that was created and to rank the three highest priority areas individually they felt were most important to address and create SMARTIE goals to work on. She explained that SMARTIE goals are Specific, Measurable, Attainable and Ambitious, Relevant, Time-Bound, Inclusive, and Equitable. A tally of individual votes showed members chose Dual Language/EL and family outreach as the priority areas to focus on. The plan is to have several Board members develop 2 to 3 draft SMARTIE goals for the two identified priority areas. A team consisting of two board members, Dr. Schroeder, a cabinet member, and Dr. Shivers, will then take the draft SMARTIE goals and refine/synthesize them into a final set of SMARTIE to be presented and discussed at the October 10 Committee of the Whole meeting. Dr. Lubefeld encouraged Board members interested in working on the SMARTIE goals to contact President Hirsh and Dr. Lubefeld. Future governance steps, including a strategic planning process, will be addressed at the October 10 COW meeting.

Public Comments

None

Adjournment

President Hirsh asked for a motion to adjourn the meeting. Mr. Jenks moved, and Mr. Lasko seconded the motion to adjourn. The motion was approved by voice vote.

The meeting adjourned at 8:43 p.m.

Lisa Hirsh, President

Melissa Itkin, Secretary

Date of Approval: September 19, 2023



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NORTH SHORE

SCHOOL DISTRICT 112

Date: September 19, 2023

To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

From: Dr. Monica Schroeder, Deputy Superintendent

Subject: Personnel Recommendations

Policy Alignment: Policy 5:30 Hiring Process and Criteria

INTERIM BUILDING ADMINISTRATOR

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Julie Waehner	Not exceed 120 days	Interim Coordinator	DO	9/5/23

CLASSIFIED PERSONNEL

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Megan Hoffhines	1.0	1:1 Special Education Paraprofessional	EW	8/23/23
Eduardo Osornio	1.0	Technology Specialist: Academic Support	DO	9/5/23
Juan Arriaga	1.0	Technology Specialist	DO	9/26/23

STIPEND PERSONNEL

<u>NAME</u>	<u>STIPEND</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Ulises Gomez	Level C	7th Grade Co-Ed Soccer Coach	NW	8/28/23
William Hsu	Level D	Lego Robotics Coach	BR	9/25/23

TEAM LEADERS

Northwood	Name(s)
6th Grade	Jamie Cohn/Sarah Holsen
7th Grade	Todd Middendorf
8th Grade	Erick Albrecht
CAPE	Sara Simons
Edgewood	Name(s)
6th Grade	Maddie Henderson
7th Grade	Michael Buss
8th Grade	Joanne Dimitriou
CAPE	Christina Garza

Recommendation:

Roll call vote to approve the Personnel Report, as presented.

*These changes were added after the original posting.

MEMORANDUM

NORTH SHORE SCHOOL DISTRICT 112

TO: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

FROM: Mr. Jeremy Davis, Assistant Superintendent of Finance and Operations

RE: **Business Office Monthly Report of Summary Financial Performance Data for August 2023**

Policy Alignment: Policy 4.8 – Accounting and Audits

DATE: September 19, 2023

1. Investments

See Treasurer’s Report for month and summary of cash and investments.

2. Financial Packet

The Financial Packet for the month of August, 2023, including the following reports, is presented for your review.

- a. Summary reports of Expenditures for the month.
- b. Check Summaries for disbursements processed from the last to the current Board meeting are provided for separate Board approval.

The status of the Education Fund expenses (in \$ millions) are as follows:

TOTAL	SPENT	
<u>BUDGET</u>	<u>YTD</u>	<u>BALANCE</u>
\$72.3	\$5.8	\$66.5

North Shore School District 112
Summary of Cash & Investments
August 31, 2023

	<u>Cash & Investments</u> <u>August 31, 2023</u>	<u>% of Total</u>	<u>Cash & Investments</u> <u>July 31, 2023</u>	<u>Monthly Change in</u> <u>Cash & Investments</u>	<u>Cash & Investments</u> <u>August 31, 2022</u>	<u>% of Total</u>	<u>Annual Change in</u> <u>Cash & Investments</u>
10 Education	\$ 72,890,045.32	48%	\$ 73,440,763.74	\$ (550,718.42)	\$ 72,741,411.62	68%	\$ 148,633.70
20 Operations and Maintenance	\$ 8,735,315.03	6%	\$ 9,986,186.57	\$ (1,250,871.54)	\$ 11,072,639.33	10%	\$ (2,337,324.30)
30 Debt Service	\$ 4,403,861.47	3%	\$ 4,329,629.09	\$ 74,232.38	\$ 77,966.97	0%	\$ 4,325,894.50
40 Transportation	\$ 3,791,787.15	2%	\$ 4,602,114.18	\$ (810,327.03)	\$ 5,297,081.18	5%	\$ (1,505,294.03)
50 Municipal Retirement	\$ 4,038,255.93	3%	\$ 4,029,345.12	\$ 8,910.81	\$ 3,323,015.72	3%	\$ 715,240.21
60 Capital Projects	\$ 54,297,908.91	36%	\$ 54,534,768.52	\$ (236,859.61)	\$ 10,990,969.43	10%	\$ 43,306,939.48
70 Working Cash	\$ 3,350,483.48	2%	\$ 3,336,234.46	\$ 14,249.02	\$ 3,089,349.22	3%	\$ 261,134.26
Total District Funds	\$ 151,507,657.29	100%	\$ 154,259,041.68	\$ (2,751,384.39)	\$ 106,592,433.47	100%	\$ 44,915,223.82
99 Student Activity	\$ 218,463.04	0%	\$ 216,811.36	\$ 1,651.68	\$ 210,875.96	0%	\$ 7,587.08
Total All Funds	\$ 151,726,120.33	100%	\$ 154,475,853.04	\$ (2,749,732.71)	\$ 106,803,309.43	100%	\$ 44,922,810.90

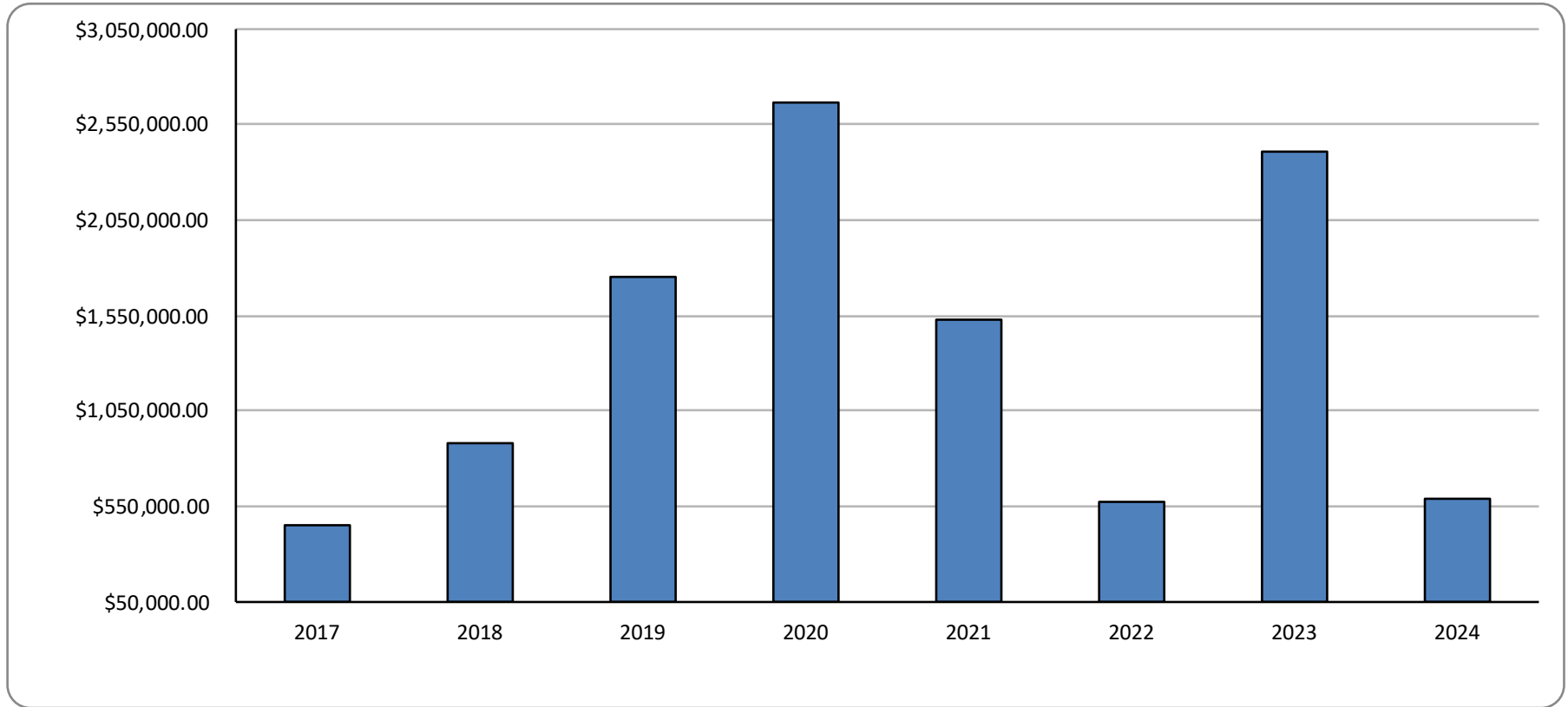
**Please note that the District is reporting cash and investments on a cost basis.

North Shore School District 112
Fund Balance Summary
August 31, 2023

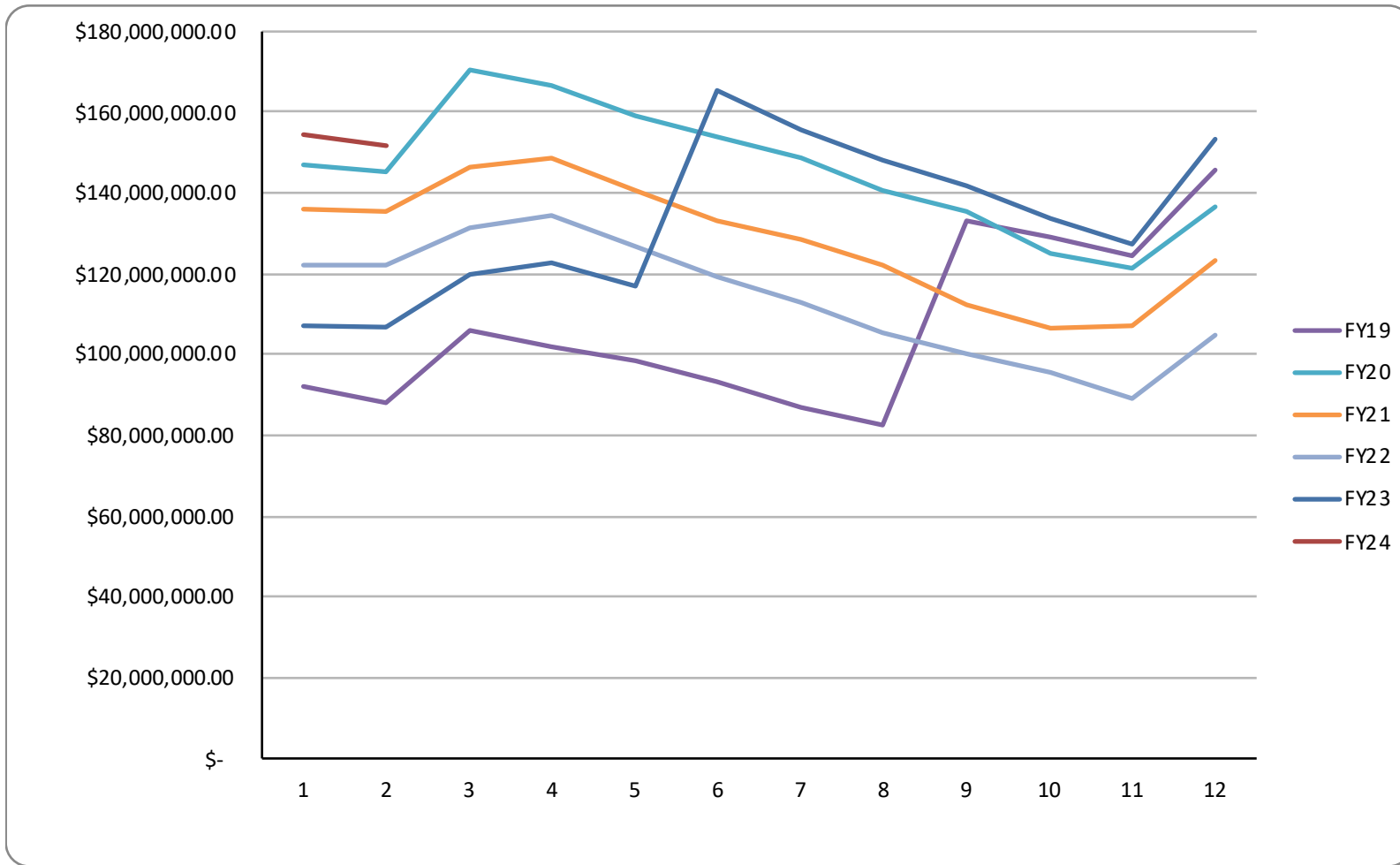
Fund	Unaudited Fund Balance June 30, 2023	2023-24 Fiscal Year to Date Revenues	2023-24 Fiscal Year to Date Expenditures	Excess / (Deficiency) of Revenues Over Expenditures	2023-24 Other Financing Sources/Uses	Unaudited Fund Balance August 31, 2023
(10) Education	\$ 40,842,186	\$ 36,889,328	\$ 5,767,337	\$ 31,121,991	\$ -	\$ 71,964,177
(15) Food Service	\$ 88,380	\$ 88,516	\$ 1,444	\$ 87,073	\$ -	\$ 175,453
(20) Operations and Maintenance	\$ 4,290,996	\$ 6,731,044	\$ 2,284,219	\$ 4,446,825	\$ -	\$ 8,737,821
(40) Transportation	\$ 2,408,899	\$ 2,257,863	\$ 883,348	\$ 1,374,515	\$ -	\$ 3,783,414
(50) Municipal Retirement	\$ 3,800,770	\$ 327,807	\$ 103,026	\$ 224,781	\$ -	\$ 4,025,551
(70) Working Cash	\$ 3,221,031	\$ 129,421	\$ -	\$ 129,421	\$ -	\$ 3,350,452
Total Operating Funds	\$ 54,652,263	\$ 46,423,980	\$ 9,039,374	\$ 37,384,606	\$ -	\$ 92,036,869
(30) Debt Service	\$ 120,168	\$ 4,283,693	\$ -	\$ 4,283,693	\$ -	\$ 4,403,861
(60) Capital Projects	\$ 52,591,250	\$ 232,721	\$ 296,831	\$ (64,110)	\$ -	\$ 52,527,140
Total Non-Operating Funds	\$ 52,711,419	\$ 4,516,414	\$ 296,831	\$ 4,219,583	\$ -	\$ 56,931,001
Total All Funds	\$ 107,363,682	\$ 50,940,394	\$ 9,336,205	\$ 41,604,190	\$ -	\$ 148,967,870

*Please note fund balance is the net of all District assets and liabilities (including audit accruals).

Interest Received



Cash Balance



North Shore School District 112
Statement of Revenue, Expenditures and Change in Fund Balance
Total Governmental Funds by Object
Fiscal Year to Date through August 31, 2023

	Operating Funds												Total Governmental Funds
	General Fund			Special Revenue Funds									
	Education, Working Cash & Food Service Funds	% Bud	Operations & Maintenance Fund	% Bud	Transportation Fund	% Bud	Municipal Retirement / Social Security Fund	% Bud	Debt Service Fund	% Bud	Capital Projects Fund	% Bud	
Revenue:													
Local Sources	\$ 35,121,560	52%	\$ 6,731,044	51%	\$ 1,935,728	51%	\$ 327,807	25%	\$ 4,283,693	52%	\$ 9,771	247%	\$ 48,409,604
State Sources	\$ 365,778	10%	\$ -		\$ 322,134	20%	-		\$ -		\$ -		\$ 687,913
Federal Sources	\$ 1,619,927	70%	-		-		-		-		-		\$ 1,619,927
2022 Referendum Bond Interest	\$ -		-		-		-		-		\$ 222,950	12%	\$ 222,950
Total Revenue	\$ 37,107,266	50%	\$ 6,731,044	51%	\$ 2,257,863	42%	\$ 327,807	25%	\$ 4,283,693		\$ 232,721	13%	\$ 50,940,394
Expenditures:													
Salaries	\$ 1,175,183	3%	\$ 255,300	19%	\$ 14,993	17%	\$ -		\$ -		\$ -		\$ 1,445,476
Employee Benefits	\$ 1,245,478	15%	\$ 1,514	1%	\$ 706	4%	\$ 103,026	7%	\$ -		\$ -		\$ 1,350,725
Purchased Services	\$ 1,683,228	23%	\$ 736,997	15%	\$ 867,648	16%	\$ -		\$ -		\$ -		\$ 3,287,874
Supplies	\$ 352,335	9%	\$ 162,772	13%	\$ -		\$ -		\$ -		\$ -		\$ 515,107
Capital Outlay	\$ 728,862	16%	\$ 1,127,636	16%	\$ -		\$ -		\$ -		\$ 125,042	25%	\$ 1,981,540
2022 Referendum Capital Outlay	\$ -		\$ -		\$ -		\$ -		\$ -		\$ 171,789	0%	\$ 171,789
Debt Service Payment	\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -
Other	\$ 583,695	13%	\$ -		\$ -		\$ -		\$ -		\$ -		\$ 583,695
Total Expenditures	\$ 5,768,781	8%	\$ 2,284,219	12%	\$ 883,348	16%	\$ 103,026	7%	\$ -		\$ 296,831	1%	\$ 9,336,205
Excess (Deficiency) of Revenue over (under) Expenditures	\$ 31,338,485		\$ 4,446,825		\$ 1,374,515		\$ 224,781		\$ 4,283,693		\$ (64,110)		\$ 41,604,188
Other Financing Sources/(Uses):													
Other Sources of Funds	\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -
Other Uses of Funds	\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -
Total Sources/(Uses)	\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -
Change in Fund Balance	\$ 31,338,485		\$ 4,446,825		\$ 1,374,515		\$ 224,781		\$ 4,283,693		\$ (64,110)		\$ 41,604,188
Beginning Fund Balance as of 6/30/23	\$ 44,063,217		\$ 4,290,996		\$ 2,408,899		\$ 3,800,770		\$ 120,168		\$ 52,591,250		\$ 107,363,682
Ending Fund Balance as of 8/31/23	\$ 75,314,629		\$ 8,737,821		\$ 3,783,414		\$ 4,025,551		\$ 4,403,861		\$ 52,527,140		\$ 148,967,870

Northshore School District 112
Cash and Investments
31-Aug-23

	<u>Account Balance</u>	<u>% of Total</u>
Petty Cash		
Statement Balance	\$ 643.67	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u>\$ 643.67</u>	0.00%
PMA 1030		
Statement Balance	\$ 7,037,122.30	
Less: Outstanding Checks and transfers	\$ (1,477,223.05)	
Plus Deposits in Transit and transfers	\$ 171,789.42	
Other Transactions	\$ 99,440.45	
Adjusted	<u>\$ 5,831,129.12</u>	3.84%
PMA 1033 ST Investments		
Statement Balance	\$ 48,918,232.67	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u>\$ 48,918,232.67</u>	32.24%
PMA 1034 LT Cash		
Statement Balance	\$ 36,318.92	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u>\$ 36,318.92</u>	0.02%
PMA 1047 LT Investments		
Statement Balance	\$ 8,068,464.69	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u>\$ 8,068,464.69</u>	5.32%
PMA Flex 1048		
Statement Balance	\$ 21,827.66	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u>\$ 21,827.66</u>	0.01%
PMA Stud Activity Account		
Statement Balance	\$ 302,363.47	
Less: Outstanding Checks	\$ (1,661.92)	
Plus Deposits in Transit	\$ 4,627.90	
Adjusted	<u>\$ 305,329.45</u>	0.20%

PMA 1058 Referendum			
Statement Balance	\$	50,542,463.74	
Less: Outstanding Checks (Transfer)	\$	(171,789.41)	
Plus Deposits in Transit	\$	-	
Adjusted	\$	50,370,674.33	33.20%
PMA 1005 Food Service			
Statement Balance	\$	1,536,852.02	
Less: Outstanding Checks (Transfer)	\$	-	
Plus Deposits in Transit	\$	(4,746.89)	
Adjusted	\$	1,532,105.13	1.01%
Wells Fargo 1022			
Statement Balance	\$	2,858,608.20	
Less: Outstanding Checks (Transfer)	\$	-	
Unrealized (gain)/loss	\$	31.81	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	2,858,640.01	1.88%
Fifth Third Bank 1024			
Statement Balance	\$	23,308,253.43	
Unrealized (gain)/loss	\$	539,373.55	
(Increase)/decrease in investment cost value	\$	2,815.15	
Adjusted	\$	23,850,442.13	15.72%
JP Morgan Investments 1051			
Statement Balance	\$	6,465,967.90	
Unrealized (gain)/loss	\$	(129,539.33)	
Accrued Interest	\$	(7,430.55)	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	6,328,998.02	4.17%
Fifth Third Bank WC 1055			
Statement Balance	\$	104,552.94	
Unrealized (gain)/loss	\$	-	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	104,552.94	0.07%
Fifth Third Bank-Capital Projects 1057			
Statement Balance	\$	3,498,761.59	
Plus Deposits in Transit (Transfer)	\$	-	
Unrealized (gain)/loss	\$	-	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	3,498,761.59	2.31%
Total Cash and Investments	\$	151,726,120.33	100.00%



Date: September 19, 2023
To: Members of the Board of Education
From: Dr. Michael Lubelfeld, Superintendent of Schools
Subject: Destruction of Closed Session Audio Recordings from February 2022

Policy Alignment: Policy 2.220 Board of Education Meeting Procedures

Disposition: Action

Executive Summary:

In accordance with Board Policy 2:220 Board of Education Meeting Procedures, the superintendent or Board president shall make audio recordings of all closed session meetings. After 18 months, the audio recordings can be destroyed with the Board's approval.

I recommend that the audio recording from the closed meeting on March 2, 2022, and March 15, 2022, be destroyed. The Board approved written minutes of this closed meeting and will continue to be maintained in accordance with law and policy.

Recommendation:

Roll call vote to approve the audio recording from the closed meeting on March 2, 2022, and March 15, 2022, be destroyed.



INSPIRE • INNOVATE • ENGAGE

NORTH SHORE
SCHOOL DISTRICT 112

Date: September 19, 2023
To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education
From: Jeremy Davis, Assistant Superintendent for Finance and Operations
Subject: Annual Salary Compensation Report
Disposition: Action

Executive Summary:

State legislation requires that a summary of salaries and benefits for District Administration acting in administrative capacities, as certified by the state, be posted on the District's website by October 1, of each year. In advance of this posting, the schedule is to be presented to the Board at one of its meetings; even if this is a reaffirmation of agreements that have previously been presented to and approved by the Board.

The legislation also provides that the full collective bargained contract with the certified teachers be posted on the District's website. The terms of the District's collective bargaining agreements, including teacher salaries and benefits will also be posted on the district's website and the district is required to submit the posted materials to the Lake County Regional Superintendent Office.

At the September 19, 2023 Board meeting, Administration will present a summary of the Fiscal Year 2023 salaries and benefits of certified personnel for posting to the district's website by October 1, 2023.

Recommendation: Action

Roll call vote to approve the Annual Salary Compensation Report for the Fiscal Year 2023, as presented by Administration, for posting to the district's website and distribution to the Lake County Regional Superintendent Office by October 1, 2023.



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
ABREGO, KAREN B	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$856.37	\$10,619.91
ADAMS, LISA	TEACHER	\$57,995.00	1.00	0	18	\$0.00	\$0.00	\$848.23	\$12,604.05
ALBRECHT, ERIK	TEACHER	\$98,595.00	1.00	0	18	\$0.00	\$0.00	\$1,415.34	\$7,977.89
ALLEN, GRANT	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$770.25	\$19,420.56
ALLISON, D ELAINE	TEACHER	\$95,723.00	1.00	0	18	\$0.00	\$0.00	\$1,338.64	\$7,979.14
ALMENDAREZ, SHEA	TEACHER	\$67,397.00	1.00	0	18	\$0.00	\$0.00	\$845.84	\$27.12
ANAYA, KATHY	TEACHER	\$89,284.94	1.00	0	18	\$0.00	\$0.00	\$1,175.82	\$13,832.40
ANDREWS, PATRICIA Z	TEACHER	\$106,964.62	1.00	0	18	\$0.00	\$0.00	\$1,338.29	\$13,620.00
ARENSEN, DENNIS	TEACHER	\$110,970.00	1.00	0	18	\$0.00	\$0.00	\$1,474.30	\$9,677.33
ASBURY, ELIZABETH	TEACHER	\$64,452.00	1.00	0	18	\$0.00	\$0.00	\$817.18	\$13,368.00
AVALOS, SENAIDA	ADMINISTRATOR/DISTRICT	\$12,690.83	1.00	2.5	3	\$0.00	\$0.00	\$1,382.04	\$4,986.81
AVILES, MARCO	TEACHER	\$57,139.00	1.00	0	18	\$0.00	\$0.00	\$883.27	\$9,670.08
BACINICH, MATTHEW	TEACHER	\$70,198.50	1.00	0	18	\$0.00	\$0.00	\$997.03	\$11,449.19
BAGGIO, CYNTHIA	TEACHER	\$117,704.97	1.00	0	18	\$0.00	\$0.00	\$1,475.81	\$13,436.88
BARANOWSKI, JILL	TEACHER	\$69,807.69	1.00	0	18	\$0.00	\$0.00	\$943.34	\$13,265.88
BARR, HALLIE	TEACHER	\$61,812.84	1.00	0	18	\$0.00	\$0.00	\$788.27	\$12,241.29
BASKIN, ELIZABETH	TEACHER	\$111,120.70	1.00	0	18	\$0.00	\$0.00	\$1,397.86	\$15,378.00
BAYLESS, MOLLY	TEACHER	\$130,929.08	1.00	0	18	\$0.00	\$0.00	\$1,692.48	\$15,309.12
BEHN, SUSAN	TEACHER	\$86,859.00	1.00	0	18	\$0.00	\$0.00	\$1,123.27	\$13,445.13
BELKIND, ELIZABETH MILLER	TEACHER	\$122,320.00	1.00	0	18	\$0.00	\$0.00	\$1,545.72	\$664.60
BENSON, LUISA	TEACHER	\$152,189.04	1.00	0	18	\$0.00	\$0.00	\$1,903.71	\$15,378.00
BERGMAN, ADAM	TEACHER	\$133,775.17	1.00	0	18	\$0.00	\$0.00	\$1,703.90	\$7,678.27
BERKOWITZ, MELISSA	TEACHER	\$70,452.74	1.00	0	18	\$0.00	\$0.00	\$890.76	\$24.00
BERZANSKI, LEANNE	TEACHER	\$70,000.00	1.00	0	18	\$0.00	\$0.00	\$1,022.03	\$13,264.88
BINGHAM, NICOLE L	TEACHER	\$88,782.00	1.00	0	18	\$0.00	\$0.00	\$1,156.02	\$13,284.00
BITTON, JAMIE Z	TEACHER	\$79,493.00	1.00	0	18	\$0.00	\$0.00	\$1,005.12	\$744.72
BLANKS, SAMANTHA	TEACHER	\$66,400.00	1.00	0	18	\$0.00	\$0.00	\$854.79	\$13,262.88
BLOCK, SYDNEY	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$786.91	\$19.50
BOGIE, JON	TEACHER	\$96,856.00	1.00	0	18	\$0.00	\$0.00	\$1,242.89	\$69.12
BONAZZA CADENAS, EDITH S	TEACHER	\$87,608.00	1.00	0	18	\$0.00	\$0.00	\$1,215.11	\$7,306.80
BRANDT, JACKLYN	ASST PRINCIPAL	\$89,738.75	1.00	25	18	\$0.00	\$0.00	\$10,378.94	\$39,715.94
BRAUER, MATTHEW	TEACHER	\$78,320.00	1.00	0	18	\$0.00	\$0.00	\$1,077.41	\$13,266.00
BREEN, DOUGLAS	TEACHER	\$62,041.00	1.00	0	18	\$0.00	\$0.00	\$904.30	\$32.50
BROTON, NOAH	TEACHER	\$53,410.00	1.00	0	18	\$0.00	\$0.00	\$856.46	\$13,256.88
BUCHAKLIAN, LORI S	TEACHER	\$110,970.00	1.00	0	18	\$0.00	\$0.00	\$1,491.84	\$13,874.40
BURNS, HALLIE	TEACHER	\$52,480.06	1.00	0	18	\$0.00	\$0.00	\$672.67	\$13,256.88
BUSS, MICHAEL	TEACHER	\$92,938.00	1.00	0	18	\$0.00	\$0.00	\$1,295.51	\$12,392.52
BUSTOS, ESTHER	TEACHER	\$73,197.00	1.00	0	18	\$0.00	\$0.00	\$983.02	\$13,270.13
BUTI, CHRISTINE	TEACHER	\$96,856.00	1.00	0	18	\$0.00	\$0.00	\$1,246.70	\$10,173.62
BUTI, STEPHEN	TEACHER	\$97,772.00	1.00	0	18	\$0.00	\$0.00	\$1,279.71	\$13,284.00
BUTLER, COLLEEN	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,536.74	\$13,287.76
CALLAHAN, SUSAN	TEACHER	\$67,779.00	1.00	0	18	\$0.00	\$0.00	\$958.68	\$13,871.52



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
CAMPBELL, NANCIE	TEACHER	\$86,859.00	1.00	0	18	\$0.00	\$0.00	\$1,094.69	\$15,004.06
CANDELA, ANTHONY C	PRINCIPAL	\$137,250.00	1.00	25	18	\$0.00	\$0.00	\$15,459.60	\$39,176.00
CANEL, EVAN D	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,503.81	\$7,735.29
CASTRO, ENRIQUE	ADMINISTRATOR/DISTRICT	\$99,000.00	1.00	25	18	\$1,500.00	\$0.00	\$11,361.41	\$14,054.32
CHIOROS, DEANNA	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$739.37	\$12,053.04
CIRAL, JENNIFER R	TEACHER	\$79,389.55	1.00	0	18	\$0.00	\$0.00	\$1,026.15	\$13,308.00
CLEMENT, ANGELA	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,442.95	\$13,368.00
COCHRANE, KRISTIN	TEACHER	\$68,965.00	1.00	0	18	\$0.00	\$0.00	\$876.41	\$7,973.76
COFFIN, BRITTANY	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,292.78	\$13,270.13
COHEN, ALIVIA	TEACHER	\$64,647.00	1.00	0	18	\$0.00	\$0.00	\$928.42	\$12,053.79
COHN, JAMIE BLAIR	TEACHER	\$81,878.00	1.00	0	18	\$0.00	\$0.00	\$1,074.28	\$14,846.26
COLIN, HOLLY	ADMINISTRATOR/DISTRICT	\$176,392.65	1.00	25	18	\$1,500.00	\$0.00	\$20,037.12	\$2,241.72
COLOME WILLIAMS, TOMAS	TEACHER	\$89,510.64	1.00	0	18	\$0.00	\$0.00	\$1,120.13	\$9,775.20
CONDON, REBECCA	TEACHER	\$92,938.00	1.00	0	18	\$0.00	\$0.00	\$1,170.93	\$7,575.52
COOK, JACQUELINE M	TEACHER	\$73,660.00	1.00	0	18	\$0.00	\$0.00	\$990.65	\$21,406.56
CORDOVA, NANCY	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$796.70	\$30.00
COTELL, JENNIFER	TEACHER	\$107,739.00	1.00	0	18	\$0.00	\$0.00	\$1,371.57	\$13,308.00
CRESHAM, RHIANNA	TEACHER	\$95,723.00	1.00	0	18	\$0.00	\$0.00	\$1,240.31	\$13,266.00
CRONIN, ANNETTE R	TEACHER	\$130,399.83	1.00	0	18	\$0.00	\$0.00	\$1,678.35	\$13,368.00
CRUTCHFIELD, EMILY	TEACHER	\$95,723.00	1.00	0	18	\$0.00	\$0.00	\$1,271.52	\$13,268.26
CRUZ, PAOLA ANDREA	TEACHER	\$112,833.50	1.00	0	18	\$0.00	\$0.00	\$1,537.18	\$9,691.20
DAVIDOWITZ, SARAH B	TEACHER	\$78,522.00	1.00	0	18	\$0.00	\$0.00	\$1,059.53	\$13,266.00
DAVIS, JEREMY MICHAEL	ADMINISTRATOR/DISTRICT	\$190,550.00	1.00	25	18	\$0.00	\$0.00	\$21,462.96	\$39,393.36
DEHARO VEGA, NADIA	TEACHER	\$94,910.00	1.00	0	18	\$0.00	\$0.00	\$1,189.60	\$12,065.04
DELLIGATTI, MARGARET K	TEACHER	\$98,922.38	1.00	0	18	\$0.00	\$0.00	\$1,294.35	\$8,015.76
DEMARCO DOWLING, SARAH	TEACHER	\$76,522.00	1.00	0	18	\$0.00	\$0.00	\$1,024.10	\$13,270.13
DERRY, JACQUELINE	TEACHER	\$94,910.00	1.00	0	18	\$0.00	\$0.00	\$1,215.74	\$13,267.13
DI BENEDETTO, ANTHONY	TEACHER	\$133,775.17	1.00	0	18	\$0.00	\$0.00	\$1,697.63	\$14,946.00
DICKMAN, KENDALL	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$766.24	\$15.12
DIMITRIOU, JOANNE	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,566.69	\$13,308.00
DIVERSEY, MICHELLE	TEACHER	\$122,320.00	1.00	0	18	\$0.00	\$0.00	\$1,563.02	\$13,284.00
DLUGIE, JESSICA	TEACHER	\$53,410.00	1.00	0	18	\$0.00	\$0.00	\$682.42	\$12,595.05
DOBIES, VICTORIA	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$836.95	\$13,263.18
DOLBY, STEPHANIE	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,493.33	\$13,308.00
DOLCE, BETH	TEACHER	\$97,772.00	1.00	0	18	\$0.00	\$0.00	\$1,306.87	\$14,946.00
DOUGHERTY, KELLY A	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,420.59	\$13,368.00
DOUGLASS, KRISTEN L	TEACHER	\$86,116.00	1.00	0	18	\$0.00	\$0.00	\$1,110.62	\$14,844.00
DOWNES, STEVEN	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,393.36	\$30.00
DUBACK, ANDREW	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$692.18	\$13,256.88
DUCKMAN, TAYLOR	TEACHER	\$65,420.00	1.00	0	18	\$0.00	\$0.00	\$871.47	\$13,262.88
DUGO, VANESSA P	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,488.35	\$7,991.76
DUNNING, ANDREA T	TEACHER	\$112,100.00	1.00	0	18	\$0.00	\$0.00	\$1,425.98	\$13,268.88



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
EDELSON, GAMBOL	TEACHER	\$78,817.00	1.00	0	18	\$0.00	\$0.00	\$1,009.89	\$18,450.73
EGAN, KELSEY	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$822.58	\$13,262.88
ELMAN, KAREN L	TEACHER	\$91,377.00	1.00	0	18	\$0.00	\$0.00	\$1,151.85	\$9,715.20
ERICKSON, COURTNEY	TEACHER	\$53,410.00	1.00	0	18	\$0.00	\$0.00	\$751.00	\$7,964.64
ERIKSEN, STEPHANIE	NURSE CERTIFIED	\$73,660.00	1.00	0	18	\$0.00	\$0.00	\$1,024.65	\$77.76
FARRELL, BRIDGET	TEACHER	\$67,397.00	1.00	0	18	\$0.00	\$0.00	\$896.32	\$14,844.00
FEINBERG, ADINA L	TEACHER	\$101,194.00	1.00	0	18	\$0.00	\$0.00	\$1,282.80	\$21,424.56
FERNANDEZ, ANGELA	TEACHER	\$62,041.00	1.00	0	18	\$0.00	\$0.00	\$812.74	\$13,308.00
FEROLO, ROSE	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$753.82	\$16.38
FIGUEROA, CINDY	TEACHER	\$59,261.00	1.00	0	18	\$0.00	\$0.00	\$759.59	\$7,633.53
FILIPPI, RACHEL	PRINCIPAL	\$143,910.00	1.00	25	18	\$1,500.00	\$0.00	\$16,378.79	\$38,750.78
FINFER, BENJAMIN	ADMINISTRATOR/DISTRICT	\$5,890.80	1.00	1	0.5	\$0.00	\$0.00	\$641.50	\$17.50
FIORE, IDA ANN	TEACHER	\$147,900.39	1.00	0	18	\$0.00	\$0.00	\$1,974.42	\$15,386.25
FITZGERALD, MEGAN	TEACHER	\$62,041.00	1.00	0	18	\$0.00	\$0.00	\$797.90	\$18.00
FLINCHUM, MELINDA LOU	TEACHER	\$90,277.00	1.00	0	18	\$0.00	\$0.00	\$1,161.68	\$3,680.00
FODOR, BONNIE	TEACHER	\$70,000.00	1.00	0	18	\$0.00	\$0.00	\$917.47	\$14,840.88
FOLKROD, BROOKE	TEACHER	\$81,878.00	1.00	0	18	\$0.00	\$0.00	\$1,049.83	\$13,266.00
FOOTLIK, EVA	TEACHER	\$71,050.00	1.00	0	18	\$0.00	\$0.00	\$938.53	\$21,435.69
FREER, LISA	TEACHER	\$122,320.00	1.00	0	18	\$0.00	\$0.00	\$1,542.12	\$13,284.00
FREGA, CHRISTINE	TEACHER	\$79,389.55	1.00	0	18	\$0.00	\$0.00	\$1,107.53	\$13,308.00
FRYE, CAROLYN	TEACHER	\$86,116.00	1.00	0	18	\$0.00	\$0.00	\$1,107.15	\$13,407.08
FUNKE, JOSHUA W	TEACHER	\$95,877.00	1.00	0	18	\$0.00	\$0.00	\$1,235.45	\$7,976.64
FUNKE, ROBYN	TEACHER	\$71,514.00	1.00	0	18	\$0.00	\$0.00	\$902.72	\$8,961.36
GARBER, TARYN	TEACHER	\$78,320.00	1.00	0	18	\$0.00	\$0.00	\$1,027.34	\$13,266.00
GARCIA, ELYSIA	TEACHER	\$81,878.00	1.00	0	18	\$0.00	\$0.00	\$1,024.85	\$13,847.52
GARCIA, MIRIAM	TEACHER	\$59,836.00	1.00	0	18	\$0.00	\$0.00	\$835.15	\$12,600.05
GARRITY, PAIGE	TEACHER	\$54,991.82	1.00	0	18	\$0.00	\$0.00	\$706.65	\$13,257.63
GARZA, CHRISTINA	TEACHER	\$50,733.05	1.00	0	18	\$0.00	\$0.00	\$794.78	\$7,970.64
GATES, TRACY	TEACHER	\$74,295.00	1.00	0	18	\$0.00	\$0.00	\$930.35	\$12,222.32
GESHELIN, KEIKO	TEACHER	\$66,400.00	1.00	0	18	\$0.00	\$0.00	\$845.06	\$12,920.76
GETLIN, EVE	TEACHER	\$67,161.00	1.00	0	18	\$0.00	\$0.00	\$877.58	\$13,308.00
GILKISON, COURTNEY	PRINCIPAL	\$150,290.40	1.00	25	18	\$0.00	\$0.00	\$16,928.40	\$25,981.32
GILLETTE, SARA	TEACHER	\$57,139.00	1.00	0	18	\$0.00	\$0.00	\$790.67	\$13,268.88
GLEICHER, ARIELLE ZATS	ASST PRINCIPAL	\$94,720.01	1.00	25	18	\$0.00	\$0.00	\$10,606.42	\$39,309.36
GLENN, NICHOLAS	ADMINISTRATOR/DISTRICT	\$60,047.40	1.00	4.5	18	\$0.00	\$0.00	\$8,295.23	\$1,279.24
GOLDSMITH, MELISSA	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,427.63	\$13,285.88
GOLDSTEIN, CARLY	TEACHER	\$71,514.00	1.00	0	18	\$0.00	\$0.00	\$903.68	\$28.80
GOLTZ, LAWRENCE	TEACHER	\$61,170.00	1.00	0	18	\$0.00	\$0.00	\$772.63	\$13,270.13
GOODMAN, MIA	TEACHER	\$33,344.02	1.00	0	18	\$0.00	\$0.00	\$432.49	\$6,271.08
GOODRICH, COLLEEN	ASST PRINCIPAL	\$89,738.75	1.00	25	18	\$1,500.00	\$0.00	\$10,276.79	\$17,069.67
GOODSNYDER, LAUREN	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$655.76	\$13,254.00
GORE, JEFFREY	TEACHER	\$76,022.00	1.00	0	18	\$0.00	\$0.00	\$1,067.50	\$13,285.88



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
GRABLE, MARIA C	PRINCIPAL	\$163,350.72	1.00	25	18	\$0.00	\$0.00	\$18,399.36	\$40,779.36
GROBAREK, BETH A	TEACHER	\$114,405.00	1.00	0	18	\$0.00	\$0.00	\$1,463.76	\$14,862.00
GROST, KAREN L	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,553.20	\$13,284.00
GRUEN, JAMIE	TEACHER	\$92,938.00	1.00	0	18	\$0.00	\$0.00	\$1,202.23	\$15,207.12
GUION, HANNAH	TEACHER	\$66,385.00	1.00	0	18	\$0.00	\$0.00	\$963.28	\$13,268.26
GUTIERREZ, IDALIA	TEACHER	\$72,116.00	1.00	0	18	\$0.00	\$0.00	\$923.44	\$12,604.05
HAFEN, TRACY JO	TEACHER	\$29,630.50	0.50	0	9	\$0.00	\$0.00	\$393.64	\$69.00
HALES, EMILY E	TEACHER	\$110,970.00	1.00	0	18	\$0.00	\$0.00	\$1,506.88	\$13,268.88
HALLIDAY, EMILY	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$788.41	\$11,451.44
HALPIN, STEPHANIE BROOKE	TEACHER	\$86,133.00	1.00	0	18	\$0.00	\$0.00	\$1,088.29	\$13,284.00
HANDELSMAN, JORI	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$780.70	\$14,840.88
HANY, REBECCA	ADMINISTRATOR/DISTRICT	\$120,450.00	1.00	25	18	\$0.00	\$0.00	\$14,600.63	\$39,603.36
HARRIS, NICOLE	TEACHER	\$78,736.05	1.00	0	18	\$0.00	\$0.00	\$988.82	\$13,266.00
HEINZEN, PATRICIA C	TEACHER	\$146,653.84	1.00	0	18	\$0.00	\$0.00	\$1,858.85	\$13,373.38
HENDERSON, MADELINE	TEACHER	\$62,041.00	1.00	0	18	\$0.00	\$0.00	\$880.17	\$13,256.88
HENKEL, SHERI	TEACHER	\$139,020.78	1.00	0	18	\$0.00	\$0.00	\$1,739.09	\$13,368.00
HERMAN, SARAH	TEACHER	\$39,070.00	0.50	0	18	\$0.00	\$0.00	\$520.19	\$31.25
HERNANDEZ ANDRES, MANUEL	TEACHER	\$115,299.00	1.00	0	18	\$0.00	\$0.00	\$1,595.03	\$9,693.08
HESS , ROBERT	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$651.09	\$8,075.76
HETTICH, JULIANNE T	TEACHER	\$91,377.00	1.00	0	18	\$0.00	\$0.00	\$1,171.47	\$13,931.52
HILDALE, SAMANTHA MARIE	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$681.08	\$12,412.80
HODGE, ELIZABETH	TEACHER	\$98,249.00	1.00	0	18	\$0.00	\$0.00	\$1,272.09	\$31.25
HOFF, GRETA	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,327.27	\$13,285.88
HOFFHINES, WENDY	TEACHER	\$65,420.00	1.00	0	18	\$0.00	\$0.00	\$903.95	\$13,313.76
HOFFMAN, ANNE	TEACHER	\$66,400.00	1.00	0	18	\$0.00	\$0.00	\$838.34	\$13,266.00
HOLSEN, SARAH	TEACHER	\$85,059.00	1.00	0	18	\$0.00	\$0.00	\$1,138.92	\$7,973.76
HOOD, MARIE	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$699.50	\$13,260.48
HOPKINS, REBEKAH	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$666.11	\$7,851.02
HOWARD, ANTHONY	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$651.94	\$7,403.44
HOWE, COLLEEN	TEACHER	\$78,817.00	1.00	0	18	\$0.00	\$0.00	\$1,051.83	\$13,310.88
HUNT, ELIZABETH	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,523.41	\$13,368.00
HUTCHINS, COLIN	TEACHER	\$67,779.00	1.00	0	18	\$0.00	\$0.00	\$851.34	\$13,262.88
HUXHOLD, SARAH	TEACHER	\$83,608.00	1.00	0	18	\$0.00	\$0.00	\$1,124.28	\$13,267.13
IMYAK, ASHLEY	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$812.97	\$13,256.88
IMYAK, MELANIE	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$668.13	\$13,254.00
IVERSON, TOMMY	TEACHER	\$90,277.00	1.00	0	18	\$0.00	\$0.00	\$1,283.26	\$9,566.65
JABLONSKI, SARAH	TEACHER	\$104,600.00	1.00	0	18	\$0.00	\$0.00	\$1,339.94	\$9,207.12
JABLONSKI, TED	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,363.08	\$12,555.41
JACOBS, JACQUELINE	TEACHER	\$108,551.00	1.00	0	18	\$0.00	\$0.00	\$1,395.36	\$19,522.56
JACOBSON, JACQUELINE SUE	TEACHER	\$98,612.00	1.00	0	18	\$0.00	\$0.00	\$1,254.92	\$13,308.00
JACOBY, JENNIFER	TEACHER	\$60,305.49	0.63	0	18	\$0.00	\$0.00	\$786.51	\$27.12
JAMISON, JILL	TEACHER	\$71,069.00	1.00	0	18	\$0.00	\$0.00	\$924.31	\$13,268.88

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
JANZEN, CHRISTOPHER ERIC	TEACHER	\$114,405.00	1.00	0	18	\$0.00	\$0.00	\$1,528.66	\$14,862.00
JOHNSON, ROBERT J	TEACHER	\$76,522.00	1.00	0	18	\$0.00	\$0.00	\$1,114.51	\$13,266.00
JORDAN, MARY	TEACHER	\$65,420.00	1.00	0	18	\$0.00	\$0.00	\$862.82	\$13,263.88
JOSEPH, RACHEL	TEACHER	\$70,000.00	1.00	0	18	\$0.00	\$0.00	\$923.25	\$13,257.63
JUST, STEPHANIE	TEACHER	\$66,385.00	1.00	0	18	\$0.00	\$0.00	\$854.64	\$7,640.53
KAHN, JAMIE	PRINCIPAL	\$133,560.00	1.00	25	18	\$0.00	\$0.00	\$15,043.68	\$39,351.36
KAHN, RACHEL	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$821.63	\$9,947.16
KALMIN, MIA	TEACHER	\$59,836.00	1.00	0	18	\$0.00	\$0.00	\$756.03	\$13,256.88
KAPLAN, WILLIAM	PRINCIPAL	\$94,095.00	1.00	25	18	\$1,500.00	\$0.00	\$10,767.58	\$14,366.32
KAPLAN SCHWARZ, EDYE	TEACHER	\$98,311.63	1.00	0	18	\$0.00	\$0.00	\$1,233.63	\$13,368.00
KAREL, KARYN B	TEACHER	\$95,005.60	0.80	0	18	\$0.00	\$0.00	\$1,234.93	\$12,920.62
KASTNER, PAUL	TEACHER	\$66,400.00	1.00	0	18	\$0.00	\$0.00	\$853.74	\$13,271.28
KATZ JANSSEN, SIPORA	TEACHER	\$107,739.00	1.00	0	18	\$0.00	\$0.00	\$1,374.45	\$13,313.76
KELLY, EAMON	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$746.14	\$15.12
KENAR, BETH	TEACHER	\$86,995.00	1.00	0	18	\$0.00	\$0.00	\$1,097.13	\$13,266.00
KILLIAN, CARLY	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$778.94	\$13,256.88
KIMMELMAN, LEAH	ADMINISTRATOR/DISTRICT	\$160,851.02	1.00	25	18	\$0.00	\$0.00	\$18,118.07	\$14,996.32
KLEIN, AUSTIN	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,335.26	\$9,673.20
KNOTEK, JULIE	TEACHER	\$96,856.00	1.00	0	18	\$0.00	\$0.00	\$1,238.23	\$14,106.48
KOBYLSKI, MEGAN	TEACHER	\$59,836.00	1.00	0	18	\$0.00	\$0.00	\$783.82	\$13,266.00
KOCJAN, SYLVIE	TEACHER	\$66,385.00	1.00	0	18	\$0.00	\$0.00	\$918.79	\$13,268.26
KODROFF, ALYSSA	TEACHER	\$68,408.00	1.00	0	18	\$0.00	\$0.00	\$928.96	\$13,262.88
KOENITZ HUDAC, ANITA	TEACHER	\$82,562.00	1.00	0	18	\$0.00	\$0.00	\$1,033.87	\$14,050.84
KOEPKE, HAYLEY	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$660.83	\$12,592.05
KOLZE, DANIELLE	TEACHER	\$67,397.00	1.00	0	18	\$0.00	\$0.00	\$872.96	\$13,262.88
KOTVIS, LOUIS	PRINCIPAL	\$98,727.00	1.00	25	18	\$0.00	\$0.00	\$11,120.64	\$26,035.48
KOZA, CHRISTINA	TEACHER	\$82,836.59	1.00	0	18	\$0.00	\$0.00	\$1,117.26	\$13,266.00
KRAKMAN, REBECCA	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$667.74	\$18.00
KULBAK, MARCI ANN	TEACHER	\$126,591.00	1.00	0	18	\$0.00	\$0.00	\$1,605.75	\$14,886.00
KURZAWSKI, AMANDA K	TEACHER	\$112,100.00	1.00	0	18	\$0.00	\$0.00	\$1,449.62	\$7,977.89
LAGONE, MARI MEYER	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,367.89	\$13,268.88
LAGUNAS, RUDY	TEACHER	\$56,295.00	1.00	0	18	\$0.00	\$0.00	\$779.92	\$13,263.88
LAIRD, MAURINE M	TEACHER	\$120,729.72	1.00	0	18	\$0.00	\$0.00	\$1,510.44	\$8,144.64
LANGER, JESSICA	TEACHER	\$70,011.00	1.00	0	18	\$0.00	\$0.00	\$897.81	\$9,664.08
LARIVIERE, VALERIE	TEACHER	\$90,865.70	1.00	0	18	\$0.00	\$0.00	\$1,150.35	\$7,977.89
LARSEN, MICHAEL J	TEACHER	\$115,299.00	1.00	0	18	\$0.00	\$0.00	\$1,761.13	\$13,284.00
LARSEN, WENDY	TEACHER	\$115,299.00	1.00	0	18	\$0.00	\$0.00	\$1,445.64	\$13,847.52
LARSON CORDOVA, SARAH	TEACHER	\$65,420.00	1.00	0	18	\$0.00	\$0.00	\$945.31	\$13,258.38
LAU, ERIN KELLY	TEACHER	\$112,833.50	1.00	0	18	\$0.00	\$0.00	\$1,412.85	\$13,308.00
LECCESI, MEGAN ELIZABETH	TEACHER	\$59,748.00	1.00	0	18	\$0.00	\$0.00	\$767.89	\$27.12
LEE, SONMI	TEACHER	\$114,405.00	1.00	0	18	\$0.00	\$0.00	\$1,471.33	\$13,308.00
LEE, YUN J	TEACHER	\$67,517.32	1.00	0	18	\$0.00	\$0.00	\$858.05	\$7,973.76



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
LEHMAN, MARK	TEACHER	\$126,591.00	1.00	0	18	\$0.00	\$0.00	\$1,588.50	\$8,075.76
LENHOFF, TARA	TEACHER	\$66,400.00	1.00	0	18	\$0.00	\$0.00	\$897.63	\$14,844.00
LESSEM, HANNAH	TEACHER	\$64,452.00	1.00	0	18	\$0.00	\$0.00	\$813.02	\$12,053.04
LESSER, MARCY	TEACHER	\$139,020.78	1.00	0	18	\$0.00	\$0.00	\$1,764.14	\$21,508.56
LEVEN, ROBIN	TEACHER	\$122,320.00	1.00	0	18	\$0.00	\$0.00	\$1,566.34	\$19,462.56
LEVITAN, HAYLEY	TEACHER	\$76,664.68	1.00	0	18	\$0.00	\$0.00	\$963.35	\$16,687.85
LICHTER, SANDRA	TEACHER	\$69,434.00	1.00	0	18	\$0.00	\$0.00	\$895.05	\$14,106.48
LICHTFUSS, ERIN	TEACHER	\$74,898.00	1.00	0	18	\$0.00	\$0.00	\$947.30	\$7,976.64
LIEBERMAN, SHARA	TEACHER	\$125,988.00	1.00	0	18	\$0.00	\$0.00	\$1,584.16	\$13,284.00
LOEBBAKA, KRISTEN	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$803.42	\$9,674.33
LOS, ABIGAIL	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$916.65	\$13,258.38
LOVELL, CLAIRE	TEACHER	\$77,599.00	1.00	0	18	\$0.00	\$0.00	\$996.65	\$45.12
LUBELFELD, MICHAEL	DISTRICT ADMINISTRATOR	\$341,309.73	1.00	30	17	\$6,826.20	\$17,065.45	\$42,608.20	\$51,849.58
LUCCI, CRAIG	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,434.88	\$13,284.00
LUEDTKE, KIMBERLY	TEACHER	\$94,910.00	1.00	0	18	\$0.00	\$0.00	\$1,195.92	\$69.12
LUTHARDT, ALICIA	TEACHER	\$81,006.00	1.00	0	18	\$0.00	\$0.00	\$1,196.78	\$10,631.28
MALL, JONATHAN	TEACHER	\$107,739.00	1.00	0	18	\$0.00	\$0.00	\$1,581.76	\$7,995.52
MANDL, ELIZABETH	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$808.56	\$30.00
MANILOW, KAYLA	TEACHER	\$72,523.00	1.00	0	18	\$0.00	\$0.00	\$949.27	\$13,264.88
MANY, ABIGAIL	TEACHER	\$73,187.22	1.00	0	18	\$0.00	\$0.00	\$935.67	\$13,829.52
MARCH, AMY	TEACHER	\$140,317.42	1.00	0	18	\$0.00	\$0.00	\$1,781.32	\$13,373.38
MARKOFF, ALLISON	TEACHER	\$86,859.00	1.00	0	18	\$0.00	\$0.00	\$1,104.44	\$21,415.44
MARTIN, JENNIFER	TEACHER	\$78,320.00	1.00	0	18	\$0.00	\$0.00	\$1,094.58	\$13,308.00
MARTINEZ, EFRAIN	PRINCIPAL	\$151,827.58	1.00	25	18	\$0.00	\$0.00	\$17,237.10	\$39,393.36
MARTINEZ, NANCY	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$856.47	\$13,258.38
MARTINEZ CLOTA, DANIEL	TEACHER	\$73,301.00	1.00	0	18	\$0.00	\$0.00	\$960.99	\$30.00
MARTINEZ VELEZQUEZ, ILIANA	TEACHER	\$73,197.00	1.00	0	18	\$0.00	\$0.00	\$924.10	\$7,973.76
MARVIN, JESSICA L	TEACHER	\$66,842.00	1.00	0	18	\$0.00	\$0.00	\$888.96	\$7,973.76
MAXWELL, CHELSEY	PRINCIPAL	\$150,665.22	1.00	25	18	\$0.00	\$0.00	\$16,970.40	\$38,750.78
MCCARTHY, MORGAN	TEACHER	\$71,031.00	1.00	0	18	\$0.00	\$0.00	\$893.93	\$12,543.66
MCDERMOTT, SYDNEE	ADMINISTRATOR/DISTRICT	\$66,385.00	1.00	0	18	\$0.00	\$0.00	\$873.82	\$13,256.88
MCDONALD, MOLLIE	TEACHER	\$59,261.00	1.00	0	18	\$0.00	\$0.00	\$761.04	\$18.00
MCDOUGALL, MOLLIE	TEACHER	\$107,739.00	1.00	0	18	\$0.00	\$0.00	\$1,365.73	\$21,409.44
MCGROARTY TORRES, KATHLEEN	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$798.18	\$14,863.88
MCKEVITT, LAURA	TEACHER	\$136,267.24	1.00	0	18	\$0.00	\$0.00	\$1,774.43	\$21,508.56
MEAS, ANGELA CHAMPA	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$661.89	\$12,592.05
MEJIA, SILVIA	TEACHER	\$83,608.00	1.00	0	18	\$0.00	\$0.00	\$1,108.71	\$14,216.36
MELAMED, LILLI	PRINCIPAL	\$133,560.00	1.00	25	18	\$0.00	\$0.00	\$15,043.68	\$38,750.78
MELAND, JESSICA	TEACHER	\$95,877.00	1.00	0	18	\$0.00	\$0.00	\$1,310.92	\$13,268.88
MELE, REGINA	TEACHER	\$90,040.00	1.00	0	18	\$0.00	\$0.00	\$1,158.16	\$13,270.13
MELICCHIO, MARIA CECILIA	TEACHER	\$59,261.00	1.00	0	18	\$0.00	\$0.00	\$767.20	\$45.00
MELNICK, ALISON	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,486.69	\$13,308.00



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
MELNICK, HALEY	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$829.29	\$732.72
MENDELSON, DIANA	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$807.47	\$13,266.00
MENOLASCINO, KEVIN	TEACHER	\$87,608.00	1.00	0	18	\$0.00	\$0.00	\$1,105.78	\$13,266.00
MERAZ, DIANA	TEACHER	\$64,647.00	1.00	0	18	\$0.00	\$0.00	\$809.33	\$13,256.88
MERRITT, SARAH	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$798.68	\$13,256.88
MESINGER, ELISA	TEACHER	\$125,988.00	1.00	0	18	\$0.00	\$0.00	\$1,612.58	\$13,308.00
MICHEL BAARTMANS, LAURA	TEACHER	\$125,988.00	1.00	0	18	\$0.00	\$0.00	\$1,656.98	\$13,308.00
MIDDENDORF, TODD	TEACHER	\$81,303.00	1.00	0	18	\$0.00	\$0.00	\$1,065.43	\$13,268.88
MILLER, JORI R	TEACHER	\$90,277.00	1.00	0	18	\$0.00	\$0.00	\$1,230.40	\$14,844.00
MOCKENHAUPT, ALICE	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$676.97	\$7,561.87
MOLLERDINO, KIM	COORDINATOR CURRICULUM	\$95,000.00	1.00	25	18	\$0.00	\$0.00	\$10,700.40	\$23,195.18
MOORE, SARAH	TEACHER	\$53,410.00	1.00	0	18	\$0.00	\$0.00	\$721.08	\$6,085.82
MORAN GARCIA, ERIKA	TEACHER	\$75,867.00	1.00	0	18	\$0.00	\$0.00	\$969.76	\$13,272.63
MORENO, MARIA	TEACHER	\$57,139.00	1.00	0	18	\$0.00	\$0.00	\$766.87	\$13,266.00
MULLINS, MEGHAN	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$650.70	\$15.12
MUNSON, ABIGAIL J	TEACHER	\$86,859.00	1.00	0	18	\$0.00	\$0.00	\$1,107.03	\$13,268.88
MURRAY, DEANNE	TEACHER	\$98,890.00	1.00	0	18	\$0.00	\$0.00	\$1,380.63	\$129.12
MURROW, ANNE	TEACHER	\$67,397.00	1.00	0	18	\$0.00	\$0.00	\$865.48	\$13,262.88
MYERS, JORDAN	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$809.55	\$13,215.12
NEGRON VELEZ, TAMARA	TEACHER	\$86,859.00	1.00	0	18	\$0.00	\$0.00	\$1,098.83	\$13,267.13
NICHOLS, SARAH	TEACHER	\$92,427.35	1.00	0	18	\$0.00	\$0.00	\$1,167.66	\$13,271.38
NOLTE, KATHERINE	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$818.21	\$12,053.04
NORRIS, MATTHEW	TEACHER	\$84,330.00	1.00	0	18	\$0.00	\$0.00	\$1,143.75	\$13,268.88
NOVAK, NICHOLAS	TEACHER	\$104,600.00	1.00	0	18	\$0.00	\$0.00	\$1,352.31	\$13,268.88
NOVAKOVIC, JOVANA	TEACHER	\$59,836.00	1.00	0	18	\$0.00	\$0.00	\$785.65	\$13,265.88
O ROURKE SALAMANCA, KRISTIN	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,516.76	\$14,717.93
OCHSNER JOHNSON, DORENE	TEACHER	\$115,299.00	1.00	0	18	\$0.00	\$0.00	\$1,448.65	\$13,620.00
OKARMA, ALISON RYAN	TEACHER	\$78,140.00	1.00	0	18	\$0.00	\$0.00	\$1,013.23	\$13,271.28
ORLOFF, JULIE	TEACHER	\$68,965.00	1.00	0	18	\$0.00	\$0.00	\$912.15	\$21,424.56
ORLOV, ANNE	ASST PRINCIPAL	\$88,500.00	1.00	25	18	\$0.00	\$0.00	\$9,968.40	\$14,282.32
OSWALD, DENISE	TEACHER	\$89,857.72	1.00	0	18	\$0.00	\$0.00	\$1,143.91	\$10,784.16
OTT, MOLLY	TEACHER	\$81,303.00	1.00	0	18	\$0.00	\$0.00	\$1,123.27	\$13,268.88
OTT, SUZANNE M	TEACHER	\$137,833.40	1.00	0	18	\$0.00	\$0.00	\$1,753.99	\$13,436.88
OTTO, LAUREN	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$697.52	\$18.00
PALMER, HEATHER	TEACHER	\$94,910.00	1.00	0	18	\$0.00	\$0.00	\$1,224.79	\$15,309.12
PALOMO FERNANDEZ, MARINA	TEACHER	\$112,100.00	1.00	0	18	\$0.00	\$0.00	\$1,484.51	\$7,277.04
PARSONS , MILDRETT	TEACHER	\$64,452.00	1.00	0	18	\$0.00	\$0.00	\$861.59	\$27.12
PASTERZ, MELISSA	TEACHER	\$54,188.00	1.00	0	18	\$0.00	\$0.00	\$743.55	\$12,542.16
PATEL, ANKITABEN	ADMINISTRATOR/DISTRICT	\$73,350.00	1.00	25	18	\$0.00	\$0.00	\$9,070.80	\$23,543.16
PATERKIEWICZ, MARY	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$843.11	\$13,257.63
PERDOMO SALAZAR, ADRIANA	TEACHER	\$74,749.22	1.00	0	18	\$0.00	\$0.00	\$954.15	\$13,397.58
PERKINS, CONSUELO M	TEACHER	\$112,100.00	1.00	0	18	\$0.00	\$0.00	\$1,539.04	\$9,694.96

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
PERLIN, ALI	TEACHER	\$61,640.49	1.00	0	18	\$0.00	\$0.00	\$782.39	\$7,642.65
PETERSEN, LISA	TEACHER	\$114,021.84	1.00	0	18	\$0.00	\$0.00	\$1,430.90	\$8,144.64
PETRICH, NICOLE	TEACHER	\$112,100.00	1.00	0	18	\$0.00	\$0.00	\$1,407.54	\$13,268.88
PHILLIPS, HEATHER L	TEACHER	\$97,848.00	1.00	0	18	\$0.00	\$0.00	\$1,251.85	\$13,308.00
PINA, KAYE	TEACHER	\$88,782.00	1.00	0	18	\$0.00	\$0.00	\$1,163.74	\$14,144.96
PINTO RAMIREZ, BEVERLY	TEACHER	\$111,491.76	1.00	0	18	\$0.00	\$0.00	\$1,394.73	\$13,620.00
PIZZO, NICHOLAS	TEACHER	\$66,385.00	1.00	0	18	\$0.00	\$0.00	\$876.66	\$13,262.88
POLAKOFF, LAUREN	TEACHER	\$110,970.00	1.00	0	18	\$0.00	\$0.00	\$1,469.38	\$13,271.38
POLIVKA, NORI	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$695.78	\$7,864.15
POLYACK, KATHRYN	TEACHER	\$94,910.00	1.00	0	18	\$0.00	\$0.00	\$1,210.52	\$13,268.88
POMAGIER, JENNIFER	TEACHER	\$76,522.00	1.00	0	18	\$0.00	\$0.00	\$981.06	\$9,411.44
PONZETTI, STEVEN	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$675.76	\$13,254.00
POPKE, MICHELLE	ADMINISTRATOR/DISTRICT	\$63,777.56	1.00	20.5	18	\$0.00	\$0.00	\$8,531.49	\$20,229.27
PRESTINARIO, DEANNA	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,424.73	\$13,284.00
PREVO, KELLY	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$820.86	\$13,262.88
PRIVETT, CHARLES	ADMINISTRATOR/DISTRICT	\$185,400.00	1.00	30	18	\$3,000.00	\$0.00	\$23,254.02	\$33,161.72
PURSE, REBECCA	TEACHER	\$95,741.00	1.00	0	18	\$0.00	\$0.00	\$1,253.06	\$13,271.38
QUAID, SUSAN	TEACHER	\$67,397.00	1.00	0	18	\$0.00	\$0.00	\$852.93	\$8,075.76
RAICH, MELISSA	ASST PRINCIPAL	\$107,139.15	1.00	25	18	\$0.00	\$0.00	\$12,067.92	\$10,638.92
RAMP, SARAH	TEACHER	\$66,400.00	1.00	0	18	\$0.00	\$0.00	\$911.62	\$13,262.88
RATNER, FRANCESCA	TEACHER	\$78,956.00	1.00	0	18	\$0.00	\$0.00	\$988.41	\$7,973.76
RICH, ELIZABETH	TEACHER	\$67,397.00	1.00	0	18	\$0.00	\$0.00	\$915.95	\$27.12
RICHTER, ALISON	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$758.66	\$13,284.00
RINGO, MADELINE	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$708.08	\$15.12
RIPES, ALLY	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$678.93	\$15.12
RIVERA, CHRISTOPHER	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$655.98	\$12,053.04
ROBERTS, LUKE	TEACHER	\$65,420.00	1.00	0	18	\$0.00	\$0.00	\$845.71	\$7,973.76
ROBERTS, SAMANTHA	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$842.98	\$10,357.55
ROBINSON, ALEXIS	COORDINATOR CURRICULUM	\$89,738.75	1.00	25	18	\$0.00	\$0.00	\$10,107.84	\$14,270.32
ROBLEDO ZAK, ROCIO	TEACHER	\$68,965.00	1.00	0	18	\$0.00	\$0.00	\$889.57	\$13,266.00
RODRIGO, MICHAEL	PRINCIPAL	\$140,974.64	1.00	21	18	\$0.00	\$0.00	\$15,879.12	\$38,708.78
ROLDAN, TANYA	TEACHER	\$82,562.00	1.00	0	18	\$0.00	\$0.00	\$1,107.84	\$331.33
ROSENBLAT, HANNAH	TEACHER	\$61,151.00	1.00	0	18	\$0.00	\$0.00	\$788.73	\$18.00
ROSENFELD, LIZA	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$766.04	\$13,256.88
ROSENFELDT, TODD	TEACHER	\$89,478.00	1.00	0	18	\$0.00	\$0.00	\$1,180.48	\$13,368.00
ROSSMAN, MEREDITH	TEACHER	\$55,326.00	1.00	0	18	\$0.00	\$0.00	\$741.36	\$13,256.88
ROTH CUNNINGHAM, CONSTANCE	TEACHER	\$139,020.78	1.00	0	18	\$0.00	\$0.00	\$1,788.54	\$13,368.00
ROVNER, ASHLEY	TEACHER	\$83,801.00	1.00	0	18	\$0.00	\$0.00	\$1,097.10	\$13,264.88
RUBIN, STEPHANIE B	TEACHER	\$126,591.00	1.00	0	18	\$0.00	\$0.00	\$1,620.88	\$21,448.56
RUBIO GILABERT, SANTIAGO	TEACHER	\$107,739.00	1.00	0	18	\$0.00	\$0.00	\$1,550.16	\$7,976.64
RUIZ CROSSWHITE, SHANNON	TEACHER	\$57,139.00	1.00	0	18	\$0.00	\$0.00	\$750.35	\$13,267.13
RUKEN, ROBIN B	TEACHER	\$114,405.00	1.00	0	18	\$0.00	\$0.00	\$1,481.48	\$13,308.00

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
RUSCH, JOSHUA B	TEACHER	\$86,859.00	1.00	0	18	\$0.00	\$0.00	\$1,276.11	\$13,268.88
RYAN, KEVIN	ADMINISTRATOR/DISTRICT	\$176,822.48	1.00	25	18	\$0.00	\$0.00	\$19,916.65	\$39,939.36
SACHS, DAVID	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$704.84	\$13,256.88
SACHS, LAUREN	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$812.80	\$13,258.38
SANDERS, GABRIELLE	TEACHER	\$112,100.00	1.00	0	18	\$0.00	\$0.00	\$1,470.87	\$21,409.44
SANNER, ALIDA	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$666.86	\$13,256.88
SAUNDERS, KEVIN	ASST PRINCIPAL	\$89,738.75	1.00	25	18	\$0.00	\$0.00	\$10,107.84	\$14,403.28
SCHATZ, JULIE	TEACHER	\$98,595.00	1.00	0	18	\$0.00	\$0.00	\$1,252.48	\$13,270.13
SCHIFF, TALIA	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$843.27	\$16.38
SCHLACKS, KEVIN	TEACHER	\$32,608.80	0.63	0	18	\$0.00	\$0.00	\$482.86	\$4,709.34
SCHNEIDER, JACLYN	TEACHER	\$63,345.00	1.00	0	18	\$0.00	\$0.00	\$842.37	\$12,213.20
SCHROEDER, MONICA C	ADMINISTRATOR/DISTRICT	\$203,575.38	1.00	25	18	\$2,000.00	\$0.00	\$24,374.22	\$15,290.32
SCHUMAN, MIRIAM C	TEACHER	\$107,739.00	1.00	0	18	\$0.00	\$0.00	\$1,470.95	\$10,207.88
SCOFIELD, NICOLE	ADMINISTRATOR/DISTRICT	\$115,000.00	1.00	25	18	\$0.00	\$0.00	\$12,953.28	\$12,683.96
SELIGMAN, JAMES	TEACHER	\$65,420.00	1.00	0	18	\$0.00	\$0.00	\$818.93	\$13,266.00
SERENA, KATHRYN	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$679.62	\$18.00
SERPICO, NICOLE	TEACHER	\$78,320.00	1.00	0	18	\$0.00	\$0.00	\$987.90	\$12,551.28
SERVIN, ALEXSANDRA ASHLEY	TEACHER	\$59,836.00	1.00	0	18	\$0.00	\$0.00	\$796.61	\$26.00
SEVER, LINDA	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,311.80	\$13,284.00
SHANAHAN, KEVIN	TEACHER	\$83,608.00	1.00	0	18	\$0.00	\$0.00	\$1,072.23	\$7,576.27
SHANES, SARAH	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$698.26	\$18.00
SHARE, JESSICA	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,293.10	\$12,605.40
SHEPPARD, CARLY JORDAN	TEACHER	\$84,018.00	1.00	0	18	\$0.00	\$0.00	\$1,055.20	\$13,268.88
SHOEMAKER, AMY J	TEACHER	\$86,116.00	1.00	0	18	\$0.00	\$0.00	\$1,102.33	\$21,433.44
SICILIANO, SUSAN JANE	TEACHER	\$135,021.74	1.00	0	18	\$0.00	\$0.00	\$1,725.03	\$21,577.44
SIDELL, ERICA	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,430.46	\$13,284.00
SIEGEL, KIMBERLY	TEACHER	\$66,385.00	1.00	0	18	\$0.00	\$0.00	\$992.30	\$13,258.38
SIMON, ANDREA	TEACHER	\$128,727.00	1.00	0	18	\$0.00	\$0.00	\$1,666.49	\$19,465.44
SIMONS, SARA	TEACHER	\$70,000.00	1.00	0	18	\$0.00	\$0.00	\$920.48	\$13,262.88
SINGER, ROBERT A	TEACHER	\$63,934.00	1.00	0	18	\$0.00	\$0.00	\$800.45	\$12,622.05
SINK, CLAUDIA	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,641.85	\$13,313.76
SKIEST, JOY	TEACHER	\$118,757.00	1.00	0	18	\$0.00	\$0.00	\$1,532.01	\$13,310.88
SKOUFOS, MARIA	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$680.05	\$13,254.00
SMITH, KARA	TEACHER	\$95,723.00	1.00	0	18	\$0.00	\$0.00	\$1,256.99	\$13,268.88
SMITH, NICOLE	TEACHER	\$94,910.00	1.00	0	18	\$0.00	\$0.00	\$1,187.81	\$13,266.00
SMITHENRY, DOUGLAS	TEACHER	\$82,562.00	1.00	0	18	\$0.00	\$0.00	\$1,066.43	\$129.12
SOBEL, JENNIFER	TEACHER	\$57,363.00	1.00	0	18	\$0.00	\$0.00	\$718.73	\$13,936.58
SONG, ARACELI	TEACHER	\$66,385.00	1.00	0	18	\$0.00	\$0.00	\$861.54	\$25.00
SPRANGERS, JOHN	ADMINISTRATOR/DISTRICT	\$32,780.78	0.28	0	0	\$0.00	\$0.00	\$0.00	\$0.00
SPROWLS, MADELINE	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$799.68	\$15.12
STANCIN, TIFFANY	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$792.27	\$12,595.05
STECKEL, SHARON S	TEACHER	\$115,299.00	1.00	0	18	\$0.00	\$0.00	\$1,465.88	\$13,310.88



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
STEINBACH, BILL	TEACHER	\$104,600.00	1.00	0	18	\$0.00	\$0.00	\$1,356.72	\$7,338.94
STEVENS, HILARY	TEACHER	\$73,660.00	1.00	0	18	\$0.00	\$0.00	\$924.50	\$27.12
STOJILJKOVIC, MILOS	TEACHER	\$52,770.00	1.00	0	18	\$0.00	\$0.00	\$715.15	\$25.00
STOLBERG, JOCELYN	TEACHER	\$72,523.00	1.00	0	18	\$0.00	\$0.00	\$989.13	\$13,258.38
SUMMERS, JENNIFER	TEACHER	\$82,132.00	1.00	0	18	\$0.00	\$0.00	\$1,035.65	\$30.00
TANGMAN, LESLIE	TEACHER	\$81,342.00	1.00	0	18	\$0.00	\$0.00	\$1,045.62	\$13,284.00
TAYLOR, JOHN C	TEACHER	\$80,140.00	1.00	0	18	\$0.00	\$0.00	\$1,061.22	\$13,266.00
TAYLOR, MATTHEW	TEACHER	\$82,132.00	1.00	0	18	\$0.00	\$0.00	\$1,092.73	\$14,846.88
TAZIOLI, LUANA	TEACHER	\$128,727.00	1.00	0	18	\$0.00	\$0.00	\$1,645.99	\$13,308.00
TEMENAK, MARK	TEACHER	\$76,002.00	1.00	0	18	\$0.00	\$0.00	\$951.41	\$12,551.28
TEPPER, WENDY	TEACHER	\$94,910.00	1.00	0	18	\$0.00	\$0.00	\$1,225.90	\$13,373.38
THOMAS, MARY	TEACHER	\$60,418.00	1.00	0	18	\$0.00	\$0.00	\$809.96	\$12,679.06
TORTORELLO, CHRISTINA	TEACHER	\$80,483.00	1.00	0	18	\$0.00	\$0.00	\$1,074.20	\$741.84
TRACEY, JULIE E	TEACHER	\$113,243.00	1.00	0	18	\$0.00	\$0.00	\$1,486.23	\$21,409.44
TRISTAN, MAYRA	TEACHER	\$130,929.08	1.00	0	18	\$0.00	\$0.00	\$1,712.85	\$8,086.52
TSIMOGIANNIS, NICKOLET	TEACHER	\$71,050.00	1.00	0	18	\$0.00	\$0.00	\$924.44	\$13,287.76
TUEGEL, SUZANNE	TEACHER	\$57,995.00	1.00	0	18	\$0.00	\$0.00	\$759.70	\$11,996.40
URQUIZA, ROCIO	TEACHER	\$92,420.00	1.00	0	18	\$0.00	\$0.00	\$1,168.58	\$21,424.56
VALENCIA, DIANA	TEACHER	\$74,295.00	1.00	0	18	\$0.00	\$0.00	\$937.74	\$13,268.88
VAN ETTEN, DARLA	TEACHER	\$144,120.08	1.00	0	18	\$0.00	\$0.00	\$1,854.95	\$13,368.00
VANDERVERE, HEIDI	TEACHER	\$126,591.00	1.00	0	18	\$0.00	\$0.00	\$1,613.09	\$14,886.00
VESA, MIRELA	TEACHER	\$101,555.00	1.00	0	18	\$0.00	\$0.00	\$1,321.50	\$8,161.14
VILLALPANDO, VERONICA	TEACHER	\$69,434.00	1.00	0	18	\$0.00	\$0.00	\$956.69	\$13,267.13
VILLANUEVA, MIKELA ANGELA	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$658.93	\$7,633.53
VILLANUEVA, RENATO	TEACHER	\$107,757.00	1.00	0	18	\$0.00	\$0.00	\$1,408.58	\$13,284.00
WADHWA, NATASHA	TEACHER	\$68,507.00	1.00	0	18	\$0.00	\$0.00	\$964.63	\$7,965.39
WAGNER, KIMBERLY	TEACHER	\$114,405.00	1.00	0	18	\$0.00	\$0.00	\$1,439.86	\$14,946.00
WALL, VERA	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$671.49	\$13,254.00
WALSH, SARAH F	TEACHER	\$125,988.00	1.00	0	18	\$0.00	\$0.00	\$1,597.33	\$13,308.00
WARD, GREGORY	TEACHER	\$57,995.00	1.00	0	18	\$0.00	\$0.00	\$815.48	\$9,206.50
WAXMAN, REBECCA	TEACHER	\$65,432.00	1.00	0	18	\$0.00	\$0.00	\$899.79	\$12,596.85
WEINER, JACQUELINE	TEACHER	\$76,022.00	1.00	0	0	\$0.00	\$0.00	\$963.80	\$13,262.88
WEINSTEIN, ALAYNA M	TEACHER	\$112,100.00	1.00	0	18	\$0.00	\$0.00	\$1,412.40	\$21,409.44
WEISS, HELEN	TEACHER	\$90,277.00	1.00	0	18	\$0.00	\$0.00	\$1,180.48	\$12,646.05
WEISSMAN, JORDANA	TEACHER	\$80,876.00	1.00	0	18	\$0.00	\$0.00	\$1,038.88	\$12,633.30
WELCH, NICOLE	TEACHER	\$56,295.00	1.00	0	18	\$0.00	\$0.00	\$803.81	\$13,257.63
WEXLER, ROCHELLE	TEACHER	\$89,148.00	1.00	0	18	\$0.00	\$0.00	\$1,142.05	\$21,508.56
WHITE, CHERYL	TEACHER	\$114,405.00	1.00	0	18	\$0.00	\$0.00	\$1,461.91	\$8,018.64
WHITE, JASON	TEACHER	\$107,757.00	1.00	0	18	\$0.00	\$0.00	\$1,507.65	\$13,284.00
WHITE, PHILIP	TEACHER	\$20,249.63	1.00	0	18	\$0.00	\$0.00	\$259.16	\$3,977.70
WHITEHEAD, JOHN B	TEACHER	\$115,299.00	1.00	0	18	\$0.00	\$0.00	\$1,695.28	\$21,508.56
WICKHAM, JEREMY	ADMINISTRATOR/DISTRICT	\$118,120.00	1.00	25	18	\$2,000.00	\$0.00	\$14,825.04	\$39,393.36



Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuity Contribution	Retirement Enhancements	Other Benefits
WIETZEMA, JAKE	TEACHER	\$71,514.00	1.00	0	18	\$0.00	\$0.00	\$1,007.69	\$9,679.83
WILLIAMS, HOLLIE G	TEACHER	\$88,413.27	1.00	0	18	\$0.00	\$0.00	\$1,115.29	\$21,426.44
WILLIAMS, MELISSA	TEACHER	\$70,000.00	1.00	0	18	\$0.00	\$0.00	\$921.70	\$13,262.88
WINKLER, CARI	TEACHER	\$104,600.00	1.00	0	18	\$0.00	\$0.00	\$1,318.40	\$13,271.38
WIRTZ, ELIZABETH	TEACHER	\$114,405.00	1.00	0	18	\$0.00	\$0.00	\$1,491.43	\$9,691.20
WISE, TAYLOR	TEACHER	\$8,793.00	1.00	0	18	\$0.00	\$0.00	\$118.60	\$1,657.11
WODRICH, REBECCA	TEACHER	\$76,522.00	1.00	0	18	\$0.00	\$0.00	\$1,046.83	\$7,973.76
WOLF, STEVEN A	TEACHER	\$70,910.00	1.00	0	18	\$0.00	\$0.00	\$987.15	\$13,368.00
WOODS, KENDALL	TEACHER	\$51,760.00	1.00	0	18	\$0.00	\$0.00	\$667.72	\$15.12
WOOTEN, TODD E	TEACHER	\$126,591.00	1.00	0	18	\$0.00	\$0.00	\$1,665.34	\$8,015.76
WYATT, LORI M	TEACHER	\$146,925.81	1.00	0	18	\$0.00	\$0.00	\$1,915.74	\$13,368.00
WYKE, ANGELICA M	TEACHER	\$89,461.00	1.00	0	18	\$0.00	\$0.00	\$1,187.32	\$7,991.76
YOSS, ANA MARIA	TEACHER	\$110,970.00	1.00	0	18	\$0.00	\$0.00	\$1,473.01	\$13,284.00
YOUNG ROTHFUS, HEIDI NOELLE	TEACHER	\$104,616.00	1.00	0	18	\$0.00	\$0.00	\$1,399.80	\$7,991.76
ZABIN, FAITH PATRICIA	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$663.77	\$14,101.48
ZWIRN, CHLOE	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$689.32	\$24.00
ZWIRN, HANNAH	TEACHER	\$52,262.00	1.00	0	18	\$0.00	\$0.00	\$688.52	\$15.12



INSPIRE • INNOVATE • ENGAGE

NORTH SHORE
SCHOOL DISTRICT 112

Date: September 19, 2023

To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: Authorizing an Interfund Transfer from the Educational Fund to the
Operations and Maintenance Fund - Resolution No. 230919

Policy: Policy 4:10 Budget Planning

Disposition: Action

Executive Summary:

North Shore School District 112 is in need of liquidity in its Operations and Maintenance Fund. As such, the District administration will recommend a \$2,500,000 permanent transfer from its Educational Fund to its Operations and Maintenance Fund this 2023-2024 fiscal year. This permanent transfer was included in last month's approved budget. The \$2,500,000 will be used to help fund a transfer from the Operations and Maintenance Fund to the Debt Service Fund in a subsequent resolution.

The administration recommends a permanent interfund transfer to cover the necessary operating costs of the School District for \$2,500,000, to be transferred from the Educational Fund to the Operations and Maintenance Fund for the 2023-2024 school year. To make an interfund transfer from the Educational Fund to the Operations and Maintenance Fund, we are required to hold a public hearing on September 19, 2023.

At the September 19, 2023 Regular Board of Education Meeting, the administration recommends that the Board adopt Resolution No. 230919, Authorizing an Interfund Transfer from the Educational Fund to the Operations and Maintenance Fund of \$2,500,000.

Recommendation: Approval

Roll call vote to approve the attached Resolution No. 230919 authorizing an Interfund Transfer from the Educational Fund to the Operations and Maintenance Fund of \$2,500,000, as presented.

RESOLUTION 230919

**OF THE BOARD OF EDUCATION OF
NORTH SHORE SCHOOL DISTRICT NO. 112
LAKE COUNTY, ILLINOIS**

AUTHORIZING AN INTERFUND TRANSFER

WHEREAS, pursuant to Section 17-2A of the *School Code* (105 ILCS 5/17-2A), the Board of Education ("Board") of North Shore School District No. 112, Lake County, Illinois ("School District"), by proper resolution, may authorize the Treasurer of the School District to make interfund transfers between the Education, Operations and Maintenance, and Transportation Funds, and from the Tort Immunity to the Operations and Maintenance Fund; and

WHEREAS, the adoption of such resolution must follow a public hearing set by the Board or Board President; and

WHEREAS, the public hearing was required to be preceded by at least one published notice occurring at least seven (7) days and not more than thirty (30) days prior to the hearing in a newspaper of general circulation within the School District, and a notice posted at least forty-eight (48) hours before the hearing, at the principal office of the School Board, with both notices setting forth the time, date, place and subject matter of the hearing.

WHEREAS, such hearing was held on September 19, 2023, at 7:00 p.m., at Northwood Middle School Auditorium at 945 North Ave, Highland Park, Illinois, pursuant to the notice published on August 24, 2023 in the Pioneer Press, Highland Park News and the notice posted on September 15, 2023 at the Administration Office at 445 Sheridan Road, Highwood, IL 60040.

WHEREAS, the Board has determined that it is in the best interests of the School District to transfer money currently in the Educational Fund to the Operations and Maintenance Fund.

NOW, THEREFORE, It Is Hereby Resolved by the Board of Education of North Shore School District No. 112 as follows:

Section 1. The Board has determined that it is in the best interests of the School District to transfer the following amounts between the following funds:

<u>Amount</u>	<u>Transfer From</u>	<u>Transfer To</u>
\$2,500,000	Educational Fund	Operations and Maintenance Fund

Section 2. The Treasurer is authorized to transfer said amount and record the transfer on the books of the School District.

Section 3. This Resolution shall be in full force and effect immediately upon its adoption.

ADOPTED this 19th day of September, 2023, by the following roll call vote:

AYE:

NAY:

ABSENT:

President, Board of Education

ATTEST:

Secretary, Board of Education



Date: September 19, 2023
To: Board of Education
From: Dr. Michael Lubelfeld, Superintendent
Subject: Board Member Estimated Expenses - Annual Joint Conference 2023
Board Policy Alignment: Policy 2:125 - Board Member Compensation; Expenses
Disposition: Action

Executive Summary:

Board Members are encouraged to attend professional conferences and workshops to further their knowledge and understanding of Board governance. Board members, Jenny Butler, Lisa Hirsh, Dan Jenks, and Bennett Lasko plan to attend the Joint Annual Conference in Chicago November 17-19, 2023.

Board Policy 2:125 states that all Board member expense requests for travel, meals, and/or lodging must be approved by a roll call vote at an open meeting of the Board. Each Board member's expenses may not exceed \$5,000 per year as stipulated in the Resolution to Regulate Expense Reimbursement approved by the Board in August 2018. Board members are required to submit estimated expenses in advance of attending a conference or workshop and after attending, may submit a reimbursement form with receipts if they wish to receive reimbursement for preapproved incurred expenses.

The Board is being presented for consideration the Estimated Expense Approval Forms for Board members, Ms. Butler, President Hirsh, Mr. Jenks and Mr. Lasko.

Recommendation:

Roll call vote to approve Board Member Estimated Expense for Ms. Butler, President Hirsh, Mr. Jenks, and Mr. Lasko as presented.

School Board

Exhibit - Board Member Estimated Expense Approval Form

Submit to the Superintendent, who will include this request in the monthly list of bills presented to the School Board. Use of this form is required (1) by 2:125-E3, Resolution to Regulate Expense Reimbursements and (2) for pre-approval of expenses to be charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act. Please print.

Name: Bennett Lasko Title/Office: Board Member

Travel Destination: Joint Annual Conference - Chicago Purpose: Professional Learning

Departure Date: 11/17/23 Return Date: 11/19/23

X Estimated Expenses Approval Requested (50 ILCS 150/20 or grant expenditure)

- Travel is grant-related*** (specify grant): _____
- Purchase Order Requested** Purchase Order #: _____
- Expense Advancement Voucher Requested** (105 ILCS 5/10-22.32)
Voucher Amount: _____

Estimated Expense Report										
Auto Travel Allowance: <u>65.5¢</u> per mile										
<i>*Grant-related travel only: Except for mileage and other transportation expenses, expense reimbursement/per diem is only allowed if on official travel status for 12 hours or more. If lodging at or below the applicable rate cannot be identified, please indicate below and attach at least three quotes for review.</i>										
Date	Auto Mileage		Transp.	Lodging	Meals or Per Diem			Other	Cost	Daily
	Miles	Cost	Expenses		Bkfst	Lunch	Dinner	Item		Total
11/17/23-11/19/23								Conference Registration	\$520	\$520
11/17/23	34	\$23	\$50	\$250		\$25	\$50	Parking	\$40	\$ 438
11/18/23	34	\$23	\$50			\$25	\$50	Parking	\$40	\$ 188
11/19/23	68	\$46				\$25				\$ 71
Total										\$1,217


 Submitting Board Member's Signature

 Date


 Superintendent Signature

9/15/23
 Date

Note: All stated costs are estimates and in order to receive reimbursement, board members will need to submit receipts for actual expenses incurred.

- School Board Action:**
- Approved**
 - Approved in Part**
 - Grant Funding Source** (if applicable): _____
 - Denied**
 - Exceeds Maximum Allowable Amount**

Comments: _____

School Board

Exhibit - Board Member Estimated Expense Approval Form

Submit to the Superintendent, who will include this request in the monthly list of bills presented to the School Board. Use of this form is required (1) by 2:125-E3, Resolution to Regulate Expense Reimbursements and (2) for pre-approval of expenses to be charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act. Please print.

Name: Lisa Hirsh Title/Office: Board Member

Travel Destination: Joint Annual Conference - Chicago Purpose: Professional Learning

Departure Date: 11/17/23 Return Date: 11/19/23

X Estimated Expenses Approval Requested (50 ILCS 150/20 or grant expenditure)

- Travel is grant-related*** (specify grant): _____
- Purchase Order Requested** Purchase Order #: _____
- Expense Advancement Voucher Requested** (105 ILCS 5/10-22.32)
Voucher Amount: _____

Estimated Expense Report										
Auto Travel Allowance: <u>65.5¢</u> per mile										
<i>*Grant-related travel only: Except for mileage and other transportation expenses, expense reimbursement/per diem is only allowed if on official travel status for 12 hours or more. If lodging at or below the applicable rate cannot be identified, please indicate below and attach at least three quotes for review.</i>										
Date	Auto Mileage		Transp.	Lodging	Meals or Per Diem			Other	Cost	Daily
	Miles	Cost	Expenses		Bkfst	Lunch	Dinner	Item		Total
11/17/23- 11/19/23								Conference Registration	\$520	\$520
11/17/23	34	\$23.00	\$50	\$250		\$25	\$50	Parking	\$40	\$ 438
11/18/23			\$50	\$250		\$25	\$50	Parking	\$40	\$ 415
11/19/23	34	\$23.00				\$25				\$ 48
Total										\$1,421

Lisa Hirsh
Submitting Board Member's Signature

9/15/23
Date

Michael Lubetzell
Superintendent Signature

9/15/23
Date

Note: All stated costs are estimates and in order to receive reimbursement, board members will need to submit receipts for actual expenses incurred.

- School Board Action: **Approved** **Denied**
 Approved in Part **Exceeds Maximum Allowable Amount**
 Grant Funding Source (if applicable): _____

Comments: _____

School Board

Exhibit - Board Member Estimated Expense Approval Form

Submit to the Superintendent, who will include this request in the monthly list of bills presented to the School Board. Use of this form is required (1) by 2:125-E3, Resolution to Regulate Expense Reimbursements and (2) for pre-approval of expenses to be charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act. Please print.

Name: Jenny Butler Title/Office: Board Member

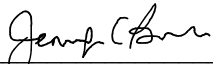
Travel Destination: Joint Annual Conference - Chicago Purpose: Professional Learning

Departure Date: 11/17/23 Return Date: 11/18/23

X Estimated Expenses Approval Requested (50 ILCS 150/20 or grant expenditure)

- Travel is grant-related*** (specify grant): _____
- Purchase Order Requested** Purchase Order #: _____
- Expense Advancement Voucher Requested** (105 ILCS 5/10-22.32)
Voucher Amount: _____

Estimated Expense Report										
Auto Travel Allowance: <u>65.5¢</u> per mile										
<i>*Grant-related travel only: Except for mileage and other transportation expenses, expense reimbursement/per diem is only allowed if on official travel status for 12 hours or more. If lodging at or below the applicable rate cannot be identified, please indicate below and attach at least three quotes for review.</i>										
Date	Auto Mileage		Transp.	Lodging	Meals or Per Diem			Other	Cost	Daily
	Miles	Cost	Expenses		Bkfst	Lunch	Dinner	Item		Total
11/17/23- 11/19/23								Conference Registration	\$520	\$520
11/17/23	34	\$23	\$50	\$250		\$25	\$50	Parking	\$40	\$ 438
11/18/23	34	\$23	\$50			\$25	\$50	Parking	\$40	\$ 188
Total										\$1,146


Submitting Board Member's Signature

9/15/23
Date


Superintendent Signature

9/15/23
Date

Note: All stated costs are estimates and in order to receive reimbursement, board members will need to submit receipts for actual expenses incurred.

- School Board Action:**
- Approved**
 - Approved in Part**
 - Grant Funding Source** (if applicable): _____
 - Denied**
 - Exceeds Maximum Allowable Amount**