EXCEPTIONAL LEARNERS COLLABORATIVE
BOARD OF EDUCATION
Board of Education Regular Meeting
September 17, 2026
8:30 AM

Location: Exceptional Learners Collaborative
990 Corporate Woods Parkway
Vernon Hills, IL 60061

1. CALL TO ORDER/ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. *APPROVAL OF MINUTES
4. CORRESPONDENCE
5. AUDIENCE PARTICIPATION
   At this time, the Board should welcome guests and representatives of the various media. The Board President will be able to offer anyone from the audience the opportunity to comment. If anyone wishes to address the board, they are given five (5) minutes. Board members can choose to address the concern, or place the item on a future agenda.

6. NEW BUSINESS
   A. PERSONNEL
      a. Executive Session We may have an executive session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees. [5 ILCS 120/2(c)(1)]
      b. Approval of Employee Termination Due to Job Abandonment
      c. *Acceptance of Licensed/Certified/Support Staff Resignations
      d. *Approval of Appointments/Transfers/Reassignments
      e. Leaves of Absence

B. CURRICULUM, INSTRUCTION AND ASSESSMENT

C. BUSINESS

a. Approval of Centra Healthcare Contracts

b. Approval of Soliant Client Services Agreements

c. Approval of Sunbelt Client Services Agreement

d. Approval of TEACCH Agreement

e. Approval of the Administrator and Teacher Salary and Benefits Report for 2025-2026

f. FOIA Requests

g. *Consideration of Monthly Financial Report
It is recommended that the Board of Education approve the list of Bills and Financial Statements as contained in the Monthly Financial Report for August.

h. Consent Agenda Items

1. Approve the Special Meeting Minutes and Regular Meeting Minutes of August 20, 2026.
2. Accept the resignations of the following individuals as noted in the Agenda Booklet of September 17, 2026, for Ashley Perez, Registered Nurse; Scott Banks, Paraprofessional; and Tonasia Montgomery, Paraprofessional; as presented.
3. Approve the appointments/transfers/reassignments of the following individuals as noted in the Agenda Booklet of September 17, 2026, for Swoofie Louis, Paraprofessional; as presented.
4. Approval of Bills.
5. Approval of Financial Statement.

7. SUPERINTENDENT'S INFORMATIONAL REPORT

8. ADJOURN

~PUBLIC PARTICIPATION NOTICE~
PLEASE KNOW THIS MEETING WILL TAKE
PLACE IN PERSON AT ELC
990 CORPORATE WOODS PKWY
VERNON HILLS IL, 60061

DATE:9.17.2026

To: Dr. Megan Clarke, Superintendent & The ELC Board of Education

From: Ann Hofmeier, Director of Human Resources and Talent Acquisition

RE: Educational Staff Employment and Separations

****

Employment					
Name	**Building**	**Position**	**Date**	**FTE**	**Reason**
Swoofie Louis	ELC West	Paraprofessional	TBD	1	Replacement
Raluca Parvu	ELC West	RN	TBD	1	Replacement (Contracted through Sunbelt)
Lisa Lashelle Floyd	TBD	TVI	TBD	.8	Open Position (Contracted through Soliant)
Separation Of Services					
Name	**Building**	**Position**	**Date**	**FTE**	**Reason**
Ashley Perez	West	RN	8.25.2026	1	Resignation
Scott Banks	West	Paraprofessional	9.2.2026	1	Resignation
Jessica Floss	West	Paraprofessional	8.21.26	1	Job Abandonment
Tonasia Montgomery	West	Paraprofessional	9.14.26	1	Resignation

DATE:9.17.2026

To: Dr. Megan Clarke, Superintendent & The ELC Board of Education

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Jessica Floss	West	Paraprofessional	8.21.26	1	Job Abandonment
Tonasia Montgomery	West	Paraprofessional	9.14.26	1	Resignation

DATE:9.17.2026

To: Dr. Megan Clarke, Superintendent & The ELC Board of Education

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Tonasia Montgomery	West	Paraprofessional	9.14.26	1	Resignation

Exceptional Learners Collaborative

Client Assignment Confirmation

Assignment Information

Client Facility Name: Exceptional Learners Collaborative
Client Facility Address: 990 Corporate Woods Pkwy Vernon Hills IL 60061
Employee's Name: Robert Zagar
Assignment Type: Local
Professional Designation - Speciality: School Psychologist - School
Assignment Dates: 08/31/2026 - 05/28/2027
Number of Weeks (duration): 39.00
Shift: 5 shifts per week / 8:00am - 3:30pm
Approved Time Off: The week before Christmas break and the week after Christmas Break
Other Reimbursement/Bonus:
Guaranteed Hours: 37.5 hours, unless Employee requests time off, for any reason, and does not make up hours during designated work week.
Guaranteed Hours Provision: Guaranteed hours do not apply during holiday weeks or weeks when the school is not in full session due to any reason.
Cancellation Guarantee: 30.0 days written cancellation notice.
Client's Float Policy: Client may request Employee to float to other Client facilities located within 40 miles of the original location. Client will make every effort to staff Centra Employee exclusively in original location for the duration of the assignment.
Mileage Reimbursement: If applicable, Client shall reimburse at the agreed upon contracted mileage rate for services between facilities or patients homes

Exceptional Learners Collaborative

Client Assignment Confirmation

Bill Rate Information *(all rates are per hour, $0 rates or if cell is empty indicates not applicable for this assignment)*

Orientation:	$0.00	**Orientation Hours:**	0.0 **- Orientation may include treatment of patients.**
Regular Bill Rate:	$105.00	**Overtime:**	$157.50
Regular Weekday Night:	$0.00	**Holiday:**	$157.50
Regular Weekend Day:	$0.00	**Double:**	$0.00
Regular Weekend Evening:	$0.00	**On Call:**	$0.00
Regular Weekend Night:	$0.00	**Callback:**	$0.00
		Charge:	$0.00

Net Payment Terms: Net 30

If applicable, included in the hourly rate above are the costs involved related to the Assigned Employee's performance outside their area of their tax home. Of the amount due, 14% relates to your reimbursement of Centra for the Assigned Employee's meals and incidentals in accordance with GSA per diem rules.

I acknowledge receipt of this confirmation letter and agree to the above information as it pertains to this assignment.

CLIENT:

Megan Clarke
Print Name

Megan Clarke
Signature of Acceptance

09/02/2026
Date

Centra:

Jessie Stauffer
Print Name

Jessie Stauffer
Signature of Acceptance

09/02/2026
Date

Click here to reject this offer

1000 Corporate Drive, Suite 280, Fort Lauderdale, FL 33334 Phone: 954-636-2525 Fax: 800-436-1011
www.centrahealthcare.com

2490/2794087/37576507/69a1efadc25da34d415753f8 Created: 2026-09-01 20:28:08 +0000 Generated: 2026-09-02 11:41:15 +0000

ADDENDUM A
Terms of Teleservices Assignment
No Equipment Provided

This Terms of Teleservices Assignment is subject to the terms and conditions of that certain Client Services Agreement between the parties outlined below.

Assignment Details
Soliant Health, LLC ("Soliant" or the "Company") will contract with VocoVision for the provisions of telepractice services to Client. Client will pay Soliant for the hours worked by Contracted Telepractitioner under the following terms:

Contracted Telepractitioner:	Lisa Floyd		
Client:	Exceptional Learners Collaborative		
Assignment Start Date:	09/14/2026	**Assignment End Date:**	05/21/2027
Position:	Tele - TVI		
Hours per Week:	32.0		
Bill Rate per Hour	$102.00	*Bill Rate is all-inclusive*[(a)]	
Technology Fee:	Does Not Apply		
Miscellaneous:	Hours will fluctuate based on caseload demand. More hours are permitted with prior written approval.		

a) Sales tax will be added to professional fees if required by state law and client is not a tax-exempt entity.

b) Client agrees to approve Contracted Telepractitioner's weekly log of service. Logs will be submitted on a weekly basis by Contracted Telepractitioner for Client's review and approval. Should Contracted Telepractitioner fail to submit paperwork or weekly log to show proof of completed work, Client agrees to notify Soliant in writing within three (3) business days of alleged failure. Client's failure to notify Soliant in writing within the three (3) day period shall negate any Client invoicing dispute.

c) Client acknowledges Additional Terms and Conditions as applicable to teletherapy services and the provision thereof.

d) Client acknowledges that Contracted Telepractitioner will be providing and using their own equipment in performance of duties.

94890 - Exceptional Learners Collaborative

Megan Clarke

Megan Clarke
Superintendent
September 04, 2026 16:46 UTC
IP: 12.41.126.130

Teleservices Provisions.

1. **Client Responsibilities.** Client agrees to provide appropriate local support to facilitate remote Contracted Telepractitioner's ability to fulfill the responsibilities outlined below in Duties and Responsibilities:

2. **Scheduling.** Client agrees to the minimum hours of Services per week as stipulated in Addendum A: Terms of Teleservices Assignment and will schedule the appropriate number of student sessions and other related services each week to meet or exceed the minimum hours requirement. Client and Contracted Telepractitioner will agree upon a weekly schedule for Services which will be loaded into the VocoVision system. Any revisions to the schedule must be submitted to the VocoVision Operations Department no later than 12:00 PM EST Friday for Services the following week. VocoVision requires a 24-hour notice to cancel scheduled Services. One cancellation without notice is permitted per school year. Additional cancellations with less than 24 hours' notice will be billed at the regular rate. Note that VocoVision Contracted Telepractitioners are encouraged to complete non-therapy work (e.g., paperwork, planning, file reviews, etc.) during any such cancellation time.

3. **Administrative Responsibilities.** Client shall be responsible for orienting Contracted Telepractitioner to Client's policies and procedures regarding the submission of any requisite paperwork which must be tendered for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, individual education plans or Client-specific program plans. During the contracted assignment, should Contracted Telepractitioner fail to submit paperwork as required per Client's policies and procedures, Client must notify VocoVision in writing within three (3) business days of alleged failure. Failure to notify VocoVision within the three (3) day period shall negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner. Within three (3) business days following the conclusion of a contracted assignment, Client shall conduct a final review to determine whether the completion of additional paperwork is needed from the Contracted Telepractitioner. Failure to notify VocoVision prior to the fourth (4th) day after conclusion of the assignment will negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner.

Duties and Responsibilities

The duties and responsibilities of a Contracted Telepractitioner include, but are not limited to the following:

a) Collaborates with the school district to identify students' communication characteristics, support resources, as well as any physical, sensory, cognitive, behavioral and motivational needs to determine the benefit a student may receive through telepractice.
b) Collaborates with the school district to determine assessment resources - including their potential benefits and limitations - in the telepractice setting, and to develop a plan to assess students appropriately.
c) Monitors effectiveness of services and modifies evaluation and treatment plans as needed.
d) Maintains appropriate documentation of delivered services in a format consistent with professional standards and client requirements.
e) Complies with state and federal regulations to maintain student privacy and security.
f) Facilitates behavior management strategies in students as appropriate.
g) Provides information and counseling to families and school personnel as needed

Sunbelt

Client Assignment Confirmation

Education Division
Addendum A

Client agrees to pay Sunbelt Staffing LLC ("Sunbelt" or "the Company") for hours worked by Consultant on the following terms:

Client Name:	Exceptional Learners Collaborative		
Client Location:	Buffalo Grove, IL		
Sunbelt Consultant:	Raluca Parvu		
Position:	Registered Nurse		
Assignment Start Date:	09/14/2026	Assignment End Date:	05/28/2027
Bill Rate *per Hour*:	$81.00	Overtime Rate *per Hour*:	$121.50
Minimum Weekly Hours:	37.5 Weekly hours are based on service date according to published school calendar		
Expenses:	Unless otherwise stated, Bill Rate is inclusive of all expenses.		
Miscellaneous:	N/A		

Account Executive Information:
Elzira Walters
elzira.walters@sunbeltstaffing.com
+18137923418

Sales tax will be added to professional fees if required by state law and client is not a tax exempt entity.

If Sunbelt Consultant should be required to travel to other locations at the specific request of the Client, the Client will be responsible for all expenses incurred.

Option of virtual services will be offered by Sunbelt in lieu of onsite services.

All precautions will be taken by the Client to create a safe and healthy environment.

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69819 - Exceptional Learners Collaborative

Megan Clarke

Megan Clarke
Superintendent
September 02, 2026 19:29 UTC
IP: 12.41.126.130

Terms and conditions outlined in this Client Assignment Confirmation will be considered agreed upon by all parties unless Sunbelt is notified of changes by Client within forty-eight (48) hours of client's receipt of this Client Assignment Confirmation.

Toll Free Phone 800-776-7713
Toll Free Fax 877-309-9795
www.sunbeltstaffing.com

STATE OF NORTH CAROLINA
COUNTY OF ORANGE

AGREEMENT BETWEEN
THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
For THE TEACCH AUTISM PROGRAM (TEACCH) AND
EXCEPTIONAL LEARNERS COLLABORATIVE

THIS AGREEMENT (the "Agreement"), made and entered into on September 1, 2026 ("Effective Date"), is by and between the University of North Carolina at Chapel Hill for its TEACCH Autism Program ("TEACCH"), within its School of Medicine, hereinafter referred to as the "UNIVERSITY" and Exceptional Learners Collaborative, hereinafter referred to as "CONTRACTOR". UNIVERSITY and CONTRACTOR are referred to individually as a "Party" and collectively as the "Parties".

W I T N E S S E T H :

WHEREAS, the UNIVERSITY has established an Autism Program known as TEACCH, under the North Carolina Area Health Education Centers ("AHEC") program;

WHEREAS, with seven regional centers across the state, the TEACCH Employment Services, and the Carolina Living and Learning Center, a residential center in Pittsboro, TEACCH is a clinical, training, and research program for individuals of all ages and skill levels with autism spectrum disorders;

WHEREAS, the UNIVERSITY, through TEACCH, is able to provide identification, evaluation, education, and intervention for children and adults with autism spectrum disorder and related disorders of communication, including the provision of consultation and training to professionals to support services for children and adults with autism spectrum disorder according to standards set by the Dean of the School of Medicine;

WHEREAS, the UNIVERSITY, through TEACCH, and CONTRACTOR desire to cooperate in ongoing support of CONTRACTOR to serve children with severe learning, communication, and behavior disorders and, where appropriate, their parents (the "Services", as more fully detailed below); and

WHEREAS, performance of the activity described herein is consistent with the UNIVERSITY'S goals of research, teaching, education, and public service.

NOW, **THEREFORE**, in consideration of the premises and of the following mutual promises, covenants, and conditions, the UNIVERSITY and CONTRACTOR agree as follows:

1. The UNIVERSITY, through TEACCH, shall provide certain Services to CONTRACTOR as set forth in Exhibit A, Scope of Work, which is attached hereto and incorporated herein by reference, for the period of performance as specified therein during the term of this Agreement. Dates and locations for each training/consultation program will be mutually agreed upon.

2. During the term of this Agreement, CONTRACTOR will pay the UNIVERSITY, through TEACCH, as set forth in Exhibit B, Compensation, which is attached hereto and incorporated herein by reference. UNIVERSITY will request payment by submitting an invoice to CONTRACTOR and CONTRACTOR agrees to pay all invoices for Services provided by the UNIVERSITY within 30 days of receipt. If applicable, any additional expenses incurred, such as hotel and meals to provide the agreed upon Services, will be added to the invoice.

   In the event the Parties mutually agree upon a date for the UNIVERSITY to provide Services and CONTRACTOR cancels such Services within 45 days of said mutually agreed upon date, CONTRACTOR will be responsible for 50% of the full program fee as set forth in Exhibit B, in addition to all reasonable expenses incurred and any non-cancellable commitments entered into by UNIVERSITY in preparation for the Services. In the event the Parties mutually agree upon a date for the UNIVERSITY to provide Services and CONTRACTOR cancels such Services within 30 days of said mutually agreed upon date, CONTRACTOR will be responsible for 100% of the full program fee as set forth in Exhibit B, in addition to all reasonable expenses incurred and any non-cancellable commitments entered into by UNIVERSITY in preparation for the Services. UNIVERSITY shall provide CONTRACTOR with documentation of such expenses and shall avoid incurring additional expenses after receipt of written notice of cancellation.

   In no event shall either Party be responsible or liable for any delay in the performance of its obligations hereunder arising out of or caused by, directly or indirectly, forces beyond its control, including, without limitation, governmental actions, strikes, work stoppages, accidents, acts of war or terrorism, civil or military disturbances, nuclear or natural catastrophes, and interruptions, pandemics, loss or malfunction of utilities, communications, or computer (software and hardware) services.

   The Materials (defined below) whether in English or translated are TEACCH copyrighted and may only be used pursuant to this Agreement. In the event TEACCH needs the CONTRACTOR to translate Materials, TEACCH will request payment in full 45 days prior to the mutually agreed upon date for Services. TEACCH will send materials upon payment and translated materials need to be returned to TEACCH at least 30 days prior to the mutually agreed upon date for services to allow time for TEACCH to format and deliver translated materials to participants prior to the training. CONTRACTOR agrees to pay all invoices for services provided by the UNIVERSITY within 30 days of receipt.

3. The Parties agree that the compensation provided herein has been determined in arm's length bargaining and is consistent with fair market value in arm's-length transactions. Furthermore, the UNIVERSITY's compensation is not and has not been determined in a manner that takes into account the volume or value of any referrals or business otherwise generated for or with respect to the UNIVERSITY or between the Parties for which payment may be made in whole or in part under Medicare or any state health care program or under any other payor program.

4. This Agreement will remain in effect for a period of one year from the Effective Date and shall be renewable from year to year thereafter upon written notice executed by both Parties. This Agreement or its renewals may be terminated at any time without penalty by either Party provided that written notice of such termination is furnished to the other Party at least 45 days prior to termination.

Notwithstanding the foregoing provision, in the event of termination by CONTRACTOR, CONTRACTOR shall be responsible for any expenses and non-cancellable commitments reasonably incurred by TEACCH in its preparation for the Services, including the cost of airfare purchased prior to TEACCH's receipt of notice of termination.

In the event of termination by CONTRACTOR within 45 days of a mutually agreed upon date for Services, the Services shall be considered cancelled, and CONTRACTOR shall compensate the UNIVERSITY as described in Section 2 above.

In the event of termination by TEACCH, TEACCH will repay to the CONTRACTOR all fees and invoices that the CONTRACTOR paid TEACCH in advance of the training.

5. CONTRACTOR hereby agrees to comply with such nondiscrimination laws as may be applicable to it in the performance of this Agreement. The Parties agree that they shall abide by all laws, rules, and regulations applicable to the performance of their obligations set forth in this Agreement, including, without limitation, the Health Insurance Portability and Accountability Act and its implementing regulations ("HIPAA").

6. Subject to and to the extent authorized by applicable law, including without limitation the North Carolina Tort Claims Act, each Party shall be solely liable for any claims, actions, demands, or damages arising out of the negligent acts or omissions of its employees and/or agents in its performance of this Agreement.

7. All materials, documents, resources, and manuals produced or developed by the UNIVERSITY in connection with the Services ("Materials") are the sole and exclusive property of the UNIVERSITY. UNIVERSITY hereby grants to CONTRACTOR a non-exclusive, royalty free license to reproduce and distribute the Materials for its own internal, educational, and non-commercial purposes. CONTRACTOR agrees not to alter the Materials without the prior written permission of TEACCH.

8. Each Party shall maintain liability insurance, or an equivalent program of self-insurance, for itself in amounts reasonably necessary to cover each Party's potential obligations in this Agreement and not less than required by law, including the North Carolina Tort Claims Act, as applicable, and adequate coverage for its employees and agents that perform services pursuant to this Agreement.

9. The person (or persons) whose Services are to be provided pursuant to this Agreement is (are) for all purposes an employee of the UNIVERSITY. The business relationship between the UNIVERSITY and CONTRACTOR shall be that of independent contractor and not employer-employee or principal-agent. Neither Party shall have the authority to legally bind the other in contract, debt, or otherwise.

10. This Agreement contains the entire understanding of all Parties and shall not be altered, amended, or modified except by an agreement in writing executed by the duly authorized officials of both Parties. This Agreement is non-assignable and non-transferable by either Party without the prior written consent of the other Party. If any provision of this Agreement is determined to be invalid, such determination shall not affect the validity of the remaining provisions. The waiver by any Party of any provision or breach of this Agreement shall not

operate or be construed as a waiver of any other provision or subsequent breach. The provisions of this Agreement that, by their sense and context, are intended to survive the expiration or termination of this Agreement shall remain in full force and effect following the expiration or termination of this Agreement.

11. The laws of North Carolina shall govern the validity and interpretation of the provisions, terms, and conditions of this Agreement.

[***Signature Page Follows***]

IN WITNESS WHEREOF, the Parties have hereunto signed this Agreement in their official capacities on the day and year listed below.

FOR AND ON BEHALF OF:	FOR AND ON BEHALF OF:
EXCEPTIONAL LEARNERS COLLABORATIVE	THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL SCHOOL OF MEDICINE
_____	_____
Megan Clarke Executive Director	Josephine Tetteh, JD Director - Office of Policy, Professional Engagements, and Nonclinical Agreements
Date: _____	Date: _____

EXHIBIT A
Scope of Work

The Services shall include the following:

In-Person Services:

Eight (8) days of Consultations with two (2) TEACCH consultants on October 8, 2026 – October 9, 2026, December 7, 2026 – December 8, 2026, February 3, 2027 – February 4, 2027, and April 14, 2027 – April 15, 2027.*

**The hours of Consultations are to be mutually agreed upon by the Parties.*

EXHIBIT B
Compensation

For the Services described in Exhibit A and in accordance with Section 2 of the Agreement, CONTRACTOR shall compensate UNIVERSITY as follows:

Personnel Costs:

In-Person Services - $1,500.00/day/consultant; 8 days, 2 consultants = $24,000.00

Non-Personnel Costs:

Miscellaneous Fees

Meeting with Interpreters	$
Formatting Translated Materials	$
CVENT Registration	$

Travel Fees

Contiguous United States	$4000.00
Asia and Australia	$
South America and Alaska	$
Europe and Hawaii	$

Total of Personnel and Non-Personnel Costs: **$28,000.00 plus travel expenses**

Travel expenses incurred by TEACCH trainer(s), including but not limited to airfare, ground transportation, hotel, meals/per diem, and other miscellaneous expenses in accordance with University policy will be invoiced to the site for reimbursement to TEACCH.

Invoices shall be sent to:

Exceptional Learners Collaborative
Attn: Megan Clarke
990 Corporate Woods Parkway
Vernon Hills, IL 60061
mclarke@elced.org

Payment shall be made via check to:

Payee Name: The University of North Carolina at Chapel Hill
Payee Address: TEACCH Autism Program
100 Renee Lynne Court
Carrboro, NC 27510

To: Dr. Megan Clarke, Superintendent

From: Ann Hofmeier, Director of Human Resources & Talent Acquisition
Whitney Draegert, Director of Business and Operations/CSBO

Date: September 17, 2026

Subject: 2025-2026 Administrator and Teacher Salary & Benefits

Recommendation to approve 2025-2026 Administrator and Teacher Salary and Benefits Report.

Financial Impact
No financial impact

Background

Section 10-20.47 of the Illinois School Code requires each school board to report the preceding school year's Administrator and Teacher Salary and Benefits (ATSB) information to the Illinois State Board of Education (ISBE) on or before October 1 of each year. The statute also requires the information to be presented at a regular school board meeting prior to the annual reporting and then posted on the school district's Internet website, if any.

As a special education cooperative, the Collaborative follows ISBE's Employment Information System (EIS) reporting instructions applicable to cooperatives. Under these instructions, special education cooperatives enter base salary information for applicable licensed personnel but are not required to enter benefits information, including vacation days, sick days, bonuses, annuities, retirement enhancements, or other employer-paid benefits.

The information entered into EIS reflects the base salary information required for the Collaborative's applicable licensed personnel. The absence of additional compensation and benefit information does not indicate that these benefits are not provided; rather, this information is not required to be entered by special education cooperatives.

The Collaborative's Administrator and Teacher Salary and Benefit Report information should therefore be viewed within the context of the reporting requirements applicable to special education cooperatives and is not intended to represent total employee compensation or benefits.

Recommendation

In order to comply with Section 10-20.47 of the Illinois School Code, we are recommending that the 2025-2026 Administrator and Teacher Salary and Benefit Report be approved.

EIS Administrator and Teacher Salary and Benefits Report - School Year 2026

Exceptional Learners
990 Corporate Woods Pkwy, Vernon Hills, IL 60061
340498010606000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
ARFF, ASHLEY R	250-Special Education Teacher	$76,577.00	1.00						
BHARDWAJ, MARY	101-Assistant/Associate District Superintendent	$171,297.00	1.00						
CLARKE, MEGAN A	152-Special Education Director	$226,189.00	1.00						
DONOVAN, ERIN	250-Special Education Teacher	$68,964.00	1.00						
ENRIGHT, PAMELA A	250-Special Education Teacher	$108,246.00	1.00						
FINE, LAURA P	107-General Administrator or General Supervisor	$126,274.00	1.00						
FRIES, ERIK M	250-Special Education Teacher	$67,778.00	1.00						
GOLDBERG, BROOKE	107-General Administrator or General Supervisor	$62,809.00	0.50						
GURYN, TINA	250-Special Education Teacher	$77,807.00	1.00						
HOFFMANN, JENNIFER	250-Special Education Teacher	$103,012.00	1.00						
HOFMEIER, ANN L	107-General Administrator or General Supervisor	$150,000.00	1.00						
JASLIKOWSKI, THOMAS	250-Special Education Teacher	$80,700.00	1.00						
JEZUIT, LINDSEY M	250-Special Education Teacher	$103,172.00	1.00						
JOHNSTON, ALICIA	107-General Administrator or General Supervisor	$118,450.00	1.00						
KESKE, LISA	250-Special Education Teacher	$100,905.00	1.00						
KINDER, TARA	250-Special Education Teacher	$129,445.00	1.00						
KRAUSE, SARAH	250-Special Education Teacher	$52,580.00	0.83						
LOWDERMAN, LAURA B	250-Special Education Teacher	$98,065.00	1.00						
Martin, Charmaine	250-Special Education Teacher	$91,417.00	1.00						
MEDINA, RICHARD J	107-General Administrator or General Supervisor	$119,515.00	1.00						
MIXON, ALLISON	107-General Administrator or General Supervisor	$105,000.00	1.00						
MORRIS, MICHAEL D	250-Special Education Teacher	$3,245.00	0.04						
PAPPAS, EMILY	250-Special Education Teacher	$62,056.00	1.00						
RAMMEL, JOHN M	250-Special Education Teacher	$11,654.00	0.16						
REJCZYK, JILLIAN	250-Special Education Teacher	$60,229.00	1.00						
ROBBINS, JOANNA	107-General Administrator or General Supervisor	$145,644.00	1.00						
SKORUP, KAREN L	250-Special Education Teacher	$116,009.00	1.00						
Smith, Greg J	250-Special Education Teacher	$100,905.00	1.00						
SOUTH, DANA M	250-Special Education Teacher	$72,008.00	1.00						
STANLEY, MELISSA E	250-Special Education Teacher	$28,819.00	0.51						

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
SZAFRANSKI, KELLY	107-General Administrator or General Supervisor	$98,325.00	1.00						
TIETJEN, SHERRY L	250-Special Education Teacher	$70,432.00	0.99						
WALSH, NANCY	250-Special Education Teacher	$99,452.00	1.00						
Wertz, Quintin	200-Teacher	$63,271.00	1.00						
WILBOR, KELLY A	250-Special Education Teacher	$76,316.00	1.00						
ZIMMERMAN, BENJAMIN J	250-Special Education Teacher	$62,576.00	0.99						

Totals

Distinct Employee Count: 36 **Distinct Positions Count:** 36 **Total Positions Count:** 36 **Vacation Days:** **Sick Days:**

Base Salary: $3,309,143.00 **Bonuses:** **Annuities:** **Retirement Enhancements:** **Other Benefits:**

MINUTES OF THE SPECIAL MEETING OF THE EXCEPTIONAL LEARNERS COLLABORATIVE BOARD OF EDUCATION, LAKE COUNTY, ILLINOIS, HELD THURSDAY AUGUST 20, 2026, AT 8:00 A.M. IN THE EXCEPTIONAL LEARNERS COLLABORATIVE TRAINING ROOM, VERNON HILLS, ILLINOIS.

CALL TO ORDER AND ROLL CALL

President Neault called the meeting to order at 8:04 A.M. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson answered. Also in attendance was Superintendent Dr. Clarke and Director of Business and Operations CSBO Draegert.

Absent: None

DISCUSSION TOPIC

a. BOARD OF EDUCATION INFORMATION

EXECUTIVE SESSION

Mr. Burns moved, seconded by Ms. Peterson that the Board of Education adjourn to executive session to discuss the appointment, employment, compensation, discipline, performance or dismissal of a specific employee [5 ILCS 120/2(c)(1)] and/or matters related to potential litigation [5 ILCS 120/2(c)(11)]. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson voted aye. The motion carried unanimously. (8:04 A.M.)

ADJOURNMENT

Mr. Burns moved, seconded by Ms. Peterson that the meeting be adjourned. By voice vote, the motion carried unanimously. (8:30 A.M.)

_____ SECRETARY

_____ PRESIDENT

MINUTES OF THE REGULAR MEETING OF THE EXCEPTIONAL LEARNERS COLLABORATIVE BOARD OF EDUCATION, LAKE COUNTY, ILLINOIS, HELD THURSDAY AUGUST 20, 2026, AT 8:30 A.M. IN THE EXCEPTIONAL LEARNERS COLLABORATIVE TRAINING ROOM, VERNON HILLS, ILLINOIS.

CALL TO ORDER AND ROLL CALL

President Neault called the meeting to order at 8:32 A.M. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson answered. Also in attendance were Superintendent Sheridan, Superintendent Dr. Clarke, Assistant Superintendent of Teaching, Learning, and Professional Growth Bhardwaj, Director of Human Resources and Talent Acquisition Hofmeier, Superintendent Dr. Reynolds, Superintendent Dr. Custable, Director of Business and Operations CSBO Draegert, and Recording Secretary Cone.

Absent: None

APPROVAL OF AMENDMENT TO SUPERINTENDENT EMPLOYMENT AGREEMENT (5-YEAR TERM)

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education approve the amendment to Superintendent Employment Agreement (5-Year Term), as presented. On roll call, Mr. Burns, Ms. Neault, and Ms. Peterson voted aye.

APPROVAL OF BOARD POLICY UPDATES

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education adopt the recommended Board Policy Updates, as presented. By voice vote, the motion carried unanimously.

APPROVAL OF CONTRACT BUYOUT AGREEMENT

The Board tabled this item.

FOIA REQUESTS

The Board of Education was presented with one request under the Freedom of Information Act (FOIA) and the status of the District's response.

CONSENT AGENDA ITEMS

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education approve the Consent Agenda Items, as noted in the Agenda Booklet of August 20, 2026. On roll call, Mr. Burns, Ms. Neault, and Ms. Peterson voted aye. The motion carried unanimously.

1) Approve the Special Meeting Minutes and Regular Meeting Minutes of July 16, 2026.

2) Accept the resignations of the following individuals as noted in the Agenda Booklet of August 20, 2026, for Lois Debolt, Paraprofessional; and Benjamin Zimmerman, Case Manager; as presented.

3) Approve the appointments/transfers/reassignments of the following individuals as noted in the Agenda Booklet of August 20, 2026, for Diana Chavez, Paraprofessional;

Nancy Veloz, Paraprofessional; Austin Engquist, Paraprofessional; Tonasia Montgomery, Paraprofessional; Irene Pietruczyk, Occupational Therapist (Soliant); Robert Zagar, Psychologist (Centra Health); Coreyonna Watts, Paraprofessional; John Rammel, Paraprofessional; Gabriel Chavez Cuevas, Paraprofessional; Helen Argotti, Paraprofessional; Isi Frank Ativie, Paraprofessional, Jonna McMahon, Paraprofessional; Maya Hayes, Paraprofessional; Jessica Smith, TVI (Soliant); as presented.

4) Accept the tenure attainment of the following individuals as noted in the Agenda Booklet of August 20, 2026, for Ashley Arff, Case Manager; Jillian Rejczyk, Case Manager; Karen Skorup, Case Manager; Stephanie Turner, Speech and Language Pathologist; Allie Seeger, Assistive Technology; Nancy Walsh, Assistive Technology; Tara Kinder, Deaf and Hard of Hearing Teacher; Elizabeth Bromet, Psychologist; Susana Emerick, Psychologist; and Jennifer Hoffmann, Teacher of Students with Visual Impairment; as presented.

5) Approval of Bills.

6) Approval of Financial Statement.

ADJOURNMENT

Ms. Peterson moved, seconded by Mr. Burns that the meeting be adjourned. By voice vote, the motion carried unanimously. (8:57 AM)

_____ SECRETARY

_____ PRESIDENT



Our 2026–2027 Parent & Educator Workshop Series, “Learn. Plan. Thrive: Creating Pathways to Independence and Opportunity,” kicked off on September 11th with a well-attended event focused on helping families and educators feel more confident navigating the transition to adulthood.

We were excited to welcome back Samantha Alloway from The Arc of Illinois, who shared timely information about recent legislation and Medicaid changes affecting individuals with disabilities and their families. This was followed by a parent panel representing school districts across both Lake and Cook Counties. Parents shared their firsthand experiences moving from school-based services into adulthood through a variety of pathways, including employment, day programs, CILAs, and other adult services. The conversation provided practical insight, encouraged questions, and highlighted the many different paths available after high school.

The strong turnout was a great way to begin the new workshop year and reinforced the value of bringing families and educators together to share information, experiences, and resources. As always, the series remains free and open to families and educators regardless of school district.

This year, we are also expanding the series to include agency tours, giving families and educators an opportunity to visit local providers, learn about their services, and connect directly with staff.

Our first tour will be at Glenkirk’s newest headquarters in Northbrook on October 2 at 12:30 p.m. Participants will learn more about Glenkirk’s programs and support for individuals with intellectual and developmental disabilities and have an opportunity to ask questions directly.

This new addition will give families another practical way to learn about adult services and begin making connections as they plan for the future.

Laura Fine
Assistant Director of Programs and Services