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SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE

Board of Directors Meeting
June 10, 2026
SASED Administrative Center
2900 Ogden
Lisle, IL 60532
2:00 PM
AGENDA

1. **Call to Order/Roll Call**
2. **Pledge of Allegiance**
3. **Public Comment**
4. **Consent Agenda**
   a. Approval of Open and Closed Session Meeting Minutes from May 20, 2026 Board of Directors Meeting
   b. Personnel
      1) Accept/Approve the Resignations, Retirements, Employment, and Change of Employment Status of Educational Support Staff, Licensed Staff, and Registered Staff as presented.
   c. Financial
      1) Budget Reports
      2) Treasurers/Investments Reports
      3) Payroll Reports for May 2026
      4) Bill List for June 2026
      5) Interim Checks and Voids for May 2026
   d. Governance
      1) Approval of the Red Rover Agreement for SY26-27
      2) Approve the Legal Notice Regarding the FY27 Budget Public Hearing and Meeting Dates, Times and Location for SY26-27
5. **Action Items**
   a. Approve the Authorization to Release July 2026 Disbursements Prior to the August 5, 2026, Board of Directors Meeting
   b. Adopt the SASED Board of Directors Resolution Approving the Proposed Amendments to the SASED Articles of Joint Agreement
6. **Discussion/Information**
   a. Committee Reports
   b. Executive Director Report
7. **Enter into Closed Session**
   To enter into closed session to discuss:
   Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2)
8. **Reconvene into Open Session**
9. Approve the 2026-2029 Collective Bargaining Agreement with the SASED Education Association
10. **Adjournment**

School Association for Special Education in DuPage
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Dr. Kim Dryier
Executive Director

ACTION ITEM

To: SASED Board of Directors
From: Kim Dryier, Executive Director
Date: June 10, 2026
Re: Approval of Board of Directors Open and Closed Session Meeting Minutes

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Summary: Open and Closed Session meeting minutes from the May 20, 2026 Board of Directors Meeting.

Recommended Action: SASED Administration requests that the Board of Directors approve the open and closed session meeting minutes from the May 20, 2026 Meeting.

SASED Board of Directors Meeting
May 20, 2026 - 2:00 PM
SASED Administrative Center
2900 Ogden Avenue, Lisle, IL 60532

OPEN SESSION MINUTES

Dr. Jean Barbanente, Chairperson, called the SASED Board of Directors meeting to order at 2:02 pm and welcomed those in attendance. Dr. Omar Castillo was appointed as Pro-Tem Secretary for this meeting.

1. Roll call was taken with the following responding:

	District	Representative
Present:	Keeneyville School District 20	Dr. Omar Castillo (exited 3:40pm)
	Benjamin School District 25	Dr. Patrick McGill
	Winfield School District 34	Dr. Matt Rich
	DuPage County School District 45	Dr. Brian Graber (exited 3:26pm)
	Salt Creek School District 48	Dr. Amy Zaher
	Downers Grove School District 58	Dr. Kevin Russell
	Maercker School District 60	Dr. Sean Nugent
	Cass School District 63	Mr. Mark Cross and Dr. Travis McGuire
	Center Cass School District 66	Dr. Andrew Wise
	Woodridge School District 68	Dr. Patrick Broncato
	DuPage High School District 88	Dr. Jean Barbanente
	Community High School District 94	Dr. Kurt Johansen
	Community Consolidated School District 180	Mr. Kendall Smith
	Lisle Community Unit School District 202	Dr. Keith Filipiak
Absent:	West Chicago Elementary School District 33	
	Community High School District 99	
	Westmont Community Unit School District 201	
	Elmhurst Community Unit School District 205	

Present: 14 Districts **Absent:** 4 Districts

Also in attendance:
Dr. Kim Dryier, Executive Director, SASED
Dr. Elizabeth Vander Woude, Asst. Dir. Programs and Services, SASED
Ms. Rachel Wisniewski, CSBO, SASED
Dr. Julia Wheaton, Interim Chief Human Resource Officer, SASED
Mr. Dan Lawler, Technology Coordinator, SASED
Mr. John Langton, Facilities Specialist, SASED
Ms. Senga Lowe, Board Recording Secretary, SASED

2. Pledge of Allegiance

3. Public Comment - None

4. Dr. Dryier recognized Dr. Elizabeth Vander Woude as DuPage County's Administrator of the Year.

5. Consent Agenda

Dr. Dryier provided a brief summary of the items on the consent agenda, highlighting the District Resolutions to Appoint a Governing Board member, Second reading and adoption of PRESS policies Update 121, and the Wight and Company Application for Occupancy at Southeast. Board members had no questions.

a. Approval of Open and Closed Session Minutes from April 22, 2026 Board of Directors Meeting
b. Personnel Recommendations
    1. Accepted/Approved the Resignations, Retirements, Employment, and Change of Employment Status of Educational Support Staff, Licensed Staff, and Registered Staff as presented.
    2. Approved the 2026 ESY Staffing
c. Financials
    1. Budget Reports
    2. Treasurers/Investments Reports
    3. Payroll Reports for April 2026 in the amount of $1,778,035.55 with payroll liabilities in the amount of $600,568.23
    4. Bill List for May 2026 in the amount of $1,166,255.53
    5. Interim Checks in the amount of $48,204.89 and no voids for April 2026
d. Governance
    1. Accepted the Adopted District Resolutions to Appoint a New Representative and Alternate Representative to the SASED Governing Board
    2. Second Reading and Adopted the Updated Policies Released with IASB PRESS Issue 121 and SASED Updated Policies
    3. Approved the Facility Use Agreement with NIU Naperville for SASED's Opening Day 2026
    4. Approved the Intergovernmental Agreements to enroll non-member district students in a SASED program
    5. Approved the SY26-27 Noncompetitive Procurement Contract Renewal for Food Service Management with Gourmet Gorilla
    6. Accepted the donation from Knight of Columbus
    7. Approved the Wight & Company Application for Occupancy and Temporary Facility Report - Southeast Mobile Unit

A motion was made to approve the consent agenda items, as presented. This motion was made by Member Nugent and seconded by Member Zaher.

Upon Roll Call Vote:

Ayes: Castillo SD20, McGill SD25, Rich SD34, Graber SD45, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Smith SD180, and Filipiak SD202.

Nays: None

Ayes: 14 Districts **Nays:** None **Absent:** 4 Districts

Upon roll call vote, motion passed.

6. Action Items

a. Approved the SASED Administrator contract renewals for SY 2026-27

A motion was made to approve the SASED Administrator contract renewals for SY 26-27, for the following: Dr. Elizabeth Vander Woude - $148,637, Ms. Tara Corral - $129,930, Ms. Kati Curby - $115,647, Ms. Amy Gebre - $121,429, Ms. Sherilyn Genin - $123,858, and Ms. Laura Lopez - $123,600. This motion was made by Member Wise and seconded by Member Nugent.

Upon Roll Call Vote:

Ayes: Castillo SD20, McGill SD25, Rich SD34, Graber SD45, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Smith SD180, and Filipiak SD202.

Nays: None

Ayes: 14 Districts **Nays:** None **Absent:** 4 Districts
Upon roll call vote, motion passed.

b. Approved the new SASED Administrator contracts for SY 2026-27
A motion was made to approve the SASED new Administrator contracts for SY 26-27, for the following: Ms. Tenika Pickens - $112,000, Amanda Guida - $108,000, and Janette Barrett - $108,000. This motion was made by Member Broncato and seconded by Member Graber.

Upon Roll Call Vote:
Ayes: Castillo SD20, McGill SD25, Rich SD34, Graber SD45, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Smith SD180, and Filipiak SD202.
Nays: None
Ayes: 14 Districts **Nays:** None **Absent:** 4 Districts
Upon roll call vote, motion passed.

c. Approved the Designations for FY 2027
A motion was made to approve the FY27 Designations as follows: This motion was made by Member Rich and seconded by Member Russell.

Depositories:
1. Fifth Third Bank, NA
2. PMA Securities, LLC - Illinois School District Liquid Asset Fund Plus
3. Fifth Third Securities

Newspaper/Legal Notices: Daily Herald

Legal Counsel: Engler Callaway Baasten & Sraga, LLC

Architect: Wight and Company

Upon Roll Call Vote:
Ayes: Castillo SD20, McGill SD25, Rich SD34, Graber SD45, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Smith SD180, and Filipiak SD202.
Nays: None
Ayes: 14 Districts **Nays:** None **Absent:** 4 Districts
Upon roll call vote, motion passed.

d. Adopted the Resolution Approving the Surety Bond Treasurer for 2026-27
A motion was made to adopt the resolution approving the surety bond treasurer for 2026-27, as presented. This motion was made by Member Rich and seconded by Member Cross.

Upon Roll Call Vote:
Ayes: Castillo SD20, McGill SD25, Rich SD34, Graber SD45, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Smith SD180, and Filipiak SD202.
Nays: None
Ayes: 14 Districts **Nays:** None **Absent:** 4 Districts
Upon roll call vote, motion passed.

e. Approved the SY 2026-27 Lease Agreements
A motion was made to approve the SY 26-27 lease agreements, as presented. This motion was made by Member Cross and seconded by Member Nugent.

Upon Roll Call Vote:

Ayes: Castillo SD20, McGill SD25, Rich SD34, Graber SD45, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Smith SD180.
Abstain: Filipiak SD202
Nays: None
Ayes: 13 Districts **Nays:** None **Abstain:** 1 District **Absent:** 4 Districts
Upon roll call vote, motion passed.

f. Approved the SY 2026-27 Board of Directors Meeting Dates, Times and Locations
A motion was made to approve the SY 26-27 BOD meeting dates, times and locations, as presented. This motion was made by Member Rich and seconded by Member Russell.

Upon Roll Call Vote:
Ayes: Castillo SD20, McGill SD25, Rich SD34, Graber SD45, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Smith SD180, and Filipiak SD202.
Nays: None
Ayes: 14 Districts **Nays:** None **Absent:** 4 Districts
Upon roll call vote, motion passed.

7. Adjourn Sine-Die
A motion was made for the Board of Directors May 20, 2026 meeting to adjourn sine-die at 2:14 pm. This motion was made by Member Barbanente and seconded by Member Rich. Upon voice vote of all ayes from 14 districts present, motion passed.

8. Opened into new Board of Directors Meeting at 2:15 pm Roll call was taken with the following responding:

	District	**Representative**
Present:	Keeneyville School District 20	Dr. Omar Castillo (exited 3:40pm)
	Benjamin School District 25	Dr. Patrick McGill
	Winfield School District 34	Dr. Matt Rich
	DuPage County School District 45	Dr. Brian Graber (exited 3:26pm)
	Salt Creek School District 48	Dr. Amy Zaher
	Downers Grove School District 58	Dr. Kevin Russell
	Maercker School District 60	Dr. Sean Nugent
	Cass School District 63	Mr. Mark Cross and Dr. Travis McGuire
	Center Cass School District 66	Dr. Andrew Wise
	Woodridge School District 68	Dr. Patrick Broncato
	DuPage High School District 88	Dr. Jean Barbanente
	Community High School District 94	Dr. Kurt Johansen
	Community Consolidated School District 180	Mr. Kendall Smith
	Lisle Community Unit School District 202	Dr. Keith Filipiak
Absent:	West Chicago Elementary School District 33	
	Community High School District 99	
	Westmont Community Unit School District 201	
	Elmhurst Community Unit School District 205	

Present: 14 Districts **Absent:** 4 Districts

9. Appointment of Dr. Kim Dryier as Chairperson Pro-Tempore
A motion was made to appoint Dr. Kim Dryier as Chairperson Pro-Tempore in order to facilitate the board officer elections. This motion was made by Member Barbanente and seconded by Member Rich. Upon voice vote of all ayes from 14 districts present, motion passed.

10. Election of Board Officers

a. Elect Chairperson
Dr. Amy Zaher nominated Dr. Jean Barbanente for the office of Chairperson. Dr. Jean Barbanente being the only candidate nominated for the office of Chairperson, the chair pro-tem hereby declared Dr. Jean Barbanente elected by acclamation.

b. Elect Vice-Chairperson
Dr. Amy Zaher nominated Dr. Brian Graber for the office of Vice-Chairperson. Dr. Brian Graber being the only candidate nominated for the office of Vice-Chairperson, the chair pro-tem hereby declared Dr. Brian Graber elected by acclamation.

c. Elect Secretary
Dr. Amy Zaher nominated Dr. Kristina Davis for the office of Secretary. Dr. Kristina Davis being the only candidate nominated for the office of Secretary, the chair pro-tem hereby declared Dr. Kristina Davis elected by acclamation.

Dr. Jean Barbanente, Chairperson Elect, was seated and presided over the meeting at 2:23 pm.
Dr. Hank Thiele from Community High School District 99 arrived at 2:24 pm.

11. Discussion/Information

a. SASED Enrollment - Dr. Vander Woude provided an update on SASED's current enrollment. Overall enrollment numbers continue to be stable with an enrollment of 356 students. A report showing each member district's enrollment was included.

b. Human Resource/Staffing Update - Dr. Wheaton provided an HR update as presented in the Board packet. SASED is finishing the 25-26 school year with a staff of 404.32 FTE. Dr. Wheaton will provide Dr. Dryier and the Board an end of the year staffing report that reflects the changes over the year.

c. Committee Reports - Dr. Dryier provided committee updates in the facilities planning update.
    1. The Finance Committee - The May 6th meeting was rescheduled to June 3, 2026. All Superintendents and District CSBO's are invited to attend. Tammie from PMA, Anjali from Chapman, and Dawn from ECB&S will all be in attendance. We will be reviewing each district's certificate of allocation and debt capacity, and options for the length of the debt certificates.
    2. Facility Planning Committee - The May 13th meeting was rescheduled to May 27, 2026. A report will be provided at the June 10th Board meeting.
    3. Policy Committee - No meeting.
    4. Committee membership - Dr. Dryier shared this information previous to the Board meeting, and with no comments, these are the approved committee memberships, dates and times for SY 26-27 for Policy Committee, Finance Committee, and Facility Planning Committee. Ms. Lowe will send calendar invites to all members of each committee.

d. Executive Director Report - Dr. Dryier focused on the Strategic Plan and the progress of the indicators and metrics. Dr. Dryier will be working with her team this summer to identify additional indicators and will share those with the Board in the fall. We are entering the fifth year of a 5-year plan and given the remaining uncertainty regarding facilities, Dr. Dryier would like to extend the Strategic Plan to 2029. The four areas are still relevant which include High Quality Staffing, Exemplary Programs and Services, Communication, and Operations. The indicators for each goal will be updated during the summer of 2027 and be brought to the Board in the Spring for review. During the 2027 school year, SASED will work together to develop a much more formal and thorough strategic plan development.
Dr. Dryier discussed each of the strategic plan areas and provided an update on each area.

Staffing -

1. Goal 1 is to measure fill rates for positions. We are 4% higher for filled positions than last year. and this remains consistent.
2. Goal 2 is to enhance, expand, and coordinate retention strategies. The metric that is used to measure this is an increase in staff by job category. No changes since mid year.

Additional indicators identified include:

1. To identify specific needs for recruitment of teachers assistants and teachers, a pipeline needs to be developed. We are working with colleges and universities such as College of DuPage, Roosevelt University, and Illinois State University. Also focused on relationships with local colleges and universities such as Illinois Benedictine, Lewis University, and North Central College. We have had an increase in our student teachers and clinical students.
2. Increased satisfaction with SASED for both staff and families as evidenced by attendance at SASED activities: Decline in attendance at both the holiday party and the end of year picnic. However, attendance increased at our Night at the Museum from 55 to over 100. Each program hosted each of their own activities.
3. SASED has entered into a contract with Sunburst Staffing. The outcome expected is to have improved contractual staff training and retention. They will be overseeing the contract staff on site.
4. Staff Satisfaction Survey - Full data is provided to the Board for review. The response rate has declined to only ⅓ of our staff. Dr. Dryier discussed the results of these surveys.

Programs and Services - Dr. Lizzy Vander Woude reported on programs and services.
Goal 1 is about improving access to SASED programming and inclusion. The indicators are as follows:
Member district vs non-member district enrollment. The point to this is to make sure that we are prioritizing our member district students over non-member district referrals. These numbers remain pretty steady throughout the past several years with member students at 92% and non-member students at 8%. The reason we are at 356 students is because of a combination of both lack of teachers and the classroom space to be able to increase enrollment. The referrals we are seeing have a higher level of variance. A lot more level 2 and 3 autism. We have received 158 referrals to date this year, but just because SASED receives a referral, it does not mean the students will be attending SASED. We would like enrollment to be consistently at 380. DWC low-incidence students also count as part of those 354 students.
The next metric is about inclusion. There is a slight change from last year where we are seeing an increase in inclusion opportunities. This includes students in academics, as we do have students in all four content classes, in addition to exploratory or elective courses. There is also a slight increase in extra curricular activities such as band, orchestras, track, and ROTC.

Goal 2 is to have a comprehensive staff development plan. Our staff development plan is based on walk through data. We do this a couple of times per year. We look for trends, and review and analyze that data at both the administrative level and the program leader level, which includes different staff members. We identify areas of need and then put together a professional development course catalog.

Communications -
Goal 1 is to have internal and external participants report an increase in being very satisfied or satisfied on the communication survey items.
Some of the strategies that we have been using include weekly program reports through a program specific newsletter shared with staff and families, a monthly newsletter shared with all staff, an active suggestions box, reintroduced the steering committee, more scheduled team meetings, and other feedback opportunities. Although we have implemented all of these communication avenues, the survey reports a lower level of satisfaction with communication, which is primarily based on the fact that staff have less than desired access to their administrators.

Goal 2 is to create enhanced written guidance procedures. We have accomplished a lot in this area. We have a fully launched staff intranet that houses all of our processes and procedures, we also communicate information through the monthly newsletter.
Other indicators include classroom expectations, rules and responsibilities for all staff, sustainable and reasonable attendance procedures for staff and students, as well as classroom partnership agreements that talk about how our teachers and classroom aides are working together. We have also improved the process for purchasing orders.

Operations -
Goal 1 is to maintain fiscal responsibility while streamlining business services. The metrics for this goal include providing monthly budget progress statements to the Board.
The second metric is to have clarity in billing procedures and processes for items on the menu of services. We did initiate a new tuition structure this year, as well as a new audiology billing structure. SASED has tweaked our budget timeline, and billing and tuition is reviewed annually by the Finance Committee.
Goal 2 is the long term facilities plan that aligns to the mission and vision of SASED. We are continually working on this goal, and are in the process of selecting a location and determining funding sources for that new facility via debt certificates. We are also working with the architect to provide projected costs for the design/build of the new facility based on our needs.
Other indicators for operations include the negotiation of staff contracts for both support staff, and teachers. The SEA contract will be brought to the Board for approval in June. We are still negotiating with the teachers.

e. Proposed Amendments to SASED's Articles of Joint Agreement - Dr. Dryier provided a summary. These amendments were reviewed last month and the plan was to take action today. However, after further review by Anjeli and Tammie, a few changes were recommended. These changes do not impact the overall intent that was previously shared. The policy committee reviewed the agreement and were asked to include an off ramp for member withdrawal, as well as to ensure all of the legal updates were included. None of this has changed. However, each district must complete a certificate of allocation in order for SASED to issue the debt certificates. Several districts have asked for clarification on these changes. These questions were also shared with Anjali from Chapman, Tammie from PMA, and Dawn from ECB&S. The Board discussed in detail. These questions will be answered and shared with the Board via email in Dr. Dryier's weekly update, as well as at the Finance Committee on June 3rd, where Anjali, Tammie, and Dawn will be present to discuss the changes and funding in detail with the members district superintendents and CSBO's. Dr. Dryier discussed exactly what a Certificate of Allocation is composed of and the responsibility for each district to complete the certificate. Any further questions will be shared with Tammie, Anjali, and Dawn and answered at the June 3rd Finance Committee meeting. The revised Articles of Joint Agreement will be brought to the Board for approval on June 10th. Dr. Dryier was asked again to clarify what the total debt is estimated to be and how we devise that to be cost neutral to member districts. Dr. Dryier and Mr. John Langton clarified this information in detail. An update on the Southeast property was also provided by Dr. Dryier. SASED is still waiting on the appraisal to come back and Dr. Dryier will bring this information to the Finance Committee once it is received. Dr. Dryier discussed the need to update the facilities timeline and will provide it to the Board once finalized. The Joint Agreement will be brought to the Board on June 10th for approval, shared to member district boards for ratification on June 11th and will have to be returned within 60 days. A Summer meeting may be necessary, and will be discussed as we get closer.

Dr. Brian Graber from DuPage School District 45 exited the meeting at 3:26 pm.

12. Enter into Closed Session

To convene into closed session to discuss:

- *the collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2)*

- *the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2(c)(1)*

A motion was made to enter into closed session at 3:33 pm. This motion was made by Member Wise and seconded by Member Broncato.

Upon Roll Call Vote:
Ayes: Castillo SD20, McGill SD25, Rich SD34, Zaher SD48, Russell SD58, Nugent SD60, Cross SD63, Wise SD66, Broncato SD68, Barbanente SD88, Johansen SD94, Thiele SD99, Smith SD180, and Filipiak SD202.
Nays: None
Ayes: 14 Districts **Nays:** None **Absent:** 4 Districts
Upon roll call vote, motion passed.

Dr. Omar Castillo from Keeneyville School District 20 exited the meeting at 3:40 pm.

13. Reconvene into Open Session

A motion was made to reconvene into open session at 3:54 pm, as stated in the closed session minutes. This motion was made by Member Thiele and seconded by Member Cross. Upon voice vote of all ayes from 13 districts present, motion passed.

14. Adjournment

A motion was made to adjourn at 3:55 pm. This motion was made by Member Broncato and seconded by Member Russell. Upon voice vote of all ayes from 13 districts present, motion passed.

Minutes Approved by:

_____ _____
Chairperson Date Secretary Date

School Association for Special Education in DuPage

Dr. Kim Dryier
Executive Director

ACTION ITEM

To: SASED Board of Directors
Via: Dr. Kim Dryier
From: Dr. Julia Wheaton, Interim Chief Human Resource Officer
Date: June 10 ,2026
Re: Personnel Recommendations

Purpose: This month's personnel report on staffing changes, including new hires, departures, and any leaves is being presented for your review.

Please see the attached Personnel Notes.

Financial Impact: Filled positions have been accounted for in the FY26 budget.

Recommended Action: SASED Administration requests that the Board of Directors approve the personnel recommendations as presented.

2900 Ogden Ave. Lisle, IL 60532
Telephone: (630) 778-4500 Fax: (630) 778-0196
www.sased.org

School Association for Special Education in DuPage

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PROPOSED PERSONNEL ACTION

1. Resignations/Retirements/Terminations – Licensed Staff

Name	Position	Funding Source	Initial Employment Date	Last Day Worked	Reason
Goins, Sarah	Teacher/SLE Holmes	Tuition	8/10/2023	5/28/2026	Accepted another position
Hansen, Abigail	Speech/Language Pathologist DHH Program	Tuition	8/8/2016	5/21/2026	Personal reasons
Simpson, Jasmine	Teacher/SLE Winfield Primary	Tuition	3/17/2025	6/25/2026 (Inc. ESY)	Accepted another position

2. Resignations/Retirements/Terminations – Educational Support Staff

Leonard, Zachary	Signing Assistant/DHH North School	Tuition	4/3/2023	5/19/2026	Personal reasons

3. Appointments – Licensed Staff

Name	Position	Funding Source	Initial Employment Date	Hourly Rate	Salary
Chlada, Anabella	Teacher/SLE Location TBD	Tuition	8/12/2026		$54,592.00*
Gotter, Erin	Teacher/SLE Leman	Tuition	8/12/2026		$54,592.00*
Hoyne, Stephanie	Social Worker DHH Program	Tuition	8/7/2026		$64,845.00*
Jaffre, Krista	Teacher/VI Holmes	Tuition	8/12/2026		$90,066.00*

*Based on the 2025/2026 Teacher & Social Worker Salary Schedules.

4. Appointments – Educational Support Staff

Lynn, Kelly	Accounting Manager SAC	Local Funds	7/1/2026		$75,000.00
Moran, Leo	Facility & Logistics Manager – SAC	Local Funds	7/1/2026		$75,000.00

5. Change of Employment Status – Registered Staff

Farrell, Lysa	From:			
	Physical Therapist 0.80 F.T.E.	User Fee Member Dists.	8/15/2016	$77,195.38 Prorated from $96,494.23
	To:			
	Physical Therapist 1.0 F.T.E.	User Fee Member Dists.	8/12/2026	$96,494.23
Hoefs, Emily	From:			
	Occupational Therapist 0.80 F.T.E.	User Fee Member Dists.	8/12/2024	$63,715.26 Prorated from $79,644.08
	To:			
	Occupational Therapist 1.0 F.T.E.	User Fee Member Dists.	8/12/2026	$79,644.08
Warkentien, Amy	From:			
	Occupational Therapist 1.0 F.T.E.	User Fee Member Dists.	8/11/2025	$78,409.00
	To:			
	Occupational Therapist 0.60 F.T.E.	User Fee Member Dists.	8/12/2026	$47,045.40 Prorated from $78,409.00
Willmot, Elizabeth	From:			
	Occupational Therapist 1.0 F.T.E.	User Fee Member Dists.	8/10/2020	$71,896.44
	To:			
	Occupational Therapist 0.80 F.T.E.	User Fee Member Dists.	8/12/2026	$57,517.15 Prorated from $71,896.44

NOTE: The Administration assures the Board that all of the above salaries are within Board approved ranges and/or schedules.

To Whom it may concern ,

Please accept this letter as formal notice of my resignation from my position as Special Education Teacher at SASED, effective immediately.

I appreciate the opportunities I have had to work with the students, families, and staff during my time with SASED. I am grateful for the experiences and professional growth I have gained.

Thank you for your understanding. I wish the school, its students, and staff continued success in the future.

Sincerely,

Sarah Goins

To whom it may concern,

I am writing today to resign my position as a Speech-Language Pathologist at SASED effective the last day of the 2025-2026 school year. This decision was not made lightly but it is ultimately the best decision for me and my family.

It was an honor to spend the first 10 years of my career working within the Deaf and Hard of Hearing Program. I will cherish the years I got to spend at North School and Westmont Junior High. I leave the DHH program with many memories and life-long friends.

Abigail Hansen, MS, CCC-SLP
Speech-Language Pathologist

From: **Jasmine Simpson** <jsimpson@sased.org>
Date: Tue, Jun 9, 2026 at 11:54 AM
Subject: Resignation
To: Tara Corral <tcorral@sased.org>, Elizabeth Vander Woude <evanderwoude@sased.org>

Dear Tara and Elizabeth,

I hope you are doing well. I am writing to formally resign from my position at SASED. After a great deal of thought and consideration, I have decided to accept a different position that I believe is the best next step for my career and future goals. While this decision was not an easy one, I feel confident that it is the right move for my professional growth.

I want to express my sincere gratitude to you and everyone at SASED for the incredible support, guidance, and opportunities I have received during my time here. Working at SASED has been such a meaningful and rewarding experience, and I truly appreciate everything the organization has done for me. I have grown tremendously both professionally and personally, and I know that the experiences and skills I gained here will continue to help me throughout my career.

I am especially thankful for the encouragement, patience, and trust that I was given throughout my time with the team. Being able to work alongside such caring and dedicated staff members has taught me so much, and I will always value the relationships and memories I made here. SASED gave me opportunities to learn, grow, and gain confidence in myself, and for that I will always be grateful.

Although I am excited about this next chapter, I will genuinely miss working here and being part of the SASED community. Leaving is bittersweet because this position and the people I worked with have had such a positive impact on me. I truly appreciate all of the kindness and support I have received, and I cannot thank everyone enough for making this such a positive experience.

I will, of course, finish out summer school as planned to ensure as smooth of a transition as possible. I also wanted to ask if there would be a time I could come in to return my computer and look through the classroom materials and personal items I packed away for next year.

If there are any additional steps I need to complete during this transition process, please let me know. I want to make sure everything is handled appropriately before my departure.

Thank you again for everything you have done for me. I will always be thankful for my time at SASED and for all of the support, mentorship, and experiences I received along the way. I wish you, the staff, and the students continued success in the future.

Sincerely,

Jasmine Simpson

Kristie Katzel <kkatzel@sased.org>

Leonard's Resignation

1 message

Tara Corral <tcorral@sased.org> Tue, May 19, 2026 at 10:57 AM
To: Human Resources <hr@sased.org>, Dan Lawler <dlawler@sased.org>, MATTHEW FLYNN <mflynn@sased.org>, Amy Gebre <agebre@sased.org>

Hello,
I just arrived at North and Zach Leonard immediately asked to talk to me and said he was resigning immediately. He turned in his key to North. I have filled out the staff resignation form. I removed him from the group chat. I think his tech access should be shut down immediately. Thank you.

Tara Corral (she/her)
SASED Program Coordinator
2900 Ogden Ave
Lisle IL 60532
office phone: 630-955-8074
cell phone: 224-580-7250
fax: 331-903-1548

Want to check in? Book a virtual call with Tara here.

To make a hearing or vision service request, click here.
To submit annual audiology minutes, click here.
To submit a sign language interpreter request, click here.

JOB DESCRIPTION

Title: **Facility and Logistics Manager**

Reports To: **Assistant Director of Operations**

FLSA Status: Exempt

Qualifications:

- Bachelor's Degree with experience facility management
- Knowledge and experience in managing infrastructure and construction
- Experience with electrical, plumbing, carpentry, HVAC, and building systems
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable

Core Competencies:

- Strong desire to be part of a team that puts the needs of exceptional students first
- Ability to build and maintain positive relationships with many groups of people and students
- Demonstrated leadership and organizational skillsExcellent interpersonal and verbal/written communication skill
- Effective collaborative problem-solving ability and independent work ethic

Duties and Responsibilities:

1. Supervise and coordinate the activities of maintenance workers, and vehicle maintenance.
2. Inspect school facilities regularly to identify issues with electrical, plumbing, HVAC, roofing, structural, and general maintenance.
3. Schedule and oversee preventive maintenance programs and regular inspections.
4. Respond promptly to maintenance requests and emergency repairs.
5. Maintain records of maintenance activities, inspections, and work orders.
6. Ensure compliance with health and safety regulations (OSHA, local building codes, fire extinguishers, etc.).
7. Coordinate with external contractors and vendors for specialized repairs and services.
8. Monitor and manage maintenance budget, including ordering supplies and approving purchases.
9. Develop maintenance schedules and assign tasks to staff.
10. Manage and oversee bidding requests for the department.
11. Provide training and guidance to maintenance personnel.
12. Ensure proper operation and maintenance of mechanical systems and security systems.
13. Assist with snow removal, landscaping, and seasonal upkeep of school grounds.
14. Report major maintenance issues and recommendations to administration.
15. Oversee and develop courier services.
16. Coordinate with lessor(s) as needed to ensure appropriate working conditions.

17. Coordinate, manage and execute maintenance work orders for all locations as determined by building and grounds help desk requests
18. Manage contracts maintenance
19. Develop, implement, and update emergency and crisis response plans and facilitate SASED's Safety Committee
20. Develop and coordinate long term facility planning
21. Coordinate and oversee execution of all mandated safety drills and maintain proper documentation.
22. Schedule, coordinate and manage all required inspections and ensure compliance with
23. Ensure water fountains are functioning, necessary water tests are scheduled, and filters are replaced.
24. Coordinate Air Quality Control testing as needed
25. Coordinate and maintain all necessary supplies for the maintenance department
26. Coordinate Pest management for SASED owned properties.
27. Oversee and coordinate summer work, moves, and cleaning, including recruitment of necessary summer workers.
28. Coordinate major cleaning of SASED owned properties.
29. Assist in Obtaining quotes for property management needs.
30. Coordinate storage needs and inventory.
31. Ensure daily safety checks for all vans/buses.
32. Coordinate, evaluate, and oversee SASED courier.
33. Develop, oversee and ensure compliance with accident procedures.
34. Oversee proper safety measures regarding equipment, supplies and the ability to safely transfer equipment and materials.
35. Maintain documentation for transportation logs and vehicle safety inspections
36. Research, compile, assimilate, support, and prepare accurate and organized documents, projects, presentations, and reports
37. Assist in determining needed supplies and equipment for the program, coordinate all ordering and purchase orders, credit card purchases, maintain an inventory of supplies, coordinate delivery of mail and equipment, and ensure all proper procedures are followed as well as appropriate records.
38. Assist with department budget development, coordinate purchase orders for the department, and oversee accounts.
39. Attend professional development opportunities and engage in ongoing education in order to support a system of learning and improvement and the overall efficiency and functioning of the organization, including staff meetings.
40. Maintain confidentiality in matters of student and staff personnel information
41. Other duties assigned by the supervisor.

Physical Demands and Work Environment:
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand, walk, sit, bend, climb stairs, write, type, speak and listen. In addition, the employee will be required to twist and reach and crawl. Specific vision abilities required by this job include close, peripheral and distant vision. Ability to work in an office environment, sitting, standing, lifting-light and heavy, filing,

operating office machines and computers, communicating with staff, visitors and others. May be required to use ladders, scaffolding, other lift equipment, and other types of mechanical equipment.

The noise level in the work environment ranges from quiet/moderate to loud. The employee is frequently required to interact with other staff and visitors. The employee is directly responsible for the safety and well-being of students.

The statements in the job description are intended to describe the general nature and level of the work to be performed by (an) individual(s) assigned to this position. They are not an exhaustive list of all duties and responsibilities related to the position. This job description will be reviewed periodically as duties and responsibilities change with business necessity and School Board Policy and procedures. Essential and marginal job functions are subject to modification. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.

Terms of Employment: 259-day work year at compensation set by the SASED Board of Directors.

Evaluation: Performance will be evaluated by the Assistant Director in accordance with the SASED Board of Directors policy on evaluation.

Developed February 2026

JOB DESCRIPTION

Title: **Systems Manager**

Reports To: **Assistant Director of Operations**

FLSA Status: **Exempt**

Qualifications:

- Bachelor's Degree with experience and/or training in educational technology
- Experience in design and management of local and wide area networks, web servers, e-mail servers and operating systems
- Experience with student management software applications
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable

Core Competencies:

- Strong desire to be part of a team that puts the needs of exceptional students first
- Ability to build and maintain positive relationships with many groups of people and students
- Demonstrated organizational skills, google proficiency, and phone etiquette
- Excellent interpersonal and verbal/written communication skill
- Effective collaborative problem-solving ability and independent work ethic

Duties and Responsibilities:

1. Manage and maintain district systems such as student information systems (SIS), learning management systems (LMS), HR/finance platforms, MDM platforms, Resource Management systems, assessment tools, and communication systems.
2. Oversee system updates, integrations, permissions, and troubleshooting.
3. Provide Tier 3 technical support for applicable applications as needed.
4. Ensure reliable access and performance across all campuses.
5. Maintain data integrity, accuracy, and security across all district platforms.
6. Develop disaster recovery plans including backup and recovery of systems and data.
7. Coordinate state and federal reporting requirements, including enrollment, attendance, assessments, staffing, and accountability metrics.
8. Generate reports for administrators, departments, and school leadership teams.
9. Serve as a primary contact for system-related issues; provide technical assistance to staff, administrators, and support teams.
10. Management of IT staff and ticketing system.
11. Collaborate with instructional technology, IT support, and operations teams to ensure systems align with teaching, learning, and administrative needs.
12. Oversee lifecycle workflow for all devices and software.

13. Develop and maintain documentation, user guides, and support resources.
14. Monitor system security protocols to protect sensitive student and staff data.
15. Ensure district systems comply with SOPPA, FERPA, state laws, and district policies.
16. Assist with implementing cybersecurity best practices and staff training initiatives.
17. Lead or assist in the rollout of new platforms, upgrades, or districtwide technology initiatives.
18. Coordinate vendor involvement, timelines, testing, training, and communication.
19. Evaluate and recommend improvements to existing workflows and systems.
20. Provide training sessions for administrators, teachers, and staff on system use, reporting tools, and data processes.
21. Support the development of resources that improve staff digital literacy and system proficiency.
22. Research, compile, assimilate, support, and prepare accurate and organized documents, projects, presentations, and reports
23. Assist with department budget development, coordinate purchase orders for the department, and oversee accounts.
24. Attend professional development opportunities and engage in ongoing education in order to support a system of learning and improvement and the overall efficiency and functioning of the organization, including staff meetings.
25. Maintain confidentiality in matters of student and staff personnel information
26. Other duties assigned by the supervisor.

Physical Demands and Work Environment:
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand, walk, sit, bend, climb stairs, write, type, speak and listen. In addition, the employee will be required to twist and reach and crawl. Specific vision abilities required by this job include close, peripheral and distant vision. Ability to work in an office environment, sitting, standing, lifting-light and heavy, filing, operating office machines and computers, communicating with staff, visitors and others. May be required to use ladders, scaffolding, other lift equipment, and other types of mechanical equipment.

The noise level in the work environment ranges from quiet/moderate to loud. The employee is frequently required to interact with other staff and visitors. The employee is directly responsible for the safety and well-being of students.

The statements in the job description are intended to describe the general nature and level of the work to be performed by (an) individual(s) assigned to this position. They are not an exhaustive list of all duties and responsibilities related to the position. This job description will be reviewed periodically as duties and responsibilities change with business necessity and School Board Policy and procedures. Essential and marginal job functions are subject to modification. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.

Terms of Employment: 259-day work year at compensation set by the SASED Board of Directors. Position is eligible for flex time.

Evaluation: Performance will be evaluated by the Assistant Director in accordance with the SASED Board of Directors policy on evaluation.

Developed February 2026

School Association for Special Education in DuPage
Teaching ♦ Leading ♦ Believing

Dr. Kim Dryier
Executive Director

ACTION ITEM

To: SASED Board of Directors
Via: Dr. Kim Dryier
From: Rachel Wisniewski, Assistant Director of Business/CSBO
Date: June 10, 2026
Re: Approval of Financial Reports

Summary: The Budget Progress report and the Treasurer's report for the period ending May 31, 2026 are attached for your review.

Financial Impact: Revenue for the month of May 2026 totaled $472,269 primarily consisting of EBF, and Medicaid Revenue. Year to date revenues including Medicaid flow thru through May totaled $37,879,215 representing 92% of budgeted revenue. Expenditures for the month of May 2026 totaled $2,955,652 and consisted of regular and customary expenditures, including salaries and benefits, and contractual payments. Year to date expenditures through May 2026 totaled $33,048,824 representing 70% of budgeted expenditures.

The Treasurer's report shows that as of May 31, 2026, the total ending balance across all funds is $12,330,949, representing available cash and investments held in secure accounts, including demand deposits, the Illinois School District Liquid Asset Fund, and Fifth Third Securities. From this balance, $9,722,365 is held in our demand deposit account at Fifth Third. The remaining $2,608,584 is held in investments through PMA and Fifth Third Securities.

The current cash balance of $12,330,949 represents approximately 3 months of operating reserves, or 28% of annual budgeted expenditures, placing SASED in a strong financial position.

Overall, revenues, expenditures, and fund balances are in line with expectations, and SASED maintains sufficient liquidity and reserves to support ongoing operations and financial obligations.

Recommended Action: SASED Administration requests that the Board of Directors approve the financial reports as presented.

Revenues	**Original Budget**	**Monthly Activity**	**FYTD Activity**	**Encumbered**	**Unexpended Budget Balance**	**% of Budget**	**% of Budget (prior year)**
Tuition and Fees	$ 34,359,373	$ (85,261)	$31,827,211		$ 2,532,162	92.6%	90.6%
State Revenue	$ 3,044,932	$ 254,724	$ 2,689,338		$ 355,594	88.3%	91.2%
Federal Revenue	$ 304,468	$ 101,522	$ 320,195		$ (15,727)	105.2%	71.1%
Medicaid Revenue	$ 2,869,500	$ 180,259	$ 2,772,360				
Grant Revenue	$ 417,000	$ 21,025	$ 270,111		$ 146,889	64.8%	61.0%
Total Revenues	$ 40,995,273	$ 472,269	$37,879,215		$ 3,018,918	92.4%	93.3%
Expenditures							
Payroll	$ 23,734,033	$ 1,780,487	$17,002,375		$ 6,731,658	71.6%	76.7%
Benefits	$ 6,283,681	$ 428,693	$ 3,898,561		$ 2,385,120	62.0%	72.6%
Purchased Services	$ 8,632,076	$ 611,388	$ 7,916,578		$ 715,498	91.7%	81.1%
Supplies	$ 719,130	$ 56,362	$ 532,036		$ 187,094	74.0%	72.3%
Capital Outlay	$ 1,874,604	$ 8,401	$ 728,438		$ 1,146,166	38.9%	43.0%
Other Objects/ Medicaid Flow Through	$ 2,111,029	$ 56,100	$ 2,743,165				
Non-cap Equipment	$ 160,000	$ 14,220	$ 227,671		$ (67,671)	142.3%	50.2%
Total Expenses	$ 43,514,553	$ 2,955,652	$33,048,824	$ -	$11,097,865	69.6%	75.3%

School Association for Special Education in DuPage County
Treasurer's Report
May 31, 2026

	A EDUCATION FUND	B SELF FUNDED MEDICAL INSUR	C SELF FUNDED DENTAL INSUR	D FSA	A + B + C + D TOTAL EDUCATION FUND
CASH ACTIVITY REPORT					
Beginning Balance					
Investments	13,118,994.70	(1,628,937.71)	358,391.21	(23,387.38)	11,825,060.82
April activity					
Interest Earned	8,563.86				8,563.86
Gains/(Losses) on Sales of Securities					-
Record Health Fund Transfers	(30,882.55)	11,142.21	20,907.76	(1,167.42)	(0.00)
Cash Receipts	3,447,723.01	835.54	758.12	(11,196.34)	3,438,120.33
Cash Disbursements - General	(1,160,309.17)				(1,160,309.17)
- Payroll	(1,780,487.30)				(1,780,487.30)
Subtotal	484,607.85	11,977.75	21,665.88	(12,363.76)	505,887.72
Ending Balance	**13,603,602.55**	**(1,616,959.96)**	**380,057.09**	**(35,751.14)**	**12,330,948.54**
Investment - Demand Deposit - Fifth Third Bank	10,985,415.87	(1,617,795.50)	379,298.97	(24,554.80)	9,722,364.54
IL School District Liquid Asset Fund	24,226.32				24,226.32
Fifth Third Securities	2,584,357.68				2,584,357.68
	13,593,999.87	**(1,617,795.50)**	**379,298.97**	**(24,554.80)**	**12,330,948.54**

Rachel Wisniewski

Rachel Wisniewski, Treasurer

SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY
SCHEDULE OF INVESTMENTS
5/31/2026

	AMOUNT	INTEREST RATE	TERM	LOCATION	Security/Collateralization
EDUCATION FUND					
PMA IL School District Liquid Asset Fund					
Depository Accounts - Liquid	**24,226.32**	0.482%	Money Market	ISDLAF	Money Market Mutual Fund
	24,226.32				
FIFTH THIRD BANK					
Depository and Demand Deposit Accounts	**10,985,415.87**	0.65%	N/A	Fifth Third Bank	Collateralized Deposit
Demand Deposit - Health Insurance Reserves	**(1,292,579.59)**	0.65%	N/A	Fifth Third Bank	Collateralized Deposit
Demand Deposit - Health Insurance Reserves	**29,528.26**	0.65%	N/A	Fifth Third Bank	Collateralized Deposit
	9,722,364.54				
FIFTH THIRD SECURITIES					
Cash & Cash Equivalents	**1,599,357.68**	Varies	Money Market	Fifth Third Securities, Custodian	Money Market Mutual Fund
Certificates of Deposit - short-term		Varies	Various, < 1 yr	Fifth Third Securities, Custodian	FDIC Insured
Certificates of Deposit - long-term	**735,000.00**	Varies	Various, > 1 yr	Fifth Third Securities, Custodian	FDIC Insured
U S Treasuries - short-term		Varies	Various	Fifth Third Securities, Custodian	US Gov't. Obligation
U S Treasuries - long term		Varies	Various	Fifth Third Securities, Custodian	US Gov't. Obligation
U S Agencies - Short term		Varies	Various	Fifth Third Securities, Custodian	"Full faith and credit of US..."
U S Agencies - long term	**250,000.00**	Varies	Various	Fifth Third Securities, Custodian	"Full faith and credit of US..."
Corporate Bonds	-				
Municipal Bonds	-				
Other assets, including prepaid interest	-				
	2,584,357.68				
	12,330,948.54	**TOTAL**			

GROSS PAYROLL

May 2026 $ 1,780,487.31

May, 2026 Monthly Totals

Total Employees 306

Monthly Totals	Pay	Deduction	Benefit
January	0.00	0.00	0.00
February	0.00	0.00	0.00
March	0.00	0.00	0.00
April	0.00	0.00	0.00
May	1,780,487.31	616,701.86	428,779.46
June	0.00	0.00	0.00
July	0.00	0.00	0.00
August	0.00	0.00	0.00
September	0.00	0.00	0.00
October	0.00	0.00	0.00
November	0.00	0.00	0.00
December	0.00	0.00	0.00
Totals	1,780,487.31	616,701.86	428,779.46

**********End of report**********

SASED 2900 OGDEN AVE, LISLE, IL 60532-1676

PAY INFORMATION **5/15/2026**

Pay Type	Pay Gross	Net Pay
12JUL - 12 MON JULY BEG.	$ 102,699.79	$ 64,332.13
20PAY - 20 PAY CONTRACT	$ 128,546.75	$ 85,329.55
20PY2 - 20 PAY 2ND CONTRACT	$ 2,538.09	$ 1,819.90
24AG2 - 24 PAYS AUG BEG 2ND CONTRACT-1	$ 702.47	$ 249.98
24AUG - 24 PAYS AUG BEGINNING DATE	$ 15,999.31	$ 11,750.90
24PAY - 24 PAY CONTRACT-1	$ 625,219.36	$ 408,037.76
24PY2 - 24 PAY 2ND CONTRACT	$ 4,396.81	$ 2,842.81
24PY3 - 24 PAY 3RD CONTRACT-1	$ 2,092.99	$ 1,590.88
DOCK - DOCKED PAY	$ (11,028.46)	$ (9,453.92)
HRLYCERT - HOURLY2 CERTIFIED	$ 2,785.30	$ 2,038.97
HRLYNONC - HOURLY1 NON CERTIFIED	$ 3,119.72	$ 2,572.62
QOT - QUALIFIED OVERTIME	$ 1,311.54	$ 951.49
SBTAH - SUB TA HOURLY	$ 1,717.94	$ 1,513.55
SBTHR - SUB TEACHER HRLY	$ 4,749.92	$ 3,935.00
STILAPP - STIPEND-LONGEVITY AMT PER PAY	$ 9.68	$ 8.18
STIPADMN - STIPEND FROM ADMINISTRATION	$ 1,579.04	$ 1,254.01
SUBST - SUB STIPEND	$ 1,885.00	$ 1,534.27
Pay Grand Total:	**888,325.25**	**580,308.08**

SASED 2900 OGDEN AVE, LISLE, IL 60532-1676

PAY INFORMATION **5/29/2026**

Pay Type	Pay Gross	Net Pay
12JUL - 12 MON JULY BEG.	$ 100,225.56	$ 62,996.62
20PAY - 20 PAY CONTRACT	$ 129,068.57	$ 85,873.44
20PY2 - 20 PAY 2ND CONTRACT	$ 2,538.09	$ 1,827.08
24AG2 - 24 PAYS AUG BEG 2ND CONTRACT-1	$ 702.47	$ 249.98
24AUG - 24 PAYS AUG BEGINNING DATE	$ 15,999.31	$ 11,673.21
24PAY - 24 PAY CONTRACT-1	$ 625,219.36	$ 407,489.09
24PY2 - 24 PAY 2ND CONTRACT	$ 4,396.81	$ 2,842.81
24PY3 - 24 PAY 3RD CONTRACT-1	$ 2,092.99	$ 1,590.88
DOCK - DOCKED PAY	$ (7,397.41)	$ (6,160.10)
DOCWC - DOCK WORKERS COMP IMRF	$ (378.45)	$ (326.64)
HRLYCERT - HOURLY2 CERTIFIED	$ 3,651.90	$ 2,726.90
HRLYNONC - HOURLY1 NON CERTIFIED	$ 4,668.44	$ 3,641.49
QOT - QUALIFIED OVERTIME	$ 234.49	$ 179.02
SBTAH - SUB TA HOURLY	$ 1,900.01	$ 1,625.53
SBTHR - SUB TEACHER HRLY	$ 3,075.20	$ 2,554.00
STICADMN - STIPEND CERT STAFF ADMINREASON	$ 550.00	$ 372.14
STILAPP - STIPEND-LONGEVITY AMT PER PAY	$ 9.68	$ 8.18
STIMN - STIPEND-MENTOR	$ 550.00	$ 381.22
STIPADMN - STIPEND FROM ADMINISTRATION	$ 1,579.04	$ 1,254.01
STISP - STIPEND SPECIAL	$ 2,200.00	$ 1,640.02
SUBST - SUB STIPEND	$ 1,276.00	$ 1,038.49
Pay Grand Total:	**$ 892,162.06**	**$ 583,477.37**

PAYROLL LIABILITIES

May 2026 $ 605,752.64

AP Check Register

AP Run: 05/15/2026 PAYROLL AP — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106390	Check	STATE DISBURSEMENT UNIT	750.00
05/15/2026	202400512	Wire Transfer	ILLINOIS DEPT OF REVENUE	36,354.58
05/15/2026	202400513	Wire Transfer	MB FINANCIAL (FEDERAL)	68,812.00
05/15/2026	202400514	Wire Transfer	MB FINANCIAL BANK (FICA-E)	33,085.34
05/15/2026	202400515	Wire Transfer	MB FINANCIAL BANK (FICA-W)	33,085.34
05/15/2026	202400516	Wire Transfer	TEACHERS RETIREMENT (2.2%)	3,010.17
05/15/2026	202400517	Wire Transfer	TEACHERS RETIREMENT SYSTEM	46,710.48
05/15/2026	202400518	Wire Transfer	TEACHERS RETIREMENT SYSTEM SSP	3,852.73
05/15/2026	202400519	Wire Transfer	THE OMNI GROUP	1,398.00
05/15/2026	202400520	Wire Transfer	THIS (TRS HEALTH) FUND	8,148.41
05/15/2026	202400521	Wire Transfer	TRUSTAGE	27,912.15
05/15/2026	9252600752	ACH	SASED EDUCATION ASSOCIATION	4,497.91
05/15/2026	9252600753	ACH	SASED SUPPORT STAFF ASSOCIATION	576.39
			Total:	**268,193.50**

05/15/2026 PAYROLL AP Summary

Type	Count	Amount
Regular Checks:	1	750.00
ACH Checks:	2	5,074.30
Wire Transfers:	10	262,369.20
Epayables:	0	0.00
Total:	**13**	**268,193.50**

AP Check Register

AP Run: 05/29/2026 PAYROLL AP — Post Date: 2026-05-29 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/29/2026	106461	Check	STATE DISBURSEMENT UNIT	750.00
05/29/2026	202400522	Wire Transfer	TEACHERS HEALTH INSURANCE SECURITY (THIS) FUND	400.00
			Total:	**1,150.00**

05/29/2026 PAYROLL AP Summary

Type	Count	Amount
Regular Checks:	1	750.00
ACH Checks:	0	0.00
Wire Transfers:	1	400.00
Epayables:	0	0.00
Total:	**2**	**1,150.00**

AP Check Register

AP Run: 05/29/2026 PAYROLL AP RUN 2 — Post Date: 2026-05-29 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/29/2026	202400523	Wire Transfer	ILLINOIS DEPT OF REVENUE	36,526.77
05/29/2026	202400524	Wire Transfer	MB FINANCIAL (FEDERAL)	68,777.17
05/29/2026	202400525	Wire Transfer	MB FINANCIAL BANK (FICA-E)	33,187.36
05/29/2026	202400526	Wire Transfer	MB FINANCIAL BANK (FICA-W)	33,187.36
05/29/2026	202400527	Wire Transfer	TEACHERS RETIREMENT (2.2%)	3,029.07
05/29/2026	202400528	Wire Transfer	TEACHERS RETIREMENT SYSTEM	47,003.61
05/29/2026	202400529	Wire Transfer	TEACHERS RETIREMENT SYSTEM SSP	3,855.10
05/29/2026	202400530	Wire Transfer	THE OMNI GROUP	1,398.00
05/29/2026	202400531	Wire Transfer	THIS (TRS HEALTH) FUND	8,199.61
05/29/2026	202400532	Wire Transfer	TRUSTAGE	28,119.04
05/29/2026	9252600811	ACH	SASED EDUCATION ASSOCIATION	4,458.21
05/29/2026	9252600812	ACH	SASED SUPPORT STAFF ASSOCIATION	576.39
			Total:	**268,317.69**

05/29/2026 PAYROLL AP RUN 2 Summary

Type	Count	Amount
Regular Checks:	0	0.00
ACH Checks:	2	5,034.60
Wire Transfers:	10	263,283.09
Epayables:	0	0.00
Total:	**12**	**268,317.69**

AP Check Register

AP Run: 05/29/2026 IMRF — Post Date: 2026-05-29 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/29/2026	202400533	Wire Transfer	IMRF (EMPLOYEES CONT)	37,407.46
05/29/2026	202400534	Wire Transfer	IMRF (EMPLOYERS CONT)	30,683.99
			Total:	**68,091.45**

05/29/2026 IMRF Summary

Type	Count	Amount
Regular Checks:	0	0.00
ACH Checks:	0	0.00
Wire Transfers:	2	68,091.45
Epayables:	0	0.00
Total:	**2**	**68,091.45**

Fund	Total
10 - EDUCATION FUND	605,752.64
	605,752.64

BILLS PAYABLE LIST – FLOW THROUGH

June 2026 $ 1,293.03

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
9252600813	SALT CREEK SCHOOL DIST. #48	Reimbursement of Medicaid funds received	06/11/2026	1,293.03
		Grand Totals: 1 Total Checks		**1,293.03**

BILLS PAYABLE LIST – GRANTS

June 2026 $ 9,978.69

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
106464	COMMUNITY SCHOOL DISTRICT #200	Wheaton Transition STEP outcome	06/11/2026	7,253.76
106465	NDSEC	NDSEC STEP outcome reimbursement for	06/11/2026	1,605.11
		Grand Totals: 2 Total Checks		**8,858.87**

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
9252600814	COMMUNITY HS DISTRICT #94	West Chicago STEP outcome reimbursement	06/11/2026	1,119.82
		Grand Totals: 1 Total Checks		**1,119.82**

BILLS PAYABLE LIST – SASED PROGRAMS

June 2026 $ 1,587,083.73

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
106466	ACOUSTIC PIONEER	Audiology - Acoustic Pioneer Credits (1,300	06/11/2026	1,000.00
106467	AHS STAFFING	Contract services week ending 05/22/2026	06/11/2026	22,057.50
106468	AMERICAN HERITAGE LIFE INSURANCE CO	Allstate Critical Illness and Accident Coverage	06/11/2026	2,347.31
106469	APPLE INC.	Supplies for Classroom Team Projects &	06/11/2026	4,776.00
106470	ARTHUR J. GALLAGHER RISK MANAGEMENT SERVICES	Bond Renewal Premium	06/11/2026	3,200.00
106471	AT & T MOBILITY	AT&T Hotspot monthly charges	06/11/2026	63.36
106472	AYA HEALTHCARE INC.	Contract Services week ending 05/22/2026	06/11/2026	15,400.00
106473	BERWYN GARAGE	MNO3 Brakes/Condensor	06/11/2026	5,825.39
106474	BLAZERWORKS, LLC	contract Services week ending 04/10/2026	06/11/2026	383,022.17
106475	BUSINESSOLVER.COM, INC	Invoice for Businessolver May Service Fees -	06/11/2026	156.00
106476	CLASSIC LANDSCAPE, LTD.	June Monthly landscape maintenance	06/11/2026	1,244.25
106477	CORPAY MASTERCARD	Fuel/Cards 05.16.26-05.31.26	06/11/2026	850.82
106478	DUPAGE COUNTY PUBLIC WORKS	water sewer charges SE ALT 01/29/2026-	06/11/2026	172.79
106479	EDU HEALTHCARE, LLC	Paraprofessional Services for 5/4/26 through	06/11/2026	6,271.18
106480	EDUCATIONAL BENEFIT COOPERATIVE	June 2026 Final Invoice for EBC - Medical	06/11/2026	361,473.33
106481	FIRST COMMUNICATIONS LLC	Phone Services charge	06/11/2026	54.04
106482	FIRST STUDENT, INC.	Transportation Services SE Alt to Kane	06/11/2026	4,770.00
106483	HOME DEPOT CREDIT SERVICES	Account # 6035 3221 4998 5602 05/21/26	06/11/2026	4,503.31
106484	ILLINOIS STATE POLICE	Fingerprinting April, 2026 (Invoice Number -	06/11/2026	297.00
106485	JASON JOBB	Mileage Reimbursement for May 2026	06/11/2026	128.47
106486	KONICA MINOLTA PREMIER FINANCE	Konica Contract 5/12/2026-6/11/2026 Cust.	06/11/2026	3,352.22
106487	LADSE	Invoice for Nursing Consultation per E Vander	06/11/2026	330.84
106488	LAURA A LOPEZ	Reimbursement-Breakfasts and Lunches	06/11/2026	459.84
106489	MAXIM HEALTHCARE SERVICES	Contract Services 05/04/2026-05/08/2026	06/11/2026	182,672.10
106490	MICROSONIC INC.	Invoice #: WC7934RL, Date: 5/22/2026, Client	06/11/2026	748.99
106491	NCS PEARSON	Instructional Supplies	06/11/2026	26.36
106492	NEXTERA ENERGY SERVICES MIDWEST, LLC	Energy Services SE ALT 04/01-04/30/2026	06/11/2026	926.15

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
106493	OTICON INC	DHH Program Equipment - Invoice	06/11/2026	214.19
106494	PARENTS ALLIANCE EMPLOYMENT PROJECT	Parents Alliance Employment Project Invoices	06/11/2026	4,266.67
106495	RINGCENTRAL INC	RingCentral Monthly Customer ID	06/11/2026	4,199.05
106496	SUNBURST WORKFORCE ADVISORS, LLC	Contract Services week ending 05/22/2026	06/11/2026	464,687.06
106497	SUPERIOR AIR-GROUND AMBULANCE SERVICE, INC.	Rich Laren Day May 8 2026	06/11/2026	840.00
106498	TEAM SELECT HOME CARE	Nursing Services for 4/7/26 through 4/30/26	06/11/2026	12,816.00
106499	TOTAL FIRE AND SAFETY	5 Yr sprinkler inspection, Hydrotest, service	06/11/2026	1,802.50
106500	WESTMONT CUSD #201	School Lunch Program - April 2026	06/11/2026	690.76
106501	WIGHT & COMPANY	Mobile Unit Annual Inspection	06/11/2026	1,435.74
106502	WINFIELD SCHOOL DISTRICT #34	School Lunch Program - April 2026	06/11/2026	1,688.40
		Grand Totals: 37 Total Checks		**1,498,769.79**

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
106504	ALLIED BENEFIT SYSTEMS	Allied FSA Invoice June 2026 (April Census) -	06/11/2026	327.75
106505	INTERIM SCHOOL BUSINESS OFFICE INC.	Contract Services M Dyrek May 2026	06/11/2026	4,629.00
		Grand Totals: 2 Total Checks		**4,956.75**

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
9252600815	2955, LLC	Building expenses	06/11/2026	10,475.95
9252600816	MAY K AHN	Mileage Reimbursement for May 2026	06/11/2026	103.31
9252600817	AL WARREN OIL CO., INC.	Fuel Delivery 05/21/2026	06/11/2026	989.38
9252600818	DANA B ALDRICH	Mileage Reimbursement for May 2026	06/11/2026	77.29
9252600819	EMILIA E ARIANO	Mileage Reimbursement for May 4 2026	06/11/2026	5.15
9252600820	MEGAN M BAKER	Reimburse Mileage and meals-Illinois	06/11/2026	268.20
9252600821	FRANK J BECVAR	Mileage Reimbursement for April and May	06/11/2026	106.44
9252600822	RACHEL L BELL	Mileage Reimbursement for May 2026	06/11/2026	100.13
9252600823	BETH T BERGFELD	Mileage Reimbursement for May 2026	06/11/2026	121.37
9252600824	SHANNON R BOHNERT	Mileage Reimbursement for April - May 2026	06/11/2026	72.02
9252600825	KRISTY L BOOTSMA	Mileage Reimbursement for May 2026	06/11/2026	75.04
9252600826	TINA L BUNGERT	Mileage Reimbursement for May 2026	06/11/2026	31.93
9252600827	DOROTA CELINSKA	Mileage Reimbursement for 04/07/2026 -	06/11/2026	142.10
9252600828	CENTER CASS DISTRICT #66	School Lunch Program - April 2026	06/11/2026	680.05
9252600829	COMMUNITY CONSOLIDATE SD #180	School Lunch Program - April 2026	06/11/2026	730.03
9252600830	TARA J CORRAL	Mileage Reimbursement for Mar and Apr	06/11/2026	200.61
9252600831	HELEN S CREAGAN	Mileage Reimbursement for May 2026	06/11/2026	57.06
9252600832	SUSAN L CUOMO	Mileage Reimbursement for Feb - May 2026	06/11/2026	130.64
9252600833	DONALD A DOPKA	Mileage Reimbursement for Mar-May 2026	06/11/2026	394.11
9252600834	DOWNERS GROVE DISTRICT #58	School Lunch Program - April 2026	06/11/2026	980.21
9252600835	DUPAGE COUNTY SCHOOL DIST. #45	School Lunch Program - April 2026	06/11/2026	4,028.43
9252600836	JENNIFER M ELIAS	Mileage Reimbursement for May 2026	06/11/2026	18.92
9252600837	HEARTLAND ALLIANCE HEALTH CCIS	CCIS Invoice # 28228	06/11/2026	8.75
9252600838	JULIA L HOMAN	Mileage Reimbursement for May 2026	06/11/2026	129.70
9252600839	PATRICIA S KADEN	Mileage Reimbursement for May 2026	06/11/2026	205.90
9252600840	ERIN KANIEWSKI	Mileage Reimbursement for May 2026	06/11/2026	54.81
9252600841	KEENEYVILLE DISTRICT #20	School Lunch Program - April 2026	06/11/2026	331.03
9252600842	BETHANY L. LITCHFIELD	Mileage Reimbursement for May 2026	06/11/2026	53.87
9252600843	KATHERINE LOONEY	Mileage Reimbursement for May 2026	06/11/2026	144.85

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
9252600844	MAERCKER DISTRICT #60	School Lunch Program - April 2026	06/11/2026	1,876.14
9252600845	KATHLEEN MCGANN	Mileage Reimbursement for April and May	06/11/2026	50.55
9252600846	KRISTYN B MOROZ	Mileage Reimbursement for May 2026	06/11/2026	83.67
9252600847	CYNTHIA MOY	Mileage Reimbursement for March - May	06/11/2026	54.85
9252600848	LYNN E MOYNIHAN	Mileage Reimbursement for May 2026	06/11/2026	99.33
9252600849	MEGHAN B. MURRAY	Mileage Reimbursement for Mar-May 2026	06/11/2026	158.55
9252600850	TRACEY V NARDI	Reimburse Instructional Supplies April / May	06/11/2026	25.88
9252600851	JENNIFER NATZKE	Mileage Reimbursement for May 2026	06/11/2026	60.90
9252600852	SUSAN L NOWAK	Mileage Reimbursement for May 2026	06/11/2026	170.38
9252600853	NATASHA I OMEL-EDWARDS	Reimburse registration portion-AOTA	06/11/2026	250.00
9252600854	VICKI L OTTO	Mileage Reimbursement for May 2026	06/11/2026	45.10
9252600855	NICOLE G PALKA	Mileage Reimbursement for April and May	06/11/2026	39.88
9252600856	COLLEEN N PETERSON	Mileage Reimbursement for May 2026	06/11/2026	95.70
9252600857	SALT CREEK SCHOOL DIST. #48	School Lunch Program - April 2026	06/11/2026	946.12
9252600858	KERRY M SHANAHAN	Mileage Reimbursement for May 2026	06/11/2026	184.15
9252600859	KELLY L STAMATELOPOULOS	Mileage Reimbursement for April and May	06/11/2026	316.83
9252600860	EVA G THOMPSON	Mileage reimbursement for March-May 2026	06/11/2026	492.76
9252600861	ANNA M WALSH	Mileage Reimbursement for May 2026	06/11/2026	48.51
9252600862	ELIZABETH WAWCZAK	Mileage Reimbursement for April-May 2026	06/11/2026	340.61
		Grand Totals: 48 Total Checks		**26,057.19**

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
9252600863	2955, LLC	Lease 2900 Ogden July 2026	06/11/2026	56,100.00
9252600864	KIMBERLY J DRYIER	FY26 MILEAGE ALLOTMENT-June 2026	06/11/2026	400.00
9252600865	ELIZABETH I VANDERWOUDE	FY26 MILEAGE ALLOTMENT-June 2026	06/11/2026	400.00
9252600866	RACHEL M WISNIEWSKI	FY26 MILEAGE ALLOTMENT	06/11/2026	400.00
		Grand Totals: 4 Total Checks		**57,300.00**

INTERIM CHECKS

May 2026 $ 41,214.18

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
106462	CORPAY MASTERCARD	Fuel Cards/Service 05/01-05/15/2026	05/29/2026	679.56
106463	KONICA MINOLTA PREMIER FINANCE	Konica Contract 3/12/2026-4/11/2026 Cust.	05/29/2026	6,704.44
		Grand Totals: 2 Total Checks		**7,384.00**

Payables

SASED, IL

Check #	Name on Check	Description	Check Date	Amount
106391	BMO	pcard statement 04/20/2026	05/15/2026	33,830.18
		Grand Totals: 1 Total Checks		**33,830.18**

AP Check Register

AP Run: Interim BMO 05.15.26 — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
AG pcard 04.20.26	Amy Gebre P-Card 04/20/2026 1/3	05/07/2026	325.00		
				10 E 000 1206 3120 01 134202	*325.00*
AG pcard 04.20.26-2	Amy Gebre P-Card 04/20/2026 2/3	05/07/2026	29.58		
				10 E 003 1220 4100 01 134206	*29.58*
AG pcard 04.20.26-3	Amy Gebre P-Card 04/20/2026 3/3	05/07/2026	290.00		
				10 E 014 1221 4100 01 134207	*290.00*
amaz2032600092-3	Emma Borshell Materials Request	04/27/2026	7.59		
				10 E 003 1206 4100 01 134202	*7.59*
amaz2032600112	Regina Fernandez Material Request	04/27/2026	40.77		
				10 E 003 1206 4100 01 134202	*40.77*
amaz2032600113	Natasha Arroyo Materials Request	04/27/2026	214.88		
				10 E 003 1206 4100 01 134202	*214.88*
amaz2032600115	Natasha Arroyo Materials Request	04/27/2026	123.13		
				10 E 003 1206 4100 01 134202	*123.13*
amaz2032600116	Tamara Hodalic Materials Request	04/27/2026	89.54		
				10 E 003 1206 4100 01 134202	*89.54*
amaz2032600117	Jacquelyn Jackson Furniture Request	04/27/2026	201.95		
				10 E 003 1206 4100 01 134202	*201.95*
amaz2032600118	Pat Vandercar Materials Request	04/27/2026	68.72		
				10 E 003 1206 4100 01 134202	*68.72*
Amaz2032600119	Emilia Ariano Materials Request	04/27/2026	275.66		
				10 E 003 1206 4100 01 134202	*275.66*
amaz2042600103	Amy Deegan Materials Request	04/27/2026	35.18		
				10 E 012 1207 4100 01 134203	*35.18*
amaz2042600104-2	Amy Deegan Materials Request	04/27/2026	9.87		
				10 E 012 1207 4100 01 134203	*9.87*
amaz2042600118	Brittany Alexander Materials Request	04/27/2026	136.60		
				10 E 012 1207 4100 01 134203	*136.60*
amaz2042600120	Kelly STory Materials Request	04/27/2026	80.20		
				10 E 012 1207 4100 01 134203	*80.20*

AP Check Register

AP Run: Interim BMO 05.15.26 — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
amaz2042600121	Julia Nowicki Instructional Materials	04/27/2026	129.83		
				10 E 012 1207 4100 01 134203	*129.83*
amaz2042600122	Kelly Story Materials Request	04/27/2026	36.73		
				10 E 012 1207 4100 01 134203	*36.73*
amaz2042600123	Haley Drucker Materials Request	04/27/2026	69.86		
				10 E 012 1207 4100 01 134203	*69.86*
amaz2042600124	Amy Deegan Materials Request	04/27/2026	50.98		
				10 E 012 1207 4100 01 134203	*50.98*
amaz2042600127	Cassidy Van Cleve Materials Request	04/27/2026	244.11		
				10 E 012 1207 4100 01 134203	*244.11*
amaz2042600128	Cassidy Van Cleve Materials Request	04/27/2026	119.62		
				10 E 012 1207 4100 01 134203	*119.62*
amaz2052600165-2	Kindergarten books and calmness materials/Pullins	04/28/2026	17.98		
				10 E 004 1212 4100 01 134204	*17.98*
amaz2052600176	4th quarter AIM/Friday fun HS	04/28/2026	176.70		
				10 E 003 1212 4160 01 134204	*176.70*
amaz2052600177	Staff Appreciation	04/28/2026	137.95		
				10 E 003 1212 4160 01 134204	*137.95*
amaz2052600178	School field Day	04/28/2026	292.32		
				10 E 000 1212 3140 01 134204	*18.99*
				10 E 003 1212 4160 01 134204	*273.33*
amaz2052600179	Graduation celebration and move on	04/28/2026	21.56		
				10 E 003 1212 4160 01 134204	*21.56*
amaz2062600046	Brittany Wilson Materials Request- Kitchen SMNP	04/28/2026	177.16		
				10 E 003 1216 4100 01 134205	*177.16*
amaz2062600048	Kevin DOwns Material Request	04/28/2026	416.63		
				10 E 003 1216 4100 01 134205	*416.63*
amaz2062600049	Kevin Downs Material Request	04/28/2026	165.15		
				10 E 003 1216 4100 01 134205	*165.15*
amaz2062600050	Brittany Wilson Materials Request- SMNP	04/28/2026	863.85		
				10 E 003 1216 4100 01 134205	*863.85*

AP Check Register

AP Run: Interim BMO 05.15.26 — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
amaz2072600139	Bernie Judd Materials Request	04/28/2026	95.05		
				10 E 010 1220 4100 01 134206	*95.05*
amaz2072600140	Jennifer Goes Materials Request	04/28/2026	31.29		
				10 E 003 1220 4100 01 134206	*31.29*
amaz2072600141	Sarah Turner Materials Request	04/28/2026	58.41		
				10 E 003 1220 4100 01 134206	*58.41*
amaz2072600141-2	Sarah Turner Materials Request	04/28/2026	112.81		
				10 E 003 1220 4100 01 134206	*112.81*
amaz2072600142	Sarah Turner Materials Request	04/28/2026	118.93		
				10 E 003 1220 4100 01 134206	*118.93*
amaz2072600143	Laura Dahl Materials Request	04/28/2026	187.90		
				10 E 003 1220 4100 01 134206	*187.90*
amaz2072600144	Amy Klimczak Materials Request	04/28/2026	105.68		
				10 E 003 1220 4100 01 134206	*105.68*
amaz2072600145	Jennifer Goes Furniture Request	04/28/2026	269.96		
				10 E 003 1220 4100 01 134206	*269.96*
amaz2072600146	Diane Lazzar Materials Request	04/28/2026	494.88		
				10 E 003 1220 4100 01 134206	*494.88*
amaz2082600068	Classroom Supplies	04/28/2026	36.18		
				10 E 014 1221 4100 01 134207	*36.18*
amaz2082600070	COFFEE MUGS FOR PERSONALIZATION TO SELL M BAKER	04/28/2026	68.38		
				10 E 014 1221 4100 01 134207	*68.38*
amaz2082600071	General Supplies for Transition LZ	04/28/2026	209.16		
				10 E 014 1221 4100 01 134207	*209.16*
amaz2082600072	Supplies to support SASED Station Lab & creating cards M Baker	04/28/2026	64.04		
				10 E 000 1221 4100 01 134220	*64.04*
amaz2082600079	Instructional Materials - Transition for LZ & JM	04/28/2026	83.93		
				10 E 014 1221 4100 01 134207	*83.93*

AP Check Register

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
amaz2082600080	General Transition Supplies L Zacharski	04/28/2026	45.58		
				10 E 014 1221 4100 01 134207	*45.58*
amaz2082600082	Items for Voc lab M Baker	04/28/2026	27.83		
				10 E 014 1221 4100 01 134207	*27.83*
amaz2082600083	ADL's for student J Duncan	04/28/2026	282.97		
				10 E 014 1221 4100 01 134207	*282.97*
amaz3002600050	OTPT Therapeutic Equipment	04/28/2026	190.73		
				10 E 005 2130 4110 01 194001	*190.73*
amaz3002600051	OTPT Therapeutic Equipment & Resources	04/28/2026	279.02		
				10 E 005 2130 4110 01 194001	*279.02*
amaz3002600052	OTPT Consumable Order	04/28/2026	115.28		
				10 E 005 2130 4110 01 194001	*115.28*
amaz3002600053	OTPT Office Supplies	04/28/2026	40.30		
				10 E 004 2130 4100 01 194001	*40.30*
amaz3012600053	c3 2032 batteries, disney stickers and desk pets for appointments	04/28/2026	36.49		
				10 E 000 2150 4100 01 194002	*36.49*
amaz302600042	Supplies for Classroom Team Projects & Training	04/28/2026	75.61		
				10 E 010 2210 3100 01 194012	*75.61*
amaz3032600098	Rich Laren Outdoor Ed Day - May 8, 2026	04/28/2026	893.39		
				10 E 001 1200 3100 01 134208	*893.39*
amaz3032600102	supplies for stations at Rich Laren Day of Outdoor Learning	04/28/2026	39.99		
				10 E 001 1200 3100 01 134208	*39.99*
amaz3062600040	Supplies for Classroom Team Projects & Training	04/28/2026	641.39		
				10 E 010 2210 3100 01 194012	*641.39*
amaz3062600041	Supplies for Classroom Team Projects & Training	04/28/2026	310.17		
				10 E 010 2210 3100 01 194012	*310.17*

AP Check Register

AP Run: Interim BMO 05.15.26 — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
amaz3072600016	Hearing Itinerant Supplies - Boppit and Simon games for CAPD therapy	04/28/2026	226.40		
				10 E 004 1207 4100 01 194014	*226.40*
amaz3092600124	Amazon order for laptop bags and HDMI Cables	04/28/2026	1,228.71		
				10 E 004 2660 4100 01 266000	*1,228.71*
AmazBG04.26	Building Supplies	04/28/2026	73.62		
				10 E 000 2540 4100 01 254000	*73.62*
amazoffic04.2026	SAC General Office Supplies	04/28/2026	188.30		
				10 E 004 2320 4100 01 232000	*188.30*
AmazRLday 04.26	Rich L day supplies from Amazon	04/28/2026	104.86		
				10 E 001 1200 3100 01 134208	*104.86*
Amazsupp04.26	Amazon-classroom supplies	04/28/2026	59.73		
				10 E 003 1206 4100 01 134202	*59.73*
buslic04.2026	bus license renewal	04/28/2026	10.00		
				10 E 013 2550 3310 01 134207	*10.00*
CJ pcard 04/20/2026	Cherise Jerrard P-CARD 04/20/2026	05/11/2026	27.77		
				10 E 003 1206 4100 01 134202	*27.77*
Costco04.2026	Costco Water pallet-Rich L Day	04/28/2026	699.72		
				10 E 001 1200 3100 01 134208	*699.72*
CR pcard 04.20.26	Cary Reddy P-Card 04/20/2026	05/07/2026	4.50		
				10 E 003 1206 4100 01 134202	*4.50*
CS Pcard 04.20.26	BMO Monthly Credit Card for Purchases made by Claire K. Smith on her P-Card for April 2026	05/07/2026	78.65		
				10 E 010 2210 3100 01 194012	*78.65*
curricmtgs04.26	Curric/Exec meetings and Regs	04/28/2026	1,805.00		
				10 E 001 2210 3120 01 134208	*1,805.00*
DL pcard 04.20.26	Bluedog Ink Purchases	04/28/2026	1,176.07		
				10 E 000 2660 3200 01 266000	*1,176.07*
Firstcomm128863915 +	Firstcomm Phone Bill March Inv. 128863915 and 128875483	04/28/2026	3,823.95		
				10 E 000 2660 3410 01 266000	*3,823.95*

AP Check Register

AP Run: Interim BMO 05.15.26 — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
FoodSafe04.26	Food Safety Course/Cert	04/28/2026	134.00		
				10 E 000 2562 4100 01 169000	*134.00*
ImagPrint3032600097	student t-shirts for the Rich Laren Day of Outdoor Learning 2026 on May8th - Invoice 54884	04/28/2026	5,666.86		
				10 E 001 1200 3100 01 134208	*5,666.86*
IPA-mtgs 04.26	Illinois Principals Assoc. registrations	04/28/2026	550.00		
				10 E 000 2320 3120 01 232000	*550.00*
JD pcar 04.20.26	P-Card Statement 04/20/2026 J Duncan	05/07/2026	143.05		
				10 E 000 1221 3140 01 134207	*55.86*
				10 E 014 1221 4100 01 134207	*87.19*
JM pcard 04.20.26	P-Card Statement 04/20/2026 J Marchese	05/07/2026	55.13		
				10 E 000 1221 3140 01 134207	*37.49*
				10 E 014 1221 4100 01 134207	*17.64*
KP pcard 04.20.26	P-Card Statement 04/20/2026 K Peahl	05/07/2026	3.50		
				10 E 013 2550 3310 01 134207	*3.50*
LL pcard 04.20.26	Monthly Statement	04/28/2026	456.46		
				10 E 003 1212 4160 01 134204	*456.46*
LM pcard 04.20.26	Building/Maintenance Pcard 04.20.26	04/28/2026	344.33		
				10 E 000 2540 4100 01 254000	*344.33*
LZ pcard 04.20.26	P-Card Statement 04/20/2026 L Zacharski	05/07/2026	153.28		
				10 E 000 1221 4100 01 134220	*108.82*
				10 E 014 1221 4100 01 134207	*44.46*
MB pcard 04.20.26	P-Card Statement 04/20/2026 M. Baker	05/07/2026	295.23		
				10 E 000 1221 4100 01 134220	*295.23*
MR pcard 04.20.26	Marc Renc P-Card 04/20/2026	05/07/2026	39.80		
				10 E 003 1206 4100 01 134202	*39.80*
paypal04.2026	paypal microbusiness 04.2026	04/28/2026	30.00		
				10 E 000 1216 3120 01 134205	*30.00*

AP Check Register

AP Run: Interim BMO 05.15.26 — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
PD pcard 04.20.26	P-Card Statement 04/202/2026 P Dugan	05/07/2026	122.24		
				10 E 013 2550 3310 01 134207	*65.00*
				10 E 014 1221 4100 01 134207	*57.24*
pods/wci 04.2026	April 2026 pods/WCI/Iron Mountain	04/28/2026	3,914.62		
				10 E 001 1212 3200 01 134204	*3,914.62*
SC pcard 04.20.26	Sue Cuomo pcard, transportation, statement 04.20.26	05/07/2026	525.86		
				10 E 013 2550 4100 01 255000	*525.86*
SGenin 04.20.26	OTPT Supply - Bright Star Kids - Order # 4000827115 - Learn to Type Keyboard Stickers - Laptop	04/28/2026	43.70		
				10 E 005 2130 4110 01 194001	*43.70*
SL Pcard 04.2026	S Lowe pcard statement 04/20/2026	05/13/2026	666.91		
				10 E 000 2320 3120 01 232000	*219.59*
				10 E 004 2320 4100 01 232000	*447.32*
SLI04.2026	sign Language interpreter	04/28/2026	189.86		
				10 E 003 1206 4100 01 134202	*189.86*
TC pcard 04.20.26	Tara Corral P-Card 04/20/2026 1/2	05/07/2026	215.90		
				10 R 000 3200 0000 01 134220	*53.28*
				10 E 000 1207 3120 01 134203	*125.00*
				10 E 012 1207 4100 01 134203	*37.62*
Trans2 pcard -04.20.26-1	Transportation Two P-Card 1/3 04/20/2026	05/11/2026	68.00		
				10 E 000 1207 3140 01 134203	*68.00*
Trans2 pcard -04.20.26-2	Transportation Two P-Card 2/3 04/20/2026	05/11/2026	45.08		
				10 E 000 1206 3140 01 134202	*45.08*
Trans2 pcard -04.20.26-3	Transportation Two P-CARD 3/3 04/20/2026	05/11/2026	158.71		
				10 E 000 1220 3140 01 134206	*158.71*
Trans3-pcard -04.20.26-1	Transportation Three 2/3 P-CARD 04/20/2026	05/11/2026	46.43		
				10 E 000 1206 3140 01 134202	*46.43*

AP Check Register

AP Run: Interim BMO 05.15.26 — Post Date: 2026-05-15 — AP Run Type: R **SASED, IL**

Check Date	Check Number	Payment Type	Name	Check Amount
05/15/2026	106391	Check	BMO	33,830.18

Invoice Number	Description	Invoice Date	Invoice Amount	Account	Amount
Trans3-pcard -04.20.26-2	Transportation Three 3/3 P-CARD 04/20/2026	05/11/2026	67.42		
				10 E 000 1216 3140 01 134205	*67.42*
Trans3-pcard -04.20.26-3	Transportation Three P-CARD 04/20/2026	05/11/2026	75.99		
				10 E 000 1220 3140 01 134206	*75.99*
Walm2052600169	Staff supplies	04/28/2026	82.12		
				10 E 003 1212 4160 01 134204	*82.12*
Walm2052600171	Building supplies	04/28/2026	124.24		
				10 E 004 1212 4100 01 134204	*124.24*
Walm2052600174	Gaona Elementary 4th Quarter AIM and Friday fun days	04/28/2026	154.30		
				10 E 003 1212 4160 01 134204	*154.30*
walm2052600175	4th quarter AIM	04/28/2026	185.43		
				10 E 003 1212 4160 01 134204	*185.43*
				Total:	**33,830.18**

Interim BMO 05.15.26 Summary

Type	Count	Amount
Regular Checks:	1	33,830.18
ACH Checks:	0	0.00
Wire Transfers:	0	0.00
Epayables:	0	0.00
Total:	**1**	**33,830.18**

Fund	Total
10 - EDUCATION FUND	33,830.18
	33,830.18

VOIDED CHECKS

May 2026 $ 0

School Association for Special Education in DuPage

Teaching ♦ Leading ♦ Believing

Dr. Kim Dryier
Executive Director

ACTION ITEM

To: SASED Board of Directors

Via: Dr. Kim Dryier

From: Mr. Matthew Flynn, Assistant Director of Human Resources
Date: June 5, 2026
Re: Approval of the Red Rover Agreement July 1, 2026 - June 30, 2027

Summary: The Red Rover Agreement provides a unified K-12 human capital management platform to manage SASED's applicant tracking, digital interviewing, and centralized employee onboarding record-keeping. The implementation allows SASED to transition away from legacy Frontline Recruiting, Appli Track workflows, and Frontline Absence Management.

Financial Impact: By signing a contract with Red Rover, this transition will eliminate the need for SASED to renew contracts of: Frontline Education Absence and Substitute Management, $17,058.87 annual renewal cost, as well as Frontline Education: Applicant Tracking for $5,427.44, annual renewal cost. SASED qualifies for bundled pricing that reduces the total implementation setup to a one-time cost of $8,000.00 (a 38.93% savings) and the annual subscription to $20,175.00 (a 38.26% savings). Specifically, the onboarding components account for $1,750.00 each in discounted setup fees, with annual subscriptions of $4,250.00 for Hiring and $4,375.00 for Records. These baseline rates are contractually locked to eliminate standard Year 2 market rate step-ups, and operational fees are completely waived until July 1, 2026, to prevent duplicate system payments during the transition.

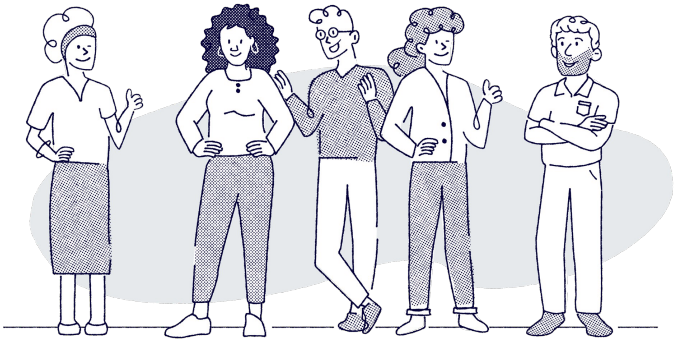
Recommended Action: SASED Administration requests that the Board of Directors approve the Red Rover Agreement for the period of July 1, 2026, through June 30, 2027.

Red Rover

Modern Human Capital Management

One unified system for your K-12 school workforce.

Red Rover is not just a collection of tools — it's a purpose-built, cohesive, and modern human capital management platform intentionally designed to work as one. Built from the ground up for K-12, and in close collaboration with school districts, our platform has grown organically to meet a clear and increasing need: unified solutions that eliminate fragmentation and administrative burden. Through continuous feedback and refinement, we evolve our solutions to meet the challenges of today while anticipating those of tomorrow.



ABSENCE MANAGEMENT

Absence Tracking & Substitute Scheduling

- Partial Fill Absences
- Job Acceptance via Text
- FMLA Notifications
- Calendar Limits and Events
- Absence Approvals

TIME TRACKING

Timekeeping & Extra Duty

- Multiple Positions and Jobs
- Variance and Exception Pay
- Multi-Level Workflows
- Comp Time
- Automated Blended Overtime

HIRING

Talent Acquisition & Onboarding

- Requisitions
- Candidate Tracking
- On-Demand Video
- Reference Checks
- Electronic Forms

PD MANAGEMENT

Learning Management & Compliance Tracking

- Activity Catalog
- Learning Tracks
- Attendance and Check-In
- Credit Management
- Certificates and Records

RECORDS

Forms Collection & Record Retention

- Centralized Records
- Custom Forms
- Document Management
- Automated Workflows
- Retention Compliance

> "This has hands down been the easiest transition into a major system that I've ever gone through."

- Haley Carter
Administrative Assistant, Flat Rock Community Schools

Red Rover
RedRoverK12.com

Pricing Options

If purchased separately:

					If Purchased Separately			
Replaces		**Standard Setup**	**Standard Subscription**		**Discounted Setup**	**Discounted Subscription**	**Setup Discount**	**Subscription Discount**
Frontline Absence/Aesop	**Absence**	$2,625.00	$8,250.00		$2,100.00	$6,600.00	20.00%	20.00%
Paper/Sunburst	**Time Tracking**	$4,500.00	$9,925.00		$3,600.00	$7,900.00	20.00%	20.40%
Frontline Applitrack	**Hiring**	$3,125.00	$7,625.00		$2,500.00	$6,100.00	20.00%	20.00%
Frontline Central	**Records**	$2,850.00	$6,875.00		$2,250.00	$5,490.00	21.05%	20.15%
	Standard Total =	$13,100.00	$32,675.00					
			Discounted Total =		$10,450.00	$26,090.00	20.23%	20.15%

If purchased together:

					If Purchased Together			
Replaces		**Standard Setup**	**Standard Subscription**		**Discounted Setup**	**Discounted Subscription**	**Setup Discount**	**Subscription Discount**
Frontline Absence/Aesop	**Absence**	$2,625.00	$8,250.00		$1,650.00	$5,250.00	37.14%	36.36%
Paper/Sunburst	**Time Tracking**	$4,500.00	$9,925.00		$2,850.00	$6,300.00	36.67%	36.52%
Frontline Applitrack	**Hiring**	$3,125.00	$7,625.00		$1,750.00	$4,250.00	44.00%	44.26%
Frontline Central	**Records**	$2,850.00	$6,875.00		$1,750.00	$4,375.00	38.60%	36.36%
	Standard Total =	$13,100.00	$32,675.00					
			Discounted Total =		$8,000.00	$20,175.00	38.93%	38.26%

Additional Information:

- we're offering a significant discount on RR Hiring in IL since we know that the state of IL has the lowest Applitrack rates, due to Applitrack getting its start in Chicago 35+ years ago
- the ***subscription savings*** will be locked in as long as you remain a client (i.e., we would not step you up to the standard rates in year 2 or beyond); we'd establish this as your baseline subscription, and there would be nominal renewal increases in future years (e.g., this last year was 3%)
- the one-time implementation fee covers everything from your dedicated implementation project manager, to loading the data, configuring your business rules, and setting up any integrations

- the subscription also includes unlimited customer support and all new features that we roll out every 6–8 weeks, so you are always using the newest version
- we can ***waive fees until 7/1/26*** so you could begin setting up and using the system as soon as possible, but not double pay subscriptions

For more context, **Red Rover Absence** includes:

- leave requests for staff
- automating approval for leave requests
- notifications & scheduling for subs
- reports on leave information
- data integrated with your finance/payroll system

Red Rover Time Tracking includes:

- time tracking for regular hourly users
- extra duty tracking for any users, including teachers, etc.
- substitute time tracking if you want subs clocking-in against their hours already scheduled in RR Absence

Red Rover Hiring includes:

- applicant tracking
- on-demand video interviews (*districts have been able to cancel HireVue, SparkHire, InterviewStream, etc. subscriptions*)
- onboarding forms and onboarding task management
- integration with Verifent

And **Red Rover Records** includes:

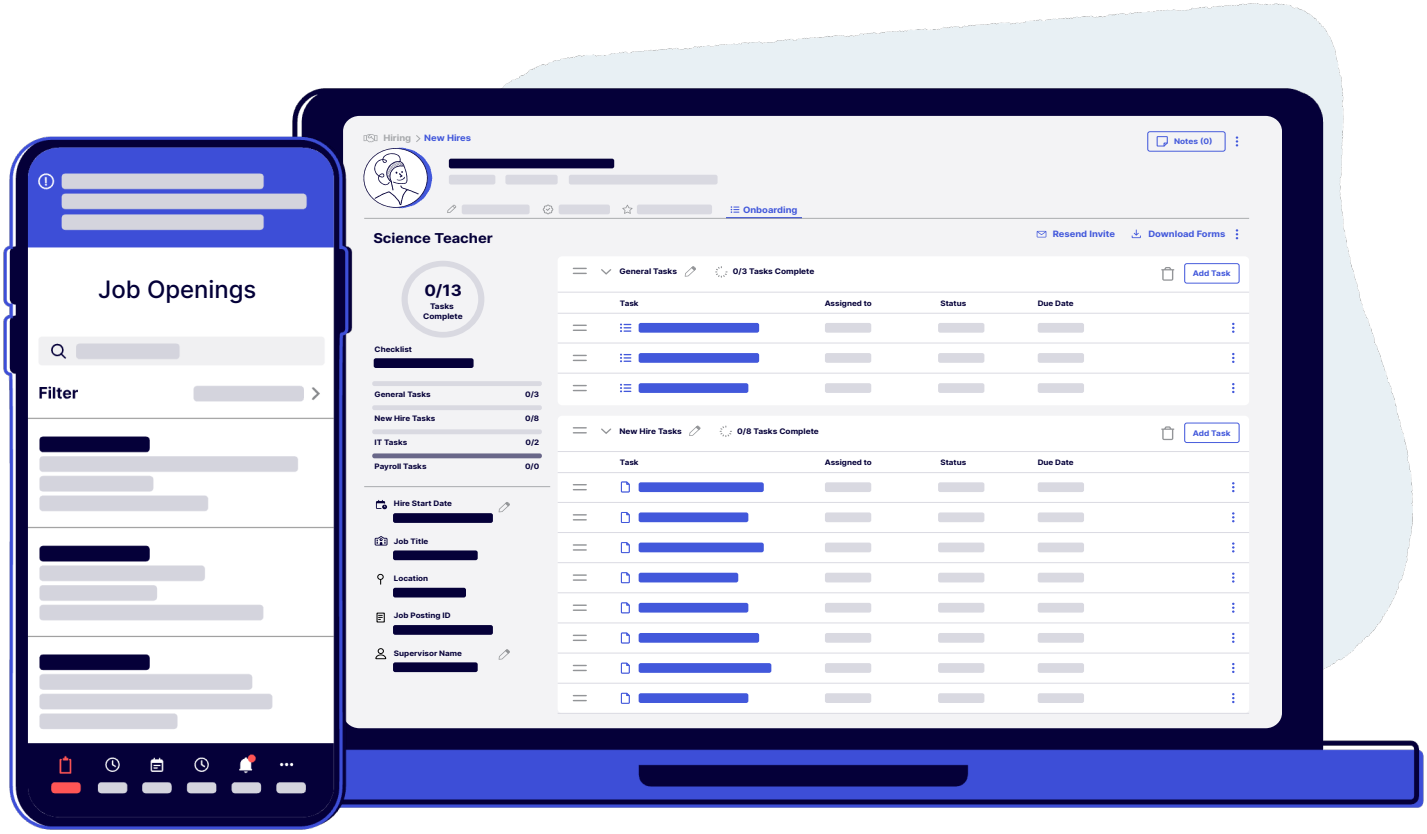
- Centralization of employee documents into a single system of record
- Completed forms and documents automatically organized on employee profiles, eliminating the need to manage files across multiple platforms
- Secure data imports from any system you can export from, including the ability to automate the import process through a secure FTP

Hiring

Talent Acquisition & Onboarding

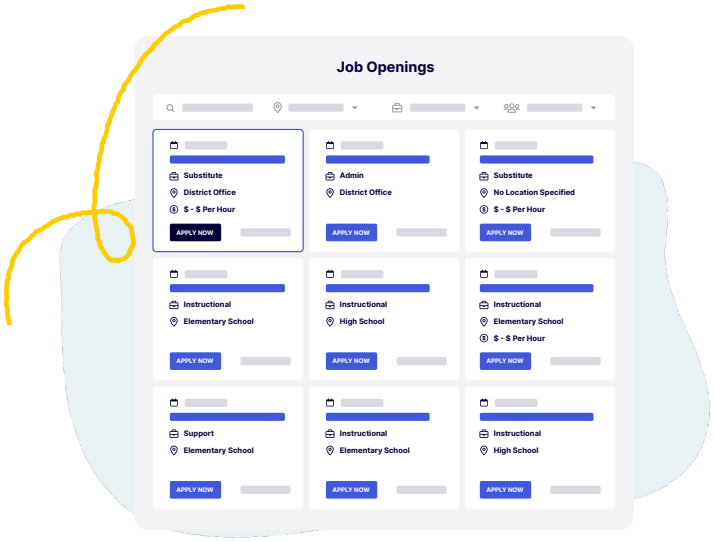
- MODERN CANDIDATE EXPERIENCE
- FASTER HIRING & ONBOARDING
- MOBILE-FRIENDLY APPLICATION PROCESS
- STREAMLINED HIRING WORKFLOWS
- CONFIGURABLE DISTRICT PROCESSES
- REDUCED ADMINISTRATIVE EFFORT

Red Rover modernizes hiring and onboarding with a purpose-built platform for schools. From job posting through onboarding, Red Rover's Hiring solution supports the full hiring lifecycle in a single, unified system. Districts can manage postings, applications, approvals, and onboarding with configurable workflows, built-in tracking, and optional video interviews — giving hiring teams visibility while keeping the process simple for applicants. Designed specifically for schools and hiring teams, Red Rover reduces manual steps, shortens time to hire, and removes friction from the hiring and onboarding process.



HIRING THAT FITS SCHOOLS

K–12 hiring is fundamentally different from other industries. Red Rover Hiring supports high applicant volume, varied job types, and seasonal hiring cycles. With a modern, mobile-friendly application experience and intuitive workflows for administrators, districts can attract candidates more easily and move them through the hiring process faster.



KEEP THE HIRING PROCESS MOVING

Speed, consistency, and visibility matter in hiring, and Red Rover reduces bottlenecks with configurable applications, automated actions, and visual candidate status boards that give teams clear insight into candidate progress while keeping applicants engaged from application through offer.

Because Hiring is natively connected to Red Rover's HCM platform, applicant data automatically becomes employee data — flowing directly into onboarding, time tracking, and absence management. This eliminates duplicate entry, improves accuracy, and creates a seamless transition from candidate to employee.

KEY FEATURES:

- Mobile-Optimized Applications
- Passwordless Candidate Login
- Resume Parsing
- Modern District Career Site
- Configurable Applications
- Intuitive Hiring Interface
- Built-In Onboarding Workflows
- AI Candidate Summary
- Integrated Video Interview Tools
- Candidate Board View
- Automated Stage Actions
- Digital Forms and Documents

ADDITIONAL PRODUCT OFFERINGS

ABSENCE MANAGEMENT
Absence Tracking & Substitute Scheduling

PD MANAGEMENT
Learning Management & Compliance Tracking

TIME TRACKING
Timekeeping & Extra Duty

RECORDS
Forms Collection & Record Retention

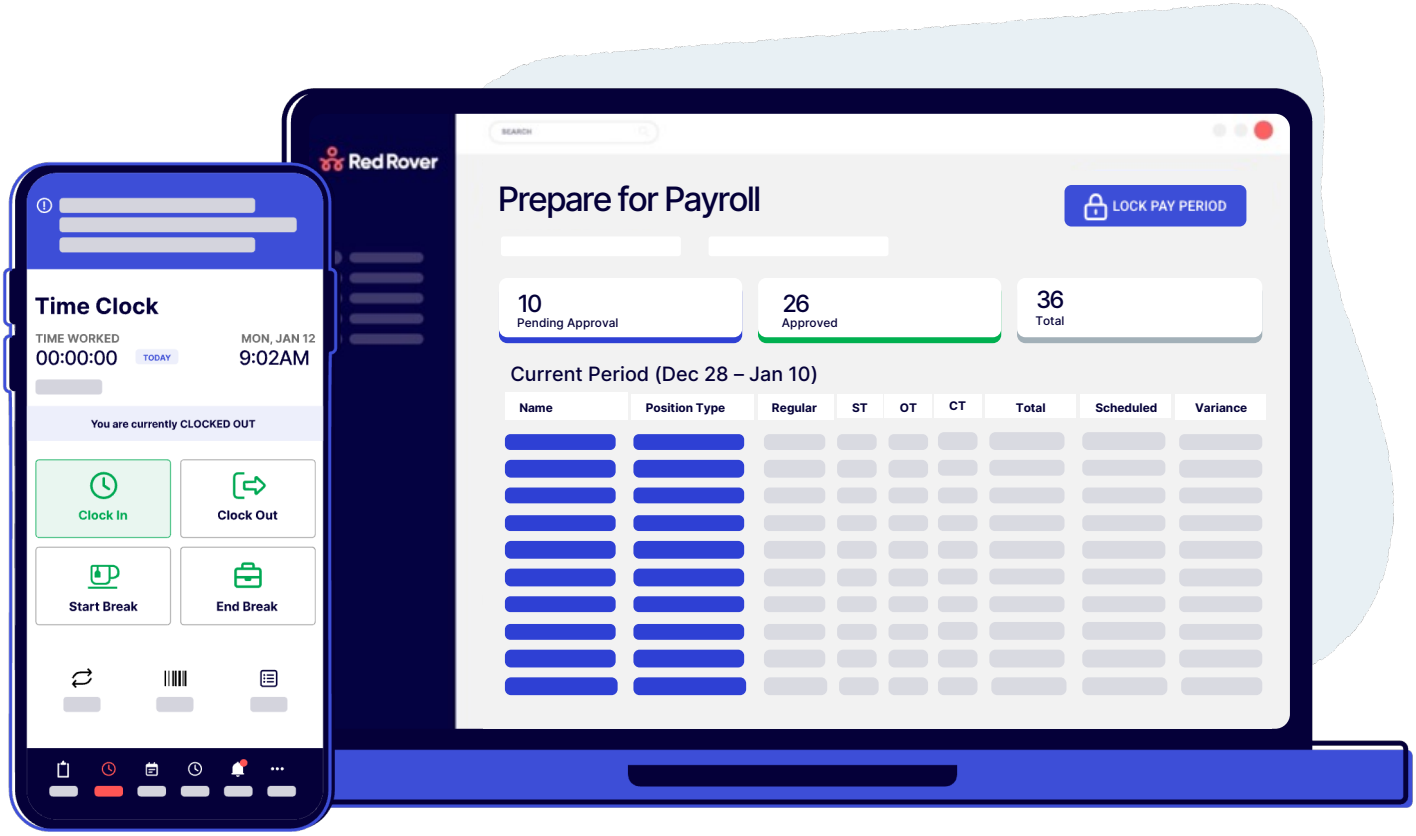
Red Rover

Time Tracking

Timekeeping & Extra Duty

- ACCURATE TIME CAPTURE
- PAYROLL CONFIDENCE
- FLSA COMPLIANCE
- LABOR COST VISIBILITY
- REDUCED ADMIN EFFORT
- UNIFIED WORKFORCE DATA

Red Rover Time Tracking gives school districts a flexible, accurate way to capture employee time across all roles and work types. Built exclusively for K-12, the platform supports the complexity of substitutes, teachers, hourly staff, extra duty, and contract time within one intuitive system. It reduces payroll errors, strengthens FLSA compliance, and provides real-time visibility into hours worked, overtime, and labor costs — all through seamless connection with Red Rover's modern human capital management suite.

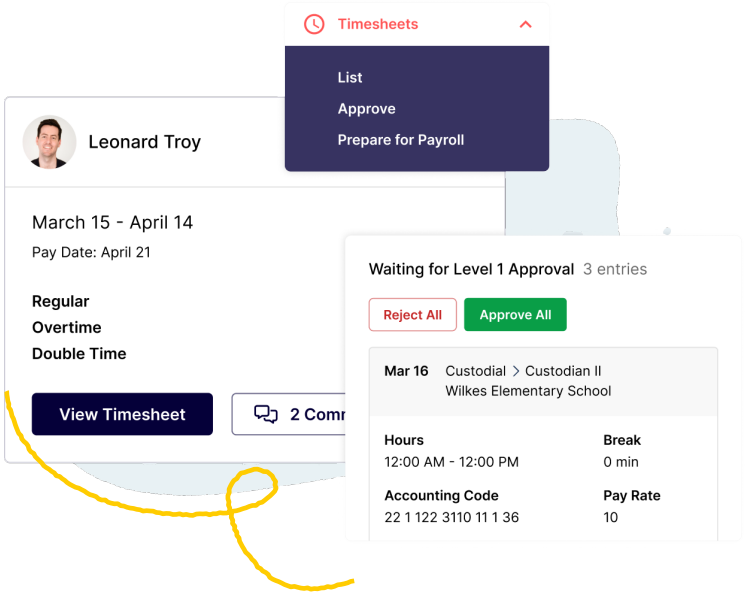


BUILT FOR HOW SCHOOLS WORK

K–12 time tracking isn't one-size-fits-all. Red Rover supports multiple employee types, complex pay rules, contract hours, extra duty, and blended overtime. The system aligns to district policies and negotiated agreements, ensuring time is captured accurately and consistently from the start. It's time tracking designed around real school roles, real schedules, and real exceptions.

GET IT RIGHT BEFORE PAYROLL

Accuracy and compliance are critical to employee pay. Red Rover reduces risk through automated rules, approvals, and validations that catch errors before payroll. Administrators gain clear oversight of overtime, comp time, and exceptions, while employees benefit from transparent, confirmed timekeeping, resulting in fewer corrections and greater trust.



Because Time Tracking is natively connected to Red Rover's human capital management ecosystem, absences, coverage, and paid time stay in sync. This eliminates duplicate entry, reduces errors, and provides a unified view of workforce activity and labor costs.

KEY FEATURES:

- Native Absence Management
- Substitute Time and Pay
- Contract Hours and Exception Pay Tracking
- Teacher Check-In and Time Capture
- Extra Duty Tracking with Approvals
- Calendar-Based Assignments and Tracking
- Overtime Assignment and Distribution
- Blended Overtime Calculation
- Timesheet Attestation and Confirmation
- Comp Time Tracking
- Custom Payroll Calendars and Pay Periods
- Pre-Configured Imports and Exports

ADDITIONAL PRODUCT OFFERINGS

ABSENCE MANAGEMENT
Absence Tracking & Substitute Scheduling

HIRING
Talent Acquisition & Onboarding

PD MANAGEMENT
Learning Management & Compliance Tracking

RECORDS
Forms Collection & Record Retention

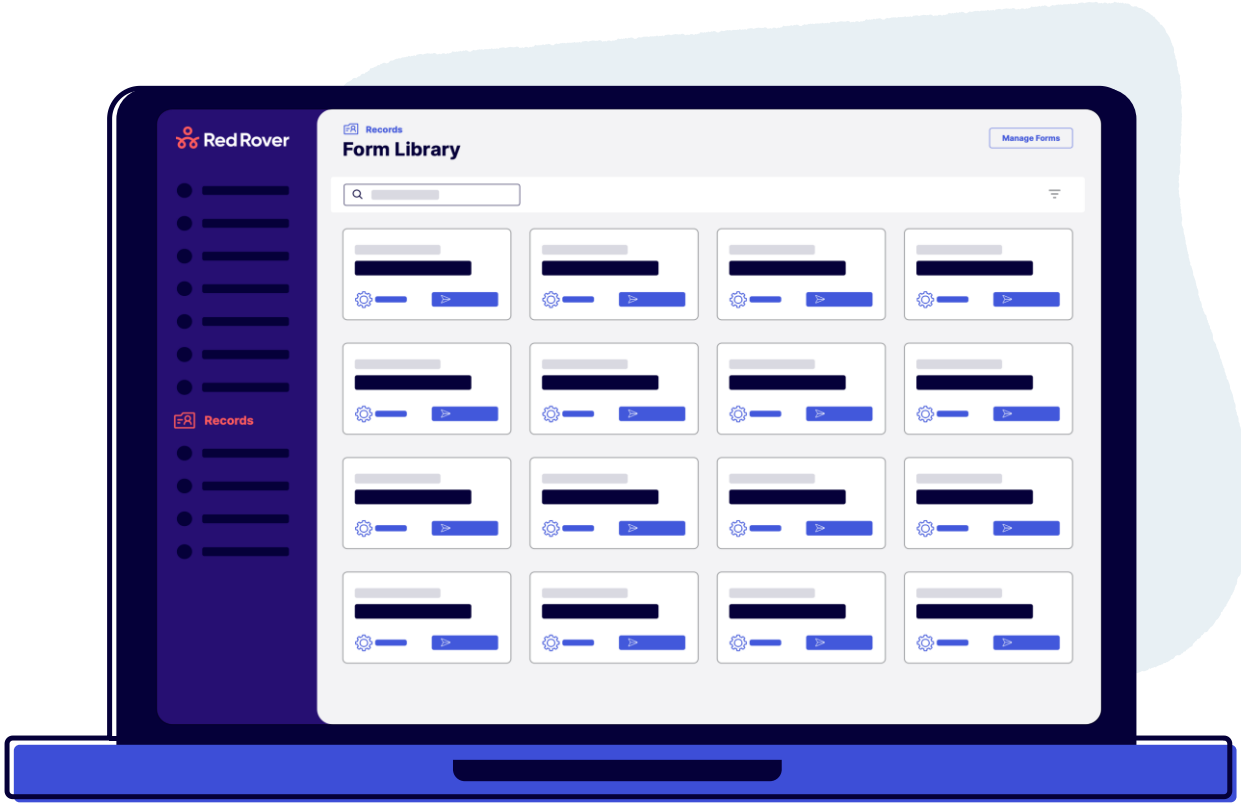
Red Rover

Records

Forms Collection & Record Retention

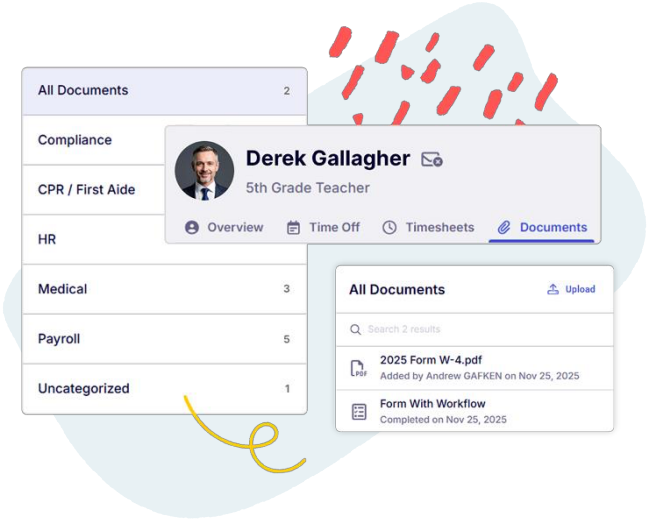
- CENTRALIZED EMPLOYEE RECORDS
- CUSTOM FORMS & DATA CAPTURE
- DOCUMENT MANAGEMENT
- WORKFLOW-DRIVEN APPROVALS
- COMPLIANCE & RETENTION
- EMPLOYEE SELF-SERVICE

Red Rover centralizes employee records for K–12 in a unified system for ease of access and compliance. Employee records are maintained alongside key documents, making it easier for HR teams to find related information quickly. Centralized records ensure that employee information is easily accessible through a unified system, reducing manual effort and improving day-to-day visibility. Designed to empower HR to manage employee data in a single system of record, Red Rover Records is a central hub deeply integrated into Red Rover's suite of solutions to connect and support employees throughout their entire lifecycle.



EMPLOYEE RECORDS BUILT FOR K-12

Managing employee records in K–12 requires accuracy, accessibility, and compliance. Red Rover Records centralizes employee files, contracts, and key documents in one unified system designed specifically for school districts. With employee information organized and easy to access, HR teams spend less time searching for records and more time supporting schools and staff.



ACCESS, VISIBILITY, AND COMPLIANCE

Red Rover Records simplifies record management by keeping documents connected directly to employee profiles. HR teams can quickly find contracts, certifications, and critical files while maintaining consistent access controls and audit readiness. The result is improved visibility, reduced manual effort, and greater confidence that records are accurate, complete, and compliant.

Because Records is natively connected to Red Rover's human capital management platform, it serves as the foundation for the entire employee lifecycle. A single employee profile powers every module, enabling sophisticated workflows, role-based permissions, and automated processes that aren't possible with disconnected systems. The result is cleaner data, streamlined operations, and enhanced functionality across the district.

KEY FEATURES:

- Centralized Employee Profiles
- Secure Document Storage
- Granular Permissions for Documents
- Audit-Ready Record Organization
- Configurable Workflow and History
- District-Wide Search and Retrieval
- Custom Fields, Reports, and Form Builder
- License and Certification Management
- Employee Self-Service
- Single Database

ADDITIONAL PRODUCT OFFERINGS

ABSENCE MANAGEMENT
Absence Tracking & Substitute Scheduling

HIRING
Talent Acquisition & Onboarding

TIME TRACKING
Timekeeping & Extra Duty

PD MANAGEMENT
Learning Management & Compliance Tracking

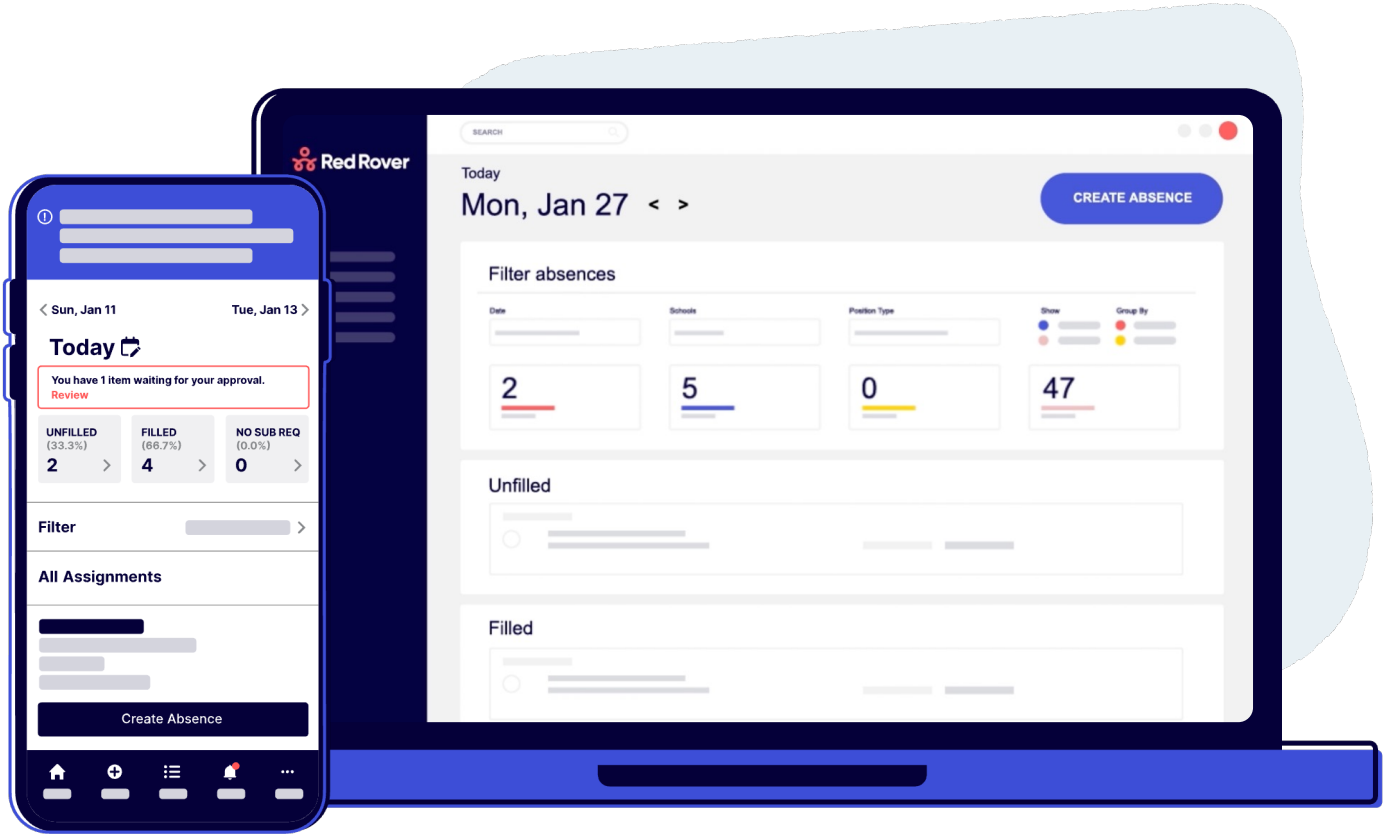
Red Rover

Absence Management

Absence Tracking & Substitute Scheduling

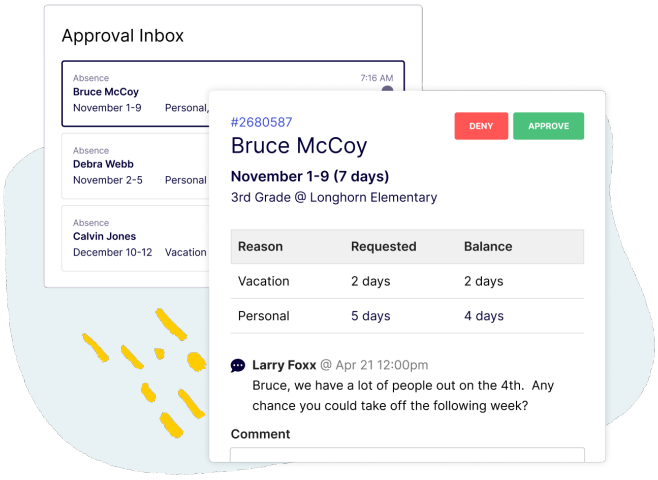
- FAST & INTUITIVE ABSENCE CREATION
- FLEXIBLE, REAL-WORLD SCHEDULING
- RELIABLE CLASSROOM COVERAGE
- BUILT-IN SUBSTITUTE COMMUNICATION
- EMPLOYEE BALANCE TRANSPARENCY
- REDUCED ADMINISTRATIVE WORKLOAD

Red Rover redefines absence management for K-12 with a modern, intuitive platform designed around how schools *actually* operate. Purpose-built for K-12, Red Rover's Absence Management handles both routine and complex absences without rigid workflows. The system tracks employee absences, routes requests through configurable approval workflows, enforces daily absence limits, and automatically notifies qualified substitutes via text and email to fill open assignments quickly.



MODERN K-12 ABSENCE MANAGEMENT

K–12 absence management is fundamentally different from traditional workforce environments. Red Rover is designed to handle the nuances schools face, such as multiple employee types, varied absence reasons, partial-day and period-based absences, multi-position roles, and complex coverage needs. Rather than forcing rigid workflows, Red Rover adapts to district policies and instructional schedules.



VISIBILITY FOR EVERYONE

Accuracy and visibility are essential for managing absences and coverage. Red Rover reduces disruption with structured workflows, real-time balance visibility, and flexible assignment rules. Administrators get clear oversight of leave usage and FMLA tracking, while employees get transparent balances and easy submission.

Because Absence Management exists natively within the Red Rover ecosystem, absences and substitute assignments stay synchronized. This approach eliminates duplicate data entry, reduces miscommunication, and ensures all stakeholders rely on the same accurate information.

KEY FEATURES:

- Flexible Absence Segments
- Multi-Position Absences
- Period-by-Period Absences
- Partial and Multi-Sub Coverage
- Balance Visibility at Creation
- Bulk Absence Creation
- Automated Sub Text Messaging
- Classroom Info for Substitutes
- Sub Swap Management
- Employee-to-Employee Coverage
- FMLA Tracking and Notifications
- Role-Based Attachments and Links

ADDITIONAL PRODUCT OFFERINGS

TIME TRACKING
Timekeeping & Extra Duty

HIRING
Talent Acquisition & Onboarding

PD MANAGEMENT
Learning Management & Compliance Tracking

RECORDS
Forms Collection & Record Retention

SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY

NOTICE OF PUBLIC HEARING

Notice is hereby given by the Board of Director and Governing Board of the School Association for Special Education in DuPage County (SASED), in the County of DuPage, State of Illinois, that a tentative budget for SASED for the fiscal year beginning July 1, 2026 and ending June 30, 2027, will be on file and conveniently available for public inspection at the SASED Administrative Office, 2900 Ogden Avenue, Lisle, Illinois, from and after 9:00 a.m. Central Daylight Savings Time on the 24th day of July, 2026.

Notice is hereby further given that a public hearing on said budget will be held at 6:30pm, Central Daylight Savings Time, on the 26th day of August, 2026, at the SASED Administrative Office, 2900 Ogden Avenue, Lisle, Illinois.

Dated this 24th of July, 2026

Ms. Kristina Davis
Secretary of the Board of Directors
School Association for Special Education in DuPage County,
Lisle, Illinois

SY26-27 BOARD OF DIRECTORS MEETING DATES

Date	Time	Location
August 5, 2026	2:00 PM	SASED Administrative Center
September 16, 2026	2:00 PM	SASED Administrative Center
October 21, 2026	2:00 PM	SASED Administrative Center
November 18, 2026	2:00 PM	SASED Administrative Center
December 16, 2026	2:00 PM	SASED Administrative Center
January 20, 2027	2:00 PM	SASED Administrative Center
February 17, 2027	2:00 PM	SASED Administrative Center
March 17, 2027	2:00 PM	SASED Administrative Center
April 21, 2027	2:00 PM	SASED Administrative Center
May 19, 2027	2:00 PM	SASED Administrative Center
June 9, 2027	2:00 PM	SASED Administrative Center

SY26-27 GOVERNING BOARD MEETING DATES

Date	Time	Location
August 26, 2026	6:30 PM	SASED Administrative Center
January 27, 2027	6:30 PM	SASED Administrative Center
May 26, 2027	6:30 PM	SASED Administrative Center

School Association for Special Education in DuPage
Teaching ♦ Leading ♦ Believing

Dr. Kim Dryier
Executive Director

ACTION ITEM

To: SASED Board of Directors
Via: Dr. Kim Dryier
From: Rachel Wisniewski, Assistant Director of Business/CSBO
Date: June 10, 2026
Re: Authorization to release July 2026 disbursements prior to the August 2026 Board of Directors meeting

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Purpose: To pay July invoices in a timely manner.

Summary: The next scheduled board meeting will be held August 5, 2026, which creates an eight-week span before bills can be approved and paid. This increment is typically four weeks. The business office would like to do a check run on July 9, 2026. The bills would be subject to ratification at the August 5, 2026 board meeting and would be included in the bill list.

Recommended Action*:* The Administration respectfully requests permission to pay the July bills on July 9, 2026, prior to the ratification of said bills at the Board of Directors meeting to be held on August 5, 2026.

SASED BOARD OF DIRECTORS RESOLUTION
APPROVING PROPOSED AMENDMENTS
TO THE
SASED ARTICLES OF JOINT AGREEMENT

WHEREAS, the Board of Directors of the School Association for Special Education in DuPage ("SASED") has received proposed amendments to the SASED joint agreement; and

WHEREAS, the Board of Directors determined that certain amendments to the SASED Articles of Joint Agreement are warranted to enhance provisions regarding new member districts, remove outdated language relating to the Governing Board and Board of Directors, clarify terms pertaining to Board voting and attendance at Board meetings, add specific provisions relating to anticipated debt instruments and real estate transactions, clarify related terms, and comply with changes in applicable law (including, but not limited to, statutory changes relating to withdrawal), said proposed amendments appearing in annotated form on Exhibit A hereto; and

WHEREAS, the Board of Directors has determined that said amendments are beneficial to SASED and its member boards of education and are appropriate for approval by the Board of Directors and submission to the member boards of education for ratification in accordance with the SASED Articles of Joint Agreement.

NOW, THEREFORE, be it, and the same is hereby resolved by the Governing Board as follows:

Section 1. That the proposed amendments to the SASED Articles of Joint Agreement appearing in annotated form on Exhibit A hereto are hereby approved.

Section 2. That the Board of Directors recommends and requests that the SASED member boards of education ratify the proposed amendments appearing in redacted form on Exhibit A hereto by adopting the sample resolution attached hereto as Exhibit B.

Section 3. That the Executive Director is authorized and directed to transmit a copy of this Resolution, and Exhibits A and B, to all SASED member boards of education and their respective Superintendents of Schools for consideration and ratification by the member boards.

Section 4. That the Board of Directors requests that the member boards' Superintendents of Schools provide written notification of such ratification by returning a copy of the sample resolution attached hereto as Exhibit B, as approved by the member board, to the SASED Board of Directors Secretary.

Section 5. That this Resolution shall take effect upon its passage.

Member _____ moved that the foregoing resolution be adopted and Member _____ seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYES: _____

NAYS: _____

ABSENT: _____

The Chairperson declared the motion carried and the Resolution duly adopted.

BOARD OF DIRECTORS OF THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE ("SASED")

BY: _____
Chairperson

ATTEST: _____
Secretary

DATE: _____

STATE OF ILLINOIS)
) SS
COUNTY OF DuPAGE)

CERTIFICATION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Directors of the School Association for Special Education in DuPage ("SASED") ("Board"), and as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete copy of the Resolution adopted by the Board at its meeting held on the 10th day of June 2026, said Resolution entitled:

SASED BOARD OF DIRECTORS RESOLUTION APPROVING PROPOSED AMENDMENTS TO THE SASED ARTICLES OF JOINT AGREEMENT

a true, correct and complete copy of which said Resolution as adopted at said meeting appears in the minutes of said meeting.

I do further certify that the roll call vote taken adopting said Resolution was conducted openly, that said meeting was called and held at a specified time and place convenient to the public, that said meeting was called and held in strict compliance with the provisions of the *Open Meetings Act* of the State of Illinois, as amended, and that the Board of Directors has complied with all of the provisions of said *Act* and with all of the procedural rules of the Board of Directors.

IN WITNESS WHEREOF, I hereunto affix my official signature this _____ day of _____, 2026.

Secretary, SASED Board of Directors

_____
Secretary

EXHIBIT A

(Proposed Amendments to SASED Articles of Joint Agreement)

EXHIBIT B

(Resolution of Board of Education Ratifying Proposed Amendments to the SASED Articles of Joint Agreement)

JOINT AGREEMENT/BY-LAWS FOR
SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE (SASED)

As adopted by the SASED Policy Board, April 30, 1981
Revised: Effective, February 23, 1982
Revised. Effective, November 22, 1982
Revised: Effective, July 1, 1991
Revised: Effective, December 14, 1993
Revised: Effective, July 1, 1997
Revised: Effective, May 28, 1998
Revised: Effective, January 27, 2003
Revised: Effective February 23, 2010
Revised: Effective July 1, 2015
Revised: Effective July 1, 2016
Revised: Effective May 1, 2023
Revised: Effective _____, 2026

I. Name:

The name of the special education cooperative formed as a result of this joint agreement shall be: The School Association for Special Education in DuPage County, hereinafter called SASED.

II. Purpose:

The purpose of the cooperative formed as a result of this joint agreement shall be to provide special education programs and services to students enrolled in the public school districts that comprise SASED pursuant to Sections 3-15.14 and 10-22.31 of *The Illinois School Code*.

III. Membership:

A. Membership in this Cooperative, as of July 1, 1997, shall include the Districts listed in Appendix A. Districts that become members of SASED pursuant to the terms of this Joint Agreement subsequent to July 1, 1997, shall be listed in Appendix B.

B. Membership in SASED shall be open to all public school districts in DuPage County and all public school districts contiguous to school districts within DuPage County. School Districts desiring to join SASED shall submit a request to the Board of Directors not later than January 1 of the year the district wishes to Join SASED. The request shall include information related to the district's size and special education needs. The request shall be granted or denied by a majority vote of the entire Board of Directors. The Board of Directors may grant the request on such terms and conditions as it deems appropriate, including the payment of a new member admission fee. In ~~but in~~ all cases, membership shall be conditioned on the express agreement of the Board of Education to abide by this Joint Agreement in its entirety.

Updates to Appendix B to reflect new member districts shall not be considered an amendment to this Agreement within the meaning of Section X. The Executive Director shall amend Appendix B upon the admission of a new member district.

C. The school districts that were members of SASED immediately preceding July 1, 1997, will share in the assets and liabilities of the Century Hill Educational Center (CHEC) Building as previously agreed in the Agreement for Deed, dated August 16, 1995, between the DuPage Intermediate Educational Cooperative (DIEC) and SASED ("CHEC Agreement") as may be amended. Any district joining SASED after July 1, 1997, shall not share in the assets and liabilities of the CHEC Building. ~~All districts that are members of SASED on the date that SASED acquires improved or unimproved real property after July 1, 1997 ("New Property"), will share in the assets and liabilities of that property.~~

IV. Governing Board:

A. Membership: The Governing Board shall consist of a board of education member from each member district. The member district, by Resolution, shall designate its Governing Board representative and shall provide a copy to SASED's Governing Board Secretary. Additionally, each member district, by Resolution, shall designate a board of education member to serve as an Alternate Representative to attend Governing Board meetings in the event that the representative of the member district is unable to attend.

~~The Governing Board will hold an organizational meeting prior to September 1, 2016. At that meeting, the Governing Board designate nine (9) of its members to serve until May 2017 and nine of its members to serve until May 2018. Thereafter, all~~ All terms will be for two years. Such appointments shall take place at a regularly scheduled meeting in May.

B. Officers: The officers of the Governing Board shall be a Chairperson, a Vice Chairperson and Secretary. ~~For the 2016-2017 school year, officers shall be elected at the organizational meeting held prior to September 1, 2016 to terms expiring in May 2017. Beginning in May 2017, officers~~ Officers shall be elected to one year terms at a Governing Board meeting held in May of each year. The Governing Board shall establish such other officers as it deems necessary. No officer shall receive any compensation. Upon advance approval by the Governing Board and upon submission of an itemized statement therefore, any officer may be reimbursed for cash actually expended by him/her in the performance of his/her duties in connection with SASED.

C. Voting: Each member of the Governing Board shall have one vote. In order to conduct business, a quorum of the Governing Board must be in attendance. The presence of over fifty percent (50%) of the Governing Board members shall constitute a quorum of the Governing Board. Unless otherwise provided by law or in this Joint Agreement/By-Laws, a majority of the votes cast (with ~~of~~ a quorum being present) shall constitute action of the Governing Board.

D. Meetings: The Governing Board shall meet each school year during the month of May. If ~~the annual budget for the 2016-2017 school year is not approved before July 1, 2016, the Governing Board shall approve the annual budget prior to September 1, 2016. Beginning with the 2017-2018 school year, if~~ the annual budget is not approved at the May meeting, the Governing Board shall hold a meeting prior to September 1 to approve the annual budget. The Governing Board shall meet at a time and place established by its own action. The Governing Board shall establish a schedule of its regular meetings for the next school year at its May meeting. Special meetings may be called by the Chairperson or by any five (5) members of the Governing Board. Members of the Governing Board shall receive at least forty-eight (48) hours prior notice of all special meetings except in the case of emergencies. Meetings of the Governing Board shall be governed in accordance with the *Open Meetings Act, 5 ILCS 120/1 et seq.*

E. The duties of the Governing Board shall be as follows:

1. Shall be the final authority of SASED and shall conduct the affairs of SASED under the statutory authority granted in the *Illinois School Code.*

2. Shall serve as the Administrative Agent for SASED.

3. Shall adopt the annual budget, but may not levy taxes nor authorize the incurring of indebtedness which exceeds the annual budget.

4. Shall delegate operational responsibilities to the Board of Directors to conduct the business of SASED.

5. Shall approve employment of the Executive Director.

6. Shall consider all other matters placed on the agenda.

V. Board of Directors:

A. Membership: The Board of Directors shall consist of the superintendent from each member district. ~~For the 2016-2017 school term, the Board of Control will designate nine (9) of its representatives to serve a one year term and nine (9) of its representatives to serve a two year term. Thereafter, all terms will be for two years. Such appointments shall take place at a regularly scheduled meeting in May. Beginning May 1, 2023, for any member district represented on the Board of Directors by a Board of Education member, the superintendent of each such member district will assume the representation for that district, with the transition in representation to be completed by August 1, 2023, regardless of term. Upon approval of the Board of Directors, a Board of Education member serving on the SASED Board of Control as of April 30, 2023 may continue to serve as the member district's representative to the Board of Directors for a definite, continued term as approved by the Board of Directors. After May 1, 2023, a member district may not designate a new Board of Education member as its representative to the SASED Board of Directors.~~ Elected Board of Education members may ~~continue to~~ be designated as Alternate Representatives with voting rights, or another administrator may attend meetings as a representative without voting rights.

B. Officers: The officers of the Board of Directors shall be a Chairperson, a Vice Chairperson and Secretary; Officers shall be elected to one year terms at a Board of Directors Meeting held in May of each year. The Board of Directors shall establish such other officers as it deems necessary. No officer shall receive any compensation. Upon advance approval by the Board of Directors and upon submission of an itemized statement therefore, any officer may be reimbursed for cash actually expended by him in the performance of his duties in connection with SASED.

C. Voting: Each member of the Board of Directors shall have one vote. In order to conduct business, a quorum of the Board of Directors must be in attendance. The presence of over fifty percent (50%) of the Board of Directors members shall constitute a quorum of the Board of Directors. Unless otherwise provided by law or in this Joint Agreement/By-Laws, ~~or by law,~~ a majority of the votes cast (with ~~of~~ a quorum being present) shall constitute action of the Board of Directors.

D. Meetings: The Board of Directors shall meet at least ten times per calendar year at a time and place established by its own action. The Board of Directors shall establish a schedule of its regular meetings for the next twelve (12) months at its June meeting. Special meetings may be called by the Chairperson or by any five (5) members of the Board of Directors. Members of the Board of Directors shall receive at least forty-eight (48) hours prior notice of all special meetings except in the case of emergencies. Meetings of the Board of Directors shall be governed in accordance with the *Open Meetings Act, 5 ILCS 120/1 et seq.*

E. The Board of Directors shall serve as the Executive Board of SASED as provided by Section 5/10-22.31 of the *Illinois School Code*. The Board of Directors shall manage and carry out the operations of SASED, unless otherwise provided by the Governing Board, and its duties, responsibilities, and authorities shall include, but not be limited to, the following:

1. To establish general policies to govern the operation of SASED and to monitor the implementation of those policies; such policies shall be in conformance with applicable provisions of Federal and State laws and rules and regulations.

2. To provide housing for staff and programs operated solely by the cooperative.

3. To employ necessary personnel, determine terms and conditions of employment, and approve employment contracts and collective bargaining agreements.

4. To establish an advisory council, Finance Committee, Policy/Governance Committee and such other committees and/or subcommittees as deemed necessary.

5. To approve contracts with various consultants, professionals and independent contractors when necessary to carry out the purposes of SASED.

6. To perform all other acts permitted by the *Illinois School Code* and the Joint Agreement/By-Laws unless otherwise provided by the Governing Board.

F. The Governing Board shall indemnify members of the Board of Directors and Executive Director for any and all liability that may arise when acting in the scope of their authority under the Joint Agreement/By-Laws.

VI. Executive Director:

The Chief executive officer of SASED shall be the Executive Director who shall report to the Governing Board and the Board of Directors. The Board of Directors shall establish the duties and responsibilities of the Executive Director. The Executive Director shall have such staff as is authorized by the Board of Directors.

VII. Facilities and Transportation:

A. Facilities:

Facilities required for any program operated by SASED shall be authorized and funded as determined by the Board of Directors.

B. Transportation:

Student transportation for special education programs shall be provided in conformance with general policies and procedures established by the Board of Directors.

VIII. Finance:

The Board of Directors shall have the authority to establish fiscal policies and procedures which shall be binding on all member districts of SASED. Such fiscal policies may include, but not be limited to:

A. Annual assessments/fees to member districts.

B. Special assessments/fees as approved by the Board of Directors.

C. Guidelines and priorities for the use of grant funds available for special education purposes.

D. Tuition and fee formulas and specific rates (surcharge for non-members).

E. Schedules for the completion of tuition bills, fiscal reports, etc.

F. Forms and procedures for contractual agreements.

G. Establish the fiscal year as commencing July 1.

The following information will be provided annually to all member districts: An annual presentation of SASED's fiscal year budget, and information regarding the calculation of member and usage fees.

IX. Withdrawal of Member District from SASED:

A. Procedures: ~~General:~~ Procedures for the withdrawal of a member board of education from SASED will be in accordance with the *Illinois School Code* (including Section 10-22.31) ~~See Sections 5/10- 22.31 and 5/7-6)~~ and consistent with the requirements and rules adopted by the Illinois State Board of Education within Title 23 of the Illinois Administrative Code.

B. Additional Conditions: ~~Procedures:~~

1. ~~Initiation of Withdrawal Process:~~ A member board that seeks to withdraw from SASED shall adopt a written resolution approving its withdrawal. Such written resolution shall state the proposed effective date of the withdrawal, the specific reason(s) for withdrawal, the benefits of withdrawal to the withdrawing board and its students, and the projected financial and educational impact of the proposed withdrawal upon SASED and the remaining member districts and their students.

2. The proposed effective date of withdrawal shall be July 1 of a future school year in accordance with the timelines set forth in this Agreement and *School Code* Section 10-22.31.

3. Within thirty (30) days after adopting the written withdrawal resolution, and no later than eighteen months (18) months prior to the proposed effective date of withdrawal, a member

board seeking withdrawal shall present such written resolution ~~and a petition to withdraw~~ to the Chairperson of the SASED Board of Directors and the Chairperson of the Governing Board, the SASED Executive Director, and the Superintendents of Schools for the remaining member districts by certified mail, return receipt requested, or personal delivery with receipt.

4. For the hearing required by *School Code* Section 10-22.31, the member board seeking withdrawal shall send prior written notice of the hearing to the Chairperson of the SASED Board of Directors and the Chairperson of the Governing Board, the SASED Executive Director, and the Superintendents of Schools for the remaining member districts by certified mail, return receipt requested, or personal delivery with receipt.

5. The member board seeking withdrawal also shall comply with all other applicable procedures, timelines, and notice requirements set forth in governing statute(s) and regulations, including *School Code* Section 10-22.31 and any applicable rules adopted by the Illinois State Board of Education within Title 23 of the Illinois Administrative Code.

~~2. Member Boards Concur: If all SASED member boards adopt written concurring resolutions agreeing to the proposed withdrawal, the withdrawing member board need not file a petition with the regional board of school trustees, or the applicable board(s) of school trustees or boards of education of the member districts, as may be applicable, seeking approval of the proposed withdrawal. Withdrawal will be effective on July 1 of the school year as proposed by the withdrawing member district in accordance with these Articles of Joint Agreement and following the approval of a written concurring resolution by all of the member boards. If all of the member boards adopt concurring resolutions, the withdrawing member board shall provide written notice of the approved withdrawal to the Illinois State Board of Education.~~

~~3. Member Boards Do Not Concur: If the SASED member boards do not adopt written concurring resolutions agreeing to the proposed withdrawal within one (1) year following the adoption of its written resolution approving withdrawal, the member board seeking withdrawal may appeal the disapproval to convene a hearing as set forth in applicable requirements of the Illinois School Code,105 ILCS 5/10-22.31(g). Such appeal shall be filed no later than fourteen (14) months following the member board's adoption of its written resolution approving the withdrawal. Withdrawal shall be effective on July 1 after approval of the withdrawal becomes final, or as may be otherwise provided under the *Illinois School Code*. In the event that the member board seeking withdrawal fails to file its petition with the regional board of school trustees, board(s) of school trustees or boards of education, as may be applicable, within fourteen (14) months following adoption of its written resolution approving withdrawal, the member board seeking withdrawal shall reinitiate the withdrawal process under subsection B.1 above.~~

C. Disposition of Assets and Liabilities:

Except as may be otherwise provided in these Articles of Joint Agreement, and as a condition of withdrawal, a member board seeking withdrawal shall be deemed to irrevocably waive any interest in the assets of SASED, including but not limited to real property, buildings, equipment and materials, and funds, provided, however, that SASED shall return to the withdrawing member board any unspent Federal IDEA Part B Funds generated by students in the withdrawing member district (i.e., "carryover"). The member board seeking withdrawal shall remain liable for its share of any SASED liabilities that arose or accrued before the effective date of withdrawal.

Such liabilities shall include, but not be limited to notes, bonds, and debt certificates; retirement incentives and other costs related to staff retirements, including employer contributions or other payments to the Illinois Teachers' Retirement System or the Illinois Municipal Retirement Fund; and the contractual continued service of certificated staff employed for joint agreement programs as determined pursuant to Sections 14-9.01, 24-11 and 24- 12 of the *Illinois School Code.* Unless otherwise provided by these Articles of Joint Agreement or by law, the withdrawing member board's share of SASED liabilities shall be determined based on the withdrawing member board's district enrollment as a percentage of the total current enrollment of all member districts as identified in the most recent fall enrollment count submitted to ISBE ~~last fall public school housing report~~ for each member district prior to the effective date of withdrawal.

D. Specific Financial Provisions Related to Withdrawal:

1. CHEC Building: If one or more of the 15 district members listed on Appendix A, which were members of SASED on July 1, 1997, withdraws in compliance with the procedure outlined in this Joint Agreement, that district is entitled to its share of the CHEC Building as previously agreed to by DIEC and SASED in the CHEC Agreement as may be amended.

2. Other Real Property: Other than as stated above in subsection 1, a withdrawing district shall not be entitled to any share of SASED's real property assets. ~~Improved and Unimproved Real Property (New Property): If a district that has a share in the New Property withdraws in compliance with the procedures outlined in this Joint Agreement, then that district is entitled to its share of the New Property based on the following formula:~~

~~District Enrollment~~ / ~~Total SASED Enrollment~~ × ~~Depreciated value of New Property (Effective end of fiscal year of withdrawal)~~

3. Cash and Personal Property: A withdrawing district shall not be entitled to any portion of SASED cash reserves, fund balances or personal property upon withdrawal from SASED, provided, however, that SASED shall return to the withdrawing district any unspent Federal IDEA Part B Funds generated by students in the withdrawing member district (i.e., "carryover").

A ~~In summary a~~ member district that seeks to withdraw without providing ~~fails to provide~~ timely notice of withdrawal will be liable for any and all resultant costs and liability due to the district's failure to give timely notice, including but not limited to the costs of any additional staff retained by SASED. In addition, a member district that fails to give timely notice of withdrawal shall forfeit all rights and interests in SASED real and personal property to which it would have been entitled upon withdrawal from SASED pursuant to this Article.

X. Amendments:

The following procedures shall be used in amending this joint agreement and by-laws:

A. A proposed amendment to this joint agreement may be submitted to the Board of Directors by any member district. Such proposed amendment must be in writing and must include an effective date and must be received by the Secretary of the Board of Directors at least the ten (10) calendar days prior to the date of the Board of Directors meeting at which the submitter wishes the proposed amendment to be considered.

B. If two-thirds of the Board of Directors members present and voting approve a proposed amendment, the proposed amendment shall be forwarded to the Board of Education of each member district of SASED for ratification.

C. A proposed amendment shall become effective upon its ratification by two thirds (2/3) of member districts' boards of education.

D. The ratification of a proposed amendment by a member district board of education shall be verified to the Board of Directors by written notification from the member district superintendent to the Secretary of the Board of Directors. A proposed amendment shall be deemed approved by the member district if the member district fails to take action on the proposed amendment and notify the Secretary of the Board of Directors of the district's vote within sixty (60) days after the Board of Directors forwards the proposed amendment to the member district.

XI. Member District Obligations:

A. Each member district expressly agrees:

1~~A~~. To work cooperatively through SASED and its governing structure, pledging to accept the minimum standards, policies, procedures, and guidelines adopted by the Board of Directors of SASED.

2~~B~~. To meet its financial commitments in a timely manner within guidelines established by the Board of Directors.

3~~C~~. To cooperate with all monitoring activities implemented by the Board of Directors and accept such sanctions as imposed by the Board of Directors.

4~~D~~. To adhere to the procedures and practices established by the Board of Directors regarding billing, grants, preapproval and claim forms, and any other items related to special education as outlined in this joint agreement, and as provided by federal and state laws, rules or regulations.

B. In addition, with regard to the debt instruments (e.g., bonds, notes, and/or debt certificates) to be issued during the 2026-2027 school year:

1. Each member district agrees to be jointly and severally liable for the payment of the debt instruments.

2. Each member district shall be obligated to pay the debt instrument based on its enrollment in SASED as a percentage of the total SASED enrollment of all member districts. The allocation of each member district will be recalculated every year as each member district's SASED enrollment, and as the percentage of all member districts' SASED enrollment,

changes. Repayment of the debt instruments shall be accomplished via tuition rates established by the Board of Directors and paid by member districts and any participating non-member districts, such that each tuition bill includes payment for a portion of the annual debt service due on the debt instrument. Debt service amounts paid by participating non-member districts shall reduce the aggregate amount of debt service paid by the member districts.

3. Notwithstanding the above provision (and except as provided in subsection a below), a withdrawing member board shall repay its share of the outstanding debt instruments, determined as follows: The withdrawing member board's share shall be determined based on the withdrawing member board's average student enrollment in SASED programs over the 5-year period immediately before the debt instruments were issued as a percentage of all member districts' average student enrollment in SASED programs over the 5-year period immediately before the debt instruments were issued. The withdrawing member board shall have the option to pay its share of the outstanding debt instruments (i) on an annual basis, as a percentage of the annual debt service due on the debt instrument until the debt instrument is paid in full, or (ii) as a lump sum payment, as a percentage of all remaining debt service due on the debt instrument to maturity.

   a. However, a member district will not be obligated to repay its share of the outstanding debt instruments upon withdrawal if all of the following criteria are met:

      i. On or before June 30, 2026, the member district serves a written Letter of Intent to Withdraw on the Executive Director, the Chairperson of the Governing Board, and the Chairperson of the Board of Directors; and
      ii. On or before December 31, 2026, the member district adopts a written resolution approving withdrawal effective July 1, 2028; and
      iii. The member district complies with the withdrawal provisions set forth in this Agreement and applicable law; and
      iv. The member district actually withdraws effective July 1, 2028.

   b. If a member district elects to pursue withdrawal from SASED in accordance with Section XI(B)(3)(a) (above) and adopts the withdrawal resolution, the member district shall not be permitted to rescind its decision to withdraw from SASED.

XII. Dissolution of SASED:

SASED may be dissolved by the approval of a written resolution by all of the member boards of education. For dissolution to take effect, all such resolutions must be adopted within a twelve-month period. Dissolution will be effective on July 1 following the approval of a written resolution by all of the member boards, or on such other July 1 as all of the member boards' resolutions authorize. In the event of dissolution, the Joint Agreement's assets will be liquidated and the net proceeds thereof, after satisfaction of liabilities, distributed to the boards of education that were members of the Joint Agreement on the date when the last member board approved the written resolution for dissolution.

In the event SASED dissolves, SASED's assets will be distributed as follows:

A. The SASED buildings or real property will be offered for sale to the SASED's successor, if any ("Successor") or SASED's current member district/s, at the average appraised value based on a minimum of two appraisals with payment agreements interest free over a 15 or 20 year period.

If the Successor or one of SASED's member districts does not purchase the building/s, the Board of Directors will place the site/s on the commercial market.

After the property has been sold, the net proceeds will be distributed to the appropriate member districts utilizing the preceding average ten (10) year enrollment of the member districts. Those districts entitled to a share of improved or unimproved real property upon withdrawal from SASED pursuant to Article IX shall be entitled to a share upon dissolution.

The education equipment and materials assigned to student programs will be transferred to the Successor with the stipulation that it is the Successor's intent to operate these programs for more than two (2) years. If no Successor exists, the equipment and material will be sold with non-program equipment and materials.

Any non-program equipment and materials will be offered at an auction and assets distributed to the member districts utilizing the average preceding ten (10) year enrollment of the member districts.

B. Personnel reimbursement generated by SASED during the school year prior to dissolution will be distributed when forwarded by ISBE to the Regional Office of Education and flow to the Successor of that position (employee), if any, except for User Fee positions.

   Personnel Reimbursement for User Fee positions will be disbursed as follows:

   1. Program User Fee Teachers and Program User Fee Teacher Assistants (not one- to-one aides) will flow to the Successor with the stipulation that it is the Successor's intent to operate the programs for more than two (2) years based upon the five (5) year average user fee use for the position.

   2. The Reimbursement for the remaining User Fee positions will be distributed utilizing the average prior five (5) year enrollment of the member districts.

C. The SASED grant carryover funds will be allocated to member districts as determined by the Board of Directors, provided, however, that SASED shall return to each member district any unspent Federal IDEA Part B Funds generated by students in the member district (i.e., "carryover").

D. The self-insurance fund balance of SASED, if any, will be allocated for residual claims based on the current Plan Document (School Association for Special Education/DuPage County Health Care Plan) and any fund balance (residual or deficiency) be distributed/charged based on the employees participating in the SASED Health Care Plan, i.e., to the Successor at the time of dissolution.

E. Any remaining fund balances and/or deficits will be distributed and/or charged to SASED's current member districts utilizing the average prior ten (10) year enrollment of the member districts.

XIII. Professional Worker Teaching Schedule

Any full-time professional (i.e., "qualified") worker employed by SASED who spends more than fifty percent (50%) of his/her time in one member school district shall not be required to work a different teaching schedule than the other professional workers in that member district.

XIV. Effective Date:

This revised Joint Agreement will become effective _____, 2026 ~~May 1, 2023~~ upon passage and ratification by two thirds of the member districts.

APPENDIX A
MEMBER DISTRICTS OF SASED
AS OF JULY 1, 1997

Keeneyville Elementary School District 20

Benjamin School District 25

West Chicago Elementary School District 33

Winfield Elementary School District 34

Downers Grove Grade School District 58

Maercker District 60

Cass School District 63

Center Cass School District 66

Woodridge School District 68

Puffer Hefty School District 69

Community High School District 94

Community High School District 99

Community Consolidated School District 180

Community Unit School District 201

Lisle Community Unit School District 202

APPENDIX B
MEMBER DISTRICTS OF SASED
AS OF JULY 1, 2004

Keeneyville Elementary School District 20

Benjamin School District 25

West Chicago Elementary School District 33

Winfield Elementary School District 34

School District 45, DuPage County

Salt Creek School District 48

Downers Grove Grade School District 58

Maercker District 60

Cass School District 63

Center Cass School District 66

Woodridge School District 68

DuPage High School District 88

Community High School District 94

Community High School District 99

Community Consolidated School District 180

Community Unit School District 201

Lisle Community Unit School District 202

Elmhurst Community Unit School District 205

Exhibit B

RESOLUTION OF BOARD OF EDUCATION OF
_____ SCHOOL DISTRICT NO. ___
RATIFYING PROPOSED AMENDMENTS TO THE
SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DuPAGE
ARTICLES OF JOINT AGREEMENT

WHEREAS, the Board of Education of _____School District ___ ("Board") is a member of the School Association for Special Education in DuPage ("SASED"); and

WHEREAS, at its June 10, 2026 meeting, the SASED Board of Directors approved proposed amendments to the SASED Joint Agreement/By-Laws by the required two-thirds (2/3) vote, a copy of which amendments are attached hereto as Exhibit A; and

WHEREAS, the proposed amendments to the SASED Joint Agreement/By-Laws, are to be effective upon ratification by two-thirds (⅔) of the member districts' boards of education, and are intended to enhance provisions regarding new member districts, remove outdated language relating to the Governing Board and Board of Directors, clarify terms pertaining to Board voting and attendance at Board meetings, add specific provisions relating to anticipated debt instruments and real estate transactions, clarify related terms, and comply with changes in applicable law (including, but not limited to, statutory changes relating to withdrawal); and

WHEREAS, pursuant to the terms of the current SASED Joint Agreement/By-Laws, proposed amendments become effective once ratified by at least two-thirds (2/3) of the SASED member district boards of education, including a member district's failure to act upon the proposed amendment and notify the Secretary of the Board of Directors within sixty (60) days from issuance of the notice of the proposed amendment; and

WHEREAS, the Board has reviewed and considered the proposed amendments to the Joint Agreement/By-Laws attached hereto as Exhibit A and has determined that the same are appropriate

Exhibit B

for ratification.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board as follows:

Section 1. The Board hereby approves and ratifies the proposed amendments to the Joint Agreement/By-Laws which are attached as Exhibit A.

Section 2. The Board directs its Superintendent to send to the Secretary of the SASED Board of Directors a copy of this Resolution as evidence of this Board's approval of the Joint Agreement/By-Laws.

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

Member _____ moved that the foregoing resolution be adopted and Member _____ seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYES: _____

NAYS: _____

ABSENT: _____

The President declared the motion carried and the Resolution duly adopted.

Board of Education of _____
School District No. ___, DuPage County

By: _____
President

Attest: _____
Secretary

Date: _____

Exhibit B

STATE OF ILLINOIS)
) SS
COUNTY OF DuPAGE)

CERTIFICATION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of _____ School District No. ____, DuPage County, Illinois ("the Board"), and as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete copy of the Resolution adopted by the Board at its meeting held on the _____ day of _____ 2026, said Resolution entitled:

RESOLUTION OF BOARD OF EDUCATION OF _____ SCHOOL DISTRICT NO. ___ RATIFYING PROPOSED AMENDMENTS TO THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DuPAGE ARTICLES OF JOINT AGREEMENT

a true, correct and complete copy of which said Resolution as adopted at said meeting appears in the minutes of said meeting.

I do further certify that the roll call vote taken adopting said Resolution was conducted openly, that said meeting was called and held at a specified time and place convenient to the public, that said meeting was called and held in strict compliance with the provisions of the *Open Meetings Act* of the State of Illinois, as amended, and that the Board of Education has complied with all of the provisions of said *Act* and with all of the procedural rules of the Board.

IN WITNESS WHEREOF, I hereunto affix my official signature this _____ day of _____, 2026.

Secretary, Board of Education of _____ School District No. ____, DuPage County, Illinois

_____
Secretary

School Association for Special Education in DuPage
Teaching ♦ Leading ♦ Believing

Dr. Kim Dryier
Executive Director

INFORMATIONAL

To: SASED Board of Directors
From: Dr. Kim Dryier
Date: June 10, 2026
Re: Committee Updates

Summary: Below are updates for the SASED Board committees:

Facilities Planning Committee- May 27, 2026

The Facility Committee reviewed updates to potential properties. We are still awaiting a response from the bank regarding the offer SASED made back in April. The committee also discussed the need to employ a construction manager for projected construction needs. The team discussed the pros and cons of contracting with a construction manager associated with our current architect firm and an independent construction manager. Once a property is determined, Dr. Dryier will issue an RFP for a construction manager and include district reps in the process.The Board of Directors will need to ultimately approve the contract once selected. A poll will be shared with members of the Facility Committee to determine a potential meeting date over the summer if needed.

Finance Committee- June 3, 2026

Tammie Schmallo and Anjali Vij presented to the Finance Committee and several other members of our Board of Directors and district CSBO's. The goal of the presentation was to share each district's projected Allocation Certificate Cost, each district's debt capacity, and to discuss options for the length of the debt. This is the handout that was shared. Dawn Hinkle also attended the meeting and she, Tammie, and Anjali addressed all the previously identified questions posed as well as new questions. A recommendation for the length of the debt will be brought forward by the Finance Committee at a later date, once a building is secured and a strong estimate for construction is received. All questions regarding the revised bylaws were addressed as well. SASED was asked to provide the Board of Directors with the five year SASED enrollment by district for the previous 5 years.

Policy Committee- No Meetings Scheduled

School Association for Special Education in DuPage
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Dr. Kim Dryier
Executive Director

INFORMATIONAL

To: SASED Board of Directors
From: Dr. Kim Dryier
Date: June 10, 2026
Re: Executive Director Report

SASED EOY Strategic Plan Update Part 2

Dr. Vanderwoude will be presenting an update from our Programs. You can see her presentation here.

Operations:

No new information is available to share regarding the acquisition of a property. SASED remains waiting for a response from the bank. More information will be shared as it becomes available.

End of Year:

SASED's programming officially ended on June 5th, although most of our programs ended on May 22. ESY started this week. SASED has much work to complete over the summer. We need to ensure all our moves are completed by the first week in August and all of tech is labeled, cleaned, and working. We will be hosting many professional development opportunities for our staff. Leadership will be working on program improvements as well as reviewing and extending our strategic plan. Lastly, much attention will continue to be placed on facilities and moving forward with our building acquisition. SASED continues to recruit new candidates for open positions.

School Association for Special Education in DuPage
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Dr. Kim Dryier
Executive Director

ACTION ITEM

To: SASED Board of Directors

Via: Dr. Kim Dryier
From: Rachel Wisniewski, Assistant Director of Business CSBO
Date: June 10, 2026
Re: Approve the Collective Bargaining Agreement between SASED and the SASED Education Association, IEA-NEA

Summary: The School Association for Special Education in DuPage County (SASED) Education Association, IEA-NEA (SEA), currently operates under a collective bargaining agreement that expires on June 30, 2026. Representatives of SASED and the SEA have engaged in collective bargaining and reached a tentative 3-year successor agreement. The agreement has been ratified by the bargaining unit membership and is being presented to the Board of Education for final approval. The proposed agreement reflects the collaborative efforts of both parties to support employees while maintaining fiscal responsibility and operational effectiveness.

Financial Impact: The proposed agreement includes salary schedule index increases of 1.5% in each year of the three-year term. When combined with projected step and lane movement, these index increases are estimated to result in salary schedule increases of approximately 3.6%, 3.28%, and 3.19% in Fiscal Years 2027, 2028, and 2029, respectively, or 10.07% over the term of the agreement.

Additional economic provisions include modifications to the retirement incentive, increased compensation rates in Appendix E, and the creation of Appendix F activity stipends. Because participation in these provisions is dependent upon employee eligibility, administrative approval, and operational need, the total financial impact of the agreement cannot be precisely determined in advance.

The Business Department will monitor the costs associated with all economic provisions throughout the term of the agreement. Administration will manage and approve extra-duty compensation opportunities to ensure the overall cost of the agreement remains within the Board-authorized limit of 12% over the three-year contract term.

Recommended Action: SASED Administration requests that the Board of Directors approve the Collective Bargaining Agreement between SASED and the SASED Education Association, IEA-NEA for the term July 1, 2026, through June 30, 2029, as presented.



AGREEMENT

SCHOOL ASSOCIATION FOR SPECIAL EDUCATION DUPAGE EDUCATION ASSOCIATION, IEA-NEA

AND

SCHOOL ASSOCIATION FOR SPECIAL EDUCATION DUPAGE BOARD OF DIRECTORS

2026-2029

Table of Contents

ARTICLE I--RECOGNITION, DEFINITIONS AND PROCEDURES 1
1.1 Recognition 1
1.2 Definitions 1
1.3 Negotiation Procedures 1
ARTICLE II--ASSOCIATION RIGHTS, FAIR SHARE, MANAGEMENT RIGHTS & NO STRIKE 2
2.1 Association Rights 2
2.2 Management Rights 4
2.3 No Strike 4
ARTICLE III--LEAVES 4
3.1 Type of Leaves 4
A. Sick Leave 4
B. Personal Business Leave 5
C. Bereavement Leave 6
D. FMLA Leave 6
E. Extended Leave of Absence 7
3.2 Conditions of Leaves 8
A. Salary Schedule Advancement 8
B. Waiver of Unemployment Compensation 8
C. Insurance Coverage 8
D. Return From All Leaves of Absence 8
3.3 Professional Leaves and Conferences 8
3.4 Workers' Compensation 8

ARTICLE IV--GRIEVANCE PROCEDURE 9
4.1 Definitions 9
4.2 Procedure 9
4.3 Initiating Grievance at Step B 11
4.4 No Reprisals Clause 11
4.5 Release Time 11
4.6 Filing of Materials 11
4.7 Grievance Withdrawal 11
ARTICLE V--COMPENSATION 12
5.1 Compensation 12
A. Compensation Schedules for Teachers, Speech Language Pathologists, Certified School Counselors and Orientation and Mobility Specialists 12
B. Compensation Schedules for Certificated Behavior Management Specialists, Certified School Nurses, Certificated Psychologists and Certificated Social Workers 12
C. Increases to Base Compensation 13
D. Lane Changes as a Result of Additional Education 13
E. Prior Service Credit 14
5.2 Advanced Training 14
5.3 Withholding Vertical Advancement 14

5.4 Student Teaching....14
5.5 Reimbursement for Use of Personal Vehicle....14
5.5.1. Standard Mileage Reimbursement....14
5.5.2. Additional Reimbursement for Extraordinary Use of Personal Vehicle....15
5.5.3. Driving Stipend....15
5.5.4. Reimbursement of Deductible....15
5.6 Salary Balance....15
5.7 Insurance....15
5.7.1 Life Insurance....15
5.7.2 Medical Insurance....15
5.7.3 Group Disability Insurance....16
5.7.4 Dental Insurance....16
5.7.5 Medical Reimbursement Account....17
5.7.6 Dependent Care Reimbursement Account....17
5.8 Payments Remitted to the Illinois Teacher Retirement System....18
5.9 Supplemental Jobs....18
5.10 Retirement Enhancement Program....19
5.11 Compensation for Voluntary Extra Duties....22
5.12 Longevity....22
5.13 Tuition Reimbursement....23
5.14 Insurance Committee....24
5.15 Bus Duty....24
5.16 Set Up Days....25
ARTICLE VI--PROFESSIONAL RELATIONS 25
6.1 Evaluation....25
6.2 Association-Director Meetings....26
6.3 Personnel Files....27
6.4 Professional Conduct....27
6.5 New Employee Orientation and Mentoring Program....27
6.6 Program Feedback Process....28
ARTICLE VII--EMPLOYMENT CONDITIONS 28
7.1 Definition of Responsibilities and Rights....28
7.2 Physical Facilities....28
7.3 Required Meetings....28
7.4 Class Size....29
7.5 School Term....29
7.6 Plan Time....30
7.7 Internal Substitution....30
7.8 Vacancies and Notices....31
7.9 Employee Day....32
7.10 Discipline....33
7.11 Health and Safety....33
7.12 Parent-Teacher Conferences....34
7.13 Procedures for Reduction in Certificated Employees with a PEL....35
7.14 Job Sharing....35
7.15 Pay Periods....36

7.16 Supplies/Budgets 36
A. Classroom Supplies 36
B. Reimbursement for Supplies 37
ARTICLE VIII--TERMINATION OF AGREEMENT **37**
8.1 Savings Clause 37
8.2 Effective Date and Duration 37
APPENDIX A—Hourly Rates **39**
APPENDIX B—Activity Stipends **40**

ARTICLE I--RECOGNITION, DEFINITIONS AND PROCEDURES

1.1 Recognition

The S.A.S.E.D. (School Association for Special Education DuPage) Board of Directors, hereinafter referred to as the "Board," hereby recognizes the School Association for Special Education DuPage Education Association, IEA-NEA, hereinafter referred to as the "Association" as the exclusive and sole negotiation representative of:

Included: full-time and part-time licensed (certificated) employees employed by S.A.S.E.D. to include: teachers, certified school nurses, speech language pathologists, school counselors, school psychologists, school social workers, behavior management specialists and orientation and mobility specialists.

Excluded: All persons employed by S.A.S.E.D. in the following positions/job titles: all physical therapists, occupational therapists, supervisory, managerial, confidential or short-term employees as defined in Section 2 of the Illinois Educational Labor Relations Act, 115 ILCS 5/1, et seq.

1.2 Definitions

The term "Employee" when used hereinafter in this Agreement, shall refer to all those represented by the Association in the negotiating unit as determined above.

Unless otherwise noted, the term "Teacher" when used hereinafter in this Agreement, shall refer specifically to the certificated teachers, school nurses, speech language pathologists, orientation and mobility specialists and school counselors represented by the Association in the negotiating unit.

1.3 Negotiation Procedures

A. The Board agrees to participate in good faith negotiations with the duly designated representatives of the Association and further agrees that it will not negotiate with any other employees' organization or any employee individually on matters covered by this Agreement.

The Board and Association agree that they will confer upon their respective representatives the necessary power and authority to make proposals, counterproposals, and tentative agreements. When tentative agreement is reached on all matters of negotiations, the items will be reduced to writing and submitted to the Association for ratification and to the Board for official approval.

B. Within thirty (30) days of ratification of this Agreement, sufficient copies of this Agreement shall be prepared for distribution by the Association to each employee,

plus twenty-five (25) copies for the Board. The cost of reproduction shall be shared equally by the Association and Board.

C. Negotiations shall begin no later than March 1, unless both parties agree to an alternate date. Meetings will be held as necessary at times and places agreed to by both parties. If agreement is not reached by July 1st of the forthcoming school year, the parties shall jointly request a mediator from the Federal Mediation and Conciliation Service (FMCS), unless the parties jointly agree not to do so. Either party can invoke mediation within fifteen (15) days of the start of the school year.

D. If by mutual agreement negotiations are conducted during regular work hours, released time shall be provided for the Association's negotiating committee members. This released time is not to be deducted from the Association leave time.

ARTICLE II--ASSOCIATION RIGHTS, FAIR SHARE, MANAGEMENT RIGHTS & NO STRIKE

2.1 Association Rights

A. The Board shall make available on the SASED website a current copy of the Board's policies and procedures. The Board shall make every effort to maintain a current copy of the Board's policies and procedures in the SASED Central Office and on the SASED Website. The Board shall also provide the Association President with a copy of such policy.

B. A copy of the agenda of the regular meetings and a summary of such meetings of the Board shall be posted on the website. The Association President shall also receive a copy of each agenda.

C. The Association shall have the right to:

1. Use school buildings under Board control for Association meetings, provided the Association shall reimburse the Board for any special custodial charges incurred and any damages occasioned by such use. Request for the use of such building shall be submitted to the principal at least two (2) days in advance.

   Use shall not interfere with any previously scheduled use of the facility. This subsection shall not be applicable unless at least ninety percent (90%) of those in attendance (if such attendance is fifteen (15) or more persons) are employees of the Board or family members of such employees.

2. Use employee mailboxes and school bulletin boards for the purpose of Association communication. All such communications shall contain no material which attacks the character of any Board member or employee.

3. Use Board computer and/or copier machines outside of the employee workday or, with express knowledge of Administration, and when such are not required for Board purposes, provided the Association shall promptly reimburse the Board for all consumable materials used, machine charges, and damage occasioned by such use.

D. The Board shall provide the President of the Association with a complete listing of names, addresses, phone numbers, schools, and program classifications of all employees promptly, but not to exceed forty-five (45) calendar days after the beginning of the school term. Names, addresses and phone numbers of newly hired employees shall be provided to the Association within fourteen (14) calendar days of hire.

E. The Association shall be permitted, with the approval of the Director, to utilize up to six (6) days per school year for Association activities. The Association will also be allowed to request two (2) additional days per year for Association activities. All costs associated with the utilization of those additional days (i.e. substitutes) will be the sole responsibility of the Association. Notice of intention to utilize such days, including the identities of the employee (s) involved, shall be given to the Director or designee no later than 10:00 a.m. on the third working day prior to the day to be used for Association business. By mutual agreement of the Association President and the Director or designee, less notice may be granted provided there is no negative impact on the Association member's assignment. No more than three (3) employees from a given program may participate in Association activities on any given day.

F. For the purposes of subsection E., a program is defined as the Southeast Alternative School, Supportive Learning Environment, Deaf and Hard of Hearing Program, Visually Impaired Program, Itinerant Program, Transition Program, Supportive Medical Needs Program, and the School Improvement Instructional Support Program (including Assistive Technology).

G. Attendance at Board Meetings: For any Board meetings occurring during school hours, up to two (2) Association members from two (2) separate classrooms shall receive release time to travel to and attend the meeting upon providing one (1) week's prior notice of such intent to attend via e-mail to the Executive Director.

2.2 Management Rights

The Board of Directors retains and reserves the ultimate responsibility for proper management of SASED conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including, but not limited, to the responsibility for the right:

A. To maintain executive management and administrative control of SASED and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.

B. To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions of their continued employment, and their dismissal or demotion, their assignment, and to promote and transfer all such employees.

C. To establish programs and courses of instruction for all students.

D. To delegate authority through recognized administrative channels for the development and organizations of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.

E. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and other employees with respect thereto, and non-classroom assignments.

The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board shall be limited by the specific and express terms of this Agreement.

2.3 No Strike

The Association shall not engage in nor encourage the participation of any employee in a strike against SASED during the term of this agreement.

ARTICLE III--LEAVES

3.1 Type of Leaves

A. Sick Leave

Each employee shall be entitled to fourteen (l4) sick leave days per school term without loss of pay. Sick leave may be taken in hourly, half-day or full-day increments. Sick leave shall accumulate to a maximum of (340) days, or as

otherwise provided by law, or the number of days accumulated by the employee on the effective date of this Agreement, whichever shall be the greater. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. Immediate family shall be defined as parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardian, or an individual residing in the household. The Executive Director may require a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, an advanced practice nurse who has a written collaborative agreement with a collaborating physician that authorizes the advance practice nurse to perform health examinations, or a physician's assistant who has been delegated the authority to perform health examinations by his/her supervising physician, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of the employee's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as the Executive Director may deem necessary in other cases. If the Executive Director requires a certificate for pay during leave of less than three (3) days, the Board shall pay the expenses incurred by the employee in obtaining the certificate.

B. Personal Business Leave

Each employee shall be entitled to four (4) half days of personal business leave per school term without loss of pay. Unused leave shall be added to accumulated sick leave at the end of the day on the last day of school.

Written notification for such leave shall be made to the Director or designee, at least two days prior to the desired onset of such leave, providing that in an emergency, such notice shall be given as soon as feasible. Such leave shall not be utilized during the first five (5) or the last five (5) employment days of the school term or on the day preceding or following a school holiday or recess period, provided the foregoing may be waived by the Director in his/her sole discretion for good cause shown and such waiver shall be non-precedential. Personal business leave may be utilized for illness, and it also shall be applicable for observance of a religious holiday of the employee's faith and/or bereavement of other than a family member. Such leave shall not be granted for purposes of recreation, accompanying another on a trip, a job interview, any activity likely to produce income (taxable as ordinary income), or to participate in any form of work stoppage or protest.

If the employee certifies to the Director or designee that two (2) days of personal leave have been used for taking part in religious services observances or recognized religious holidays of his/her faith not otherwise scheduled as school holidays, a third day can be granted.

In addition, the Director or designee shall grant to each employee up to one (1) day of paid leave for emergencies to be approved as soon as possible. Emergency leave may be utilized for illness. Unused emergency leave during the school year shall accumulate as sick leave and will be added to accumulated sick leave at the end of the day on the last day of school.

The Director or designee shall approve all personal business leave. No more than three (3) employees from a program can be approved on any given day for personal business leave.

C. Bereavement Leave

Employees shall be granted up to three (3) days of paid bereavement leave for the death of an immediate family member. The immediate family shall be defined as in 3.1 A. In case of death in the employee's immediate family, an employee may request and the Director may grant more time, if needed, and such time shall be deducted from the employee's accumulated sick leave. Bereavement leave shall not accumulate in any form.

D. FMLA Leave

All eligible employees may take a FMLA leave for:

a. The birth and first-year care of a son or daughter;

b. The adoption or foster placement of a child;

c. The serious health condition of an employee's spouse, parent, or child;

d. The employee's own serious health condition; and

e. Because of any qualifying exigency (as the Secretary of Labor shall, by regulation, determine) arising out of the fact that the spouse, or a son, daughter or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation.

1. To be eligible for family and medical leave, an employee must be employed by SASED for at least twelve (12) months (the 12 months need not be consecutive) and have actively worked for at least 1000 hours during the twelve (12) month period immediately before the beginning of the leave.

2. Eligible employees may use family and medical leave, guaranteed by the Federal Family and Medical Leave Act, for up to a combined total of twelve (12) weeks each rolling year. The twelve (12) month period during which the twelve (12) weeks of leave entitlement occurs shall be calculated based upon a

rolling twelve (12) month period looking backward to the employee's use of leave over the immediately preceding 12 months.

It is understood that weeks when school is not in session do not count as FMLA weeks.

3. Notice Requirements: The employee is required to notify the Director or designee not less than thirty (30) days before the date the leave is to begin. However, in the event that thirty (30) days' notice is not possible, the employee must give the Director or designee as much notice as is practicable. ("As soon as practicable" generally means at least verbal notice to the Director or designee within one (1) or two (2) business days of learning of the need to take FMLA leave.)

4. During a family and medical leave, employees are entitled to continuation of health benefits that would have been provided if they were working. If the employee fails to return to work after the employee's FMLA leave has been exhausted or expires, SASED may recover its share of health plan premiums during the period of FMLA unless the reason the employee does not return is due to:

    a. The continuation, recurrence or onset of a serious health condition of the employee or employee's family member which would otherwise entitle the employee to leave under FMLA; or

    b. Other circumstances beyond the employee's control as stated in the FMLA of 1993.

5. An employee returning from a FMLA leave shall be returned to the position the employee would have held if the leave had not been taken.

6. A non-tenured employee who qualifies and is granted an FMLA leave and who returns within the twelve (12) weeks allowed, shall not suffer a loss of tenure status.

E. Extended Leave of Absence

The Board may grant an employee a leave of absence for a period not to exceed one (1) year for any purpose consistent with the objectives of the Cooperative. Such leaves shall be in the sole discretion of the Board and non-precedential with respect to any other leave of absence sought and/or granted to such employee and/or any other employee.

3.2 Conditions of Leaves

A. Salary Schedule Advancement

Any employee who has worked one hundred (100) or more school days in a school term shall be entitled to advancement on the salary schedule.

B. Waiver of Unemployment Compensation

A condition of any unpaid leave of absence shall be the waiver by the employee of any claim to unemployment compensation during the term of such leave or any recess or vacation period adjacent thereto.

C. Insurance Coverage

An employee on unpaid leave of absence may continue all Board-paid insurance in effect, with the consent of the carrier, by paying all premiums therefore in a timely manner to the SASED Business Office or designee.

D. Return From All Leaves of Absence

In all instances where an employee is granted an unpaid leave of absence prior to March 1 for the remainder of the school term or for a full school term, as a condition thereof, the employee shall advise the Director or designee in writing by March 1 prior to the termination of such leave that he/she intends to return to employment. Failure to timely advise the Director or designee of intent to return as required by the preceding sentence shall be treated as an election not to return to employment and as a resignation from the Cooperative.

3.3 Professional Leaves and Conferences

The Director may grant a leave of absence with or without pay to employees to attend professional conferences and/or training sessions. The Director may also provide for the reimbursement of expenses incurred while attending such conferences or sessions. The granting or withholding of such leave of absence shall be within the sole discretion of the Director and shall be non-precedential with respect to any other request for such leave by such employee or by any other employee. The Administration shall make available to employees information concerning professional conferences that the Administration deems appropriate and information on SASED workshops on the SASED website.

3.4 Workers' Compensation

Any employee who suffers a job-related illness or injury that results in temporary total disability under applicable Workers' Compensation statutes, may use accumulated sick leave days during the period he/she is absent from work, according to the following provisions.

1. For each day the employee is unable to work, but receives no temporary total disability compensation, he/she may use a full sick leave day;

2. For each day the employee is unable to work, and receives temporary total disability compensation, he/she may use one-third (1/3) of a sick leave day, providing that such fractional sick leave days must be taken in groups of three (3) so that the amount of sick leave available to employees is always calculable in full-day increments;

3. An employee may not use a full sick leave day if temporary total disability is paid, because no more than 100% of regular compensation will be paid.

ARTICLE IV--GRIEVANCE PROCEDURE

4.1 Definitions

A. A grievance is any claim by the Association or employee(s) that there has been violation, misinterpretation, or misapplication of the terms of this Agreement.

B. All time limits shall be employee employment days (i.e. work days) except during the summer recess when days shall mean those when the business office shall be operating.

C. One (1) Association representative shall have the right to be present and to represent the Association at any meeting, hearing, appeal, or other proceedings relating to a grievance which has been formally presented. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

4.2 Procedure

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

STEP A. The filing of the grievance at this step shall be no later than twenty (20) work days following the occurrence complained of as the basis for the grievance or within twenty (20) work days of when the occurrence may reasonably be ascertained. The employee or the Association may present the grievance in writing to the supervisor immediately involved who will arrange for a meeting to take place within ten (10) work days after receipt of the grievance. Not to exceed

two (2) representatives of the Association, the aggrieved employee (if any), and the immediately involved supervisor and his/her invitees shall be present for the meeting. The employee shall receive a written response to the grievance within ten (10) work days of the STEP A meeting date.

STEP B. If the grievance is not resolved at Step A, then the Association and/or the employee may refer the grievance to the Director or designee in writing within ten (10) work days after receipt of the Step A answer the Director or designee shall arrange for a meeting to take place within ten (10) work days of his/her receipt of the appeal. Each party shall have the right to include in its representation at the meeting such witnesses and representatives, not to exceed two (2) representatives of the Association, as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the meeting, the Director or designee shall have ten (10) work days in which to provide his/her written decision with reasons to the grievant, with a copy to the Association.

STEP C. Within ten (10) work days after receiving the Step B decision of the Executive Director, the Association may request a Grievance Mediation session through the Federal Mediation and Conciliation Services (FMCS). Upon receipt of written notification of intent, the Executive Director or his designees shall submit the request to FMCS.

Grievance mediation is a voluntary, informal and confidential process. It is understood by both parties that the mediator has no authority to compel the resolution of the grievance. Procedures to be utilized during the mediation process are within the domain of the FMCS mediator and cannot be mandated by either party.

All statements by the parties, participants or the mediator shall not be used for any purpose whatsoever in any pending or subsequent proceedings on the matter. If the grievance is not resolved at Step C the Association may proceed to Step D. At least one meeting with the mediator must occur before proceeding to Step D.

STEP D. If the Association is not satisfied with the disposition of the grievance at Step C the Association may submit the grievance to binding arbitration. The American Arbitration Association shall act as the Administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) calendar days of the date of the Step C conclusion, the grievance shall be deemed withdrawn.

1. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which were not previously disclosed to the other party.

2. The arbitrator shall have no power to alter the terms of this Agreement.

3. The arbitrator is empowered to include in any award such financial reimbursements or other remedies as he judges to be proper.

4. Each party shall bear the full costs for its representation in the arbitration. The costs of the arbitration and of the AAA shall be divided equally between the Board and the Association.

5. If either party requests a transcript of the proceeding, the party shall bear the full costs for the transcript. If both parties order a transcript, the cost of the transcripts shall be divided equally between the Board and the Association as well as the cost of the transcript to be furnished the arbitrator.

4.3 Initiating Grievance at Step B

Grievances involving more than one program or multiple programs or locations and grievances involving an administrator above the program level may be initially filed by the Association at Step B.

4.4 No Reprisals Clause

No reprisals of any kind shall be taken by the Board or the administration against any employee because of his/her participation in this grievance process.

4.5 Release Time

Should the processing of any grievance require that an employee(s) or an Association representative(s) be released from his/her their regular assignment(s), he/she shall be released without loss of pay or benefits.

4.6 Filing of Materials

All records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

4.7 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

ARTICLE V--COMPENSATION

5.1 Compensation

In no event will an employee's total annual year to year creditable earnings increase exceed six percent (6%), except that this limit shall not apply as follows:

1. The above limit will not apply with respect to payments made in accordance with approved timesheets for the following:

    a. Voluntary extra duties pursuant to Section 5.11 of the CBA;
    b. Bus duty pursuant to Section 5.15 of the CBA;
    c. Set up days pursuant to Section 5.16 of the CBA;
    d. Missed plan time pursuant to Section 7.6 of the CBA;
    e. Internal substitution pursuant to Section 7.7 of the CBA;
    f. Stipend work identified in Appendix A of the CBA;
    g. Stipend work identified in Appendix B of the CBA; and
    h. Work in an extended school year (ESY) position.

2. Lane changes that exceed 6% will be implemented as follows: When an employee's lane change would result in a salary increase in excess of 6%, the employee's salary will be increased by 6% in the first year of the lane change and up to 6% each year thereafter until the employee is receiving the applicable salary.

A. Compensation Schedules for Teachers, Speech Language Pathologists, and Orientation and Mobility Specialists

The Compensation Schedules for the 2026-2027, 2027-2028, and 2028-2029 school years of this Agreement for teachers, speech language pathologists, and orientation and mobility specialists are set forth in Appendix C attached to and incorporated into this Agreement.

B. Compensation Schedules for Certificated Behavior Management Specialists, Certified School Nurses, Certificated Psychologists, Certificated Social Workers, and Certified School Counselors

The Compensation Schedules for certificated behavior management specialists, and the Compensation Schedules for psychologists, social workers, and certified school counselors for the 2026-2027, 2027-2028, and 2028-2029 school years are set forth in Appendix C attached to and incorporated into this Agreement.

C1. Increases to Base Compensation

Base compensation increases (i.e., increases at BS1 on the indexed salary schedules) during the term of this Agreement, as reflected in the salary schedules in Appendix C, will be as follows:

Effective at start of the 2026-2027 school year, base compensation will increase by 1.5% over the 2025-2026 base compensation rates;

Effective at start of the 2027-2028 school year, base compensation will increase by 1.5% over the 2026-2027 base compensation rates;

Effective at start of the 2028-2029 school year, base compensation will increase by 1.5% over the 2027-2028 base compensation rates;

C2. For employees who are not on the salary schedule during the 2025-2026 school year due to the limit on 6% increases, said employees will be placed back on the salary schedule at the appropriate step and lane, as follows:

a. The following employees will be placed back on the salary schedule for the 2026-2027 school year: Any employee whose return to the salary schedule will result in an increase in creditable earnings of six percent (6%) or less.

b. For any employee who is not returned to the salary schedule for the 2026-2027 school year in accordance with subsection a, above: The employee will receive a salary increase of six percent (6%) for the 2026-2027 school year, then salary increases of up to six percent (6%) each school year thereafter until the employee can be returned to the appropriate step and lane of the salary schedule.

C3. Each employee who begins employment with SASED during the 2026-2027, 2027-2028, or 2028-2029 school term will receive a one-time, non-compounding signing bonus of $1,500. The bonus will be paid after the employee completes one full school term, paid upon the employee's return in the following school term. The bonus will not become part of the employee's base salary and will not otherwise be included in base salary for purposes of future salary increases or any other purpose.

D. Lane Changes as a Result of Additional Education

Lane changes become effective upon receipt by the Director or designee of official transcripts evidencing that a lane change is appropriate and must be submitted no later than September 1 in order for the lane change to be effective for the current school year. Lane changes will not be made retroactively. Employees are limited to one lane change (with movement of not more than one lane) per fiscal year.

E. Prior Service Credit

To determine placement on the Compensation Schedules, for employees hired with prior teaching experience, SASED may determine the appropriate number of years of experience for which to credit such employees.

5.2 Advanced Training

Graduate courses satisfactorily completed at fully accredited, CAEP approved institutions of higher learning pre-approved by the Director or designee shall qualify an employee for advancement on the salary schedule. The Director or designee shall not arbitrarily decline to approve any graduate course related to the employee's current assignment or to other aspects of special education.

The Director or designee may also identify courses specially prepared by or for SASED as qualifying for advancement on the salary schedule. Horizontal advancement on the salary schedule shall be effective at the onset of the school semester next following the completion of the courses described above, provided implementation of any salary adjustment shall not be required prior to a reasonable time following receipt of an official transcript.

5.3 Withholding Vertical Advancement

Nothing herein shall affect the right of the Board to withhold vertical advancements on the salary schedule for just cause.

5.4 Student Teaching

A. Teachers and other employees are encouraged but shall not be compelled to accept a student teacher or practicum student.

B. Monies made available to SASED by the placing university shall be paid to the supervising employee.

C. Unused student teacher waivers/credit hours shall be entered into a pool to be used on a first-come, first-serve basis by employees. Employees shall be notified of the availability of the pool balance on a quarterly basis on the website.

5.5 Reimbursement for Use of Personal Vehicle

5.5.1. Standard Mileage Reimbursement

Employees who are required to travel in the course of their assigned duties (e.g., IEP meetings, consultations, classroom observations, home visits, etc.) shall be reimbursed at the rate per mile authorized by the Internal Revenue Service (for deductions without documentary evidence) for all approved mileage to perform their assigned duties. Reimbursement claims shall be filed pursuant to procedures established by the Director.

5.5.2. Additional Reimbursement for Extraordinary Use of Personal Vehicle

In addition, an employee who travels more than 5,000 miles during a school term will be eligible for additional reimbursement of $.25 per mile for mileage in excess of 5,000 miles. An employee who wishes to submit a request for such reimbursement shall maintain copies of his/her reimbursement claims for the school term and, if qualified for additional reimbursement, submit his/her request with copies of the claims to the business office no earlier than the end of the school term and no later than September 1st of the next school term. Reimbursement shall be paid to the employee as soon as practicable after receipt and review of the request for reimbursement. Such reimbursement will be taxable to employees and will be paid through normal payroll.

5.5.3. Driving Stipend

An annual $1,500 driving stipend will be paid to an employee who obtains and maintains licensure to operate a vehicle for the purpose of transporting students, provided that the following conditions are met:

- The employee obtains prior written approval from the Executive Director or designee; and
- The employee actually drives.

The stipend will be paid in one lump sum at the end of the school term, and will be prorated for any employee who obtains the licensure mid-year.

5.5.4. Reimbursement of Deductible

Subject to Board approval, SASED may reimburse an employee up to $500 for the employee's payment of his/her vehicle insurance deductible as a result of the employee's vehicle accident occurring during SASED-required travel. The Board will not reimburse the employee if the Board determines that the employee's willful or wanton conduct contributed to the accident.

5.6 Salary Balance

Any balance of an employee's contractual salary due an employee who has resigned, retired, and/or non-reemployed from SASED, effective the forthcoming school term, shall be paid at his/her option within three (3) days of the last day of service to the Board, provided the employee has exercised such option in writing to the Business Office at least fifteen (15) calendar days prior to the end of the school term.

5.7 Insurance

5.7.1 Life Insurance

The Board shall provide group life insurance for all employees in the amount of $50,000 subject to all conditions as may be required by the insurance carrier.

5.7.2 Medical Insurance

Single Health Insurance Coverage

The Board will make health insurance available to employees as indicated in the medical plan document. The Board will pay 80% of the cost of the individual medical insurance premium for full time employees enrolled in SASED's medical insurance plan. For each annual open enrollment of this Agreement, the prior year's actual cost of insurance will be allowed to increase up to a maximum of 10% without changing the 20% contribution level required for full time employees. However, once the cost of insurance increases by more than 10% for a fiscal year the additional cost in excess of 10% for that year will be allocated 50% to employees and 50% to the Board.

Part time employees who work twenty (20) hours or more may enroll in the health insurance program with the percentage of the premium paid by the Board, based upon the percentage of the employee's employment. The employee is responsible for payment of the remainder of the premium.

Dependent Health Insurance Coverage

Dependent health insurance coverage is available to employees as indicated in the medical plan document. The Board will pay 60% of the cost of dependent coverage for full time employees enrolled in SASED's medical insurance plan. For each annual open enrollment of this Agreement, the prior year's actual cost of insurance will be allowed to increase up to a maximum of 10% without changing the 40% employee contribution level required for full time employees. However, once the Board contribution increases by more than 10% for a fiscal year the additional cost in excess of 10% for that year will be allocated 50% to employees and 50% to the Board.

Part time employees who work twenty (20) hours or more may participate in the dependent health insurance coverage with the percentage of the premium paid by the Board, based upon the percentage of the employee's employment. The employee is responsible for payment of the remainder of the premium.

5.7.3 Group Disability Insurance

The Board shall also provide a group term disability policy for employees pursuant to specifications prescribed by the Board.

5.7.4 Dental Insurance

Single Dental Insurance Coverage

The Board will make dental insurance available to employees as indicated in the dental plan document. The Board will pay 80% of the cost of the individual dental insurance premium for full time employees, enrolled in SASED's dental insurance plan. Each annual open enrollment of this Agreement thereafter, the prior year's actual cost of insurance will be allowed to increase up to a maximum of 10% without changing the 20% contribution level required for full time employees. However, once the cost of insurance increases by

more than 10% for a fiscal year the additional cost in excess of 10% for that year will be allocated 50% to employees and 50% to the Board.

Part time employees who work twenty (20) hours or more may enroll in the dental insurance program with the percentage of the premium paid by the Board, based upon the percentage of the employee's employment. The employee is responsible for payment of the remainder of the premium.

Dependent Dental Insurance Coverage

Dependent dental insurance coverage is available to employees as indicated in the dental plan document. The Board will pay 60% of the cost of dependent coverage for full time employees. Each annual open enrollment of this Agreement thereafter, the prior year's actual cost of insurance will be allowed to increase up to a maximum of 10% without changing the 40% employee contribution level required for full time employees. However, once the Board contribution increases by more than 10% for a fiscal year, the additional cost in excess of 10% for that year will be allocated 50% to employees and 50% to the Board.

Part time employees who work twenty (20) hours or more may participate in the dependent dental insurance coverage with the percentage of the premium paid by the Board, based upon the percentage of the employee's employment. The employee is responsible for payment of the remainder of the premium.

5.7.5 Medical Reimbursement Account

Employees may annually elect to have specific amounts automatically deducted from their (pre-tax) paychecks to pay for non-reimbursed eligible medical expenses for themselves and dependents as permitted by law. Amounts to be withheld shall be determined during the annual open enrollment period. To receive reimbursement for eligible expenses, employees must follow procedures developed by the Plan Administrator.

Employees participating in this program whose family/marital status changes during the plan year may amend the amounts to be withheld not less than thirty (30) days prior to the change taking effect. Requests for reimbursement must be submitted prior to March 31st of the following year. Any amounts remaining in an employee's account after the filing period will be forfeited.

5.7.6 Dependent Care Reimbursement Account

Employees may annually elect to have specific amounts (as specified by law) automatically deducted from their (pre-tax) paychecks to pay for Dependent Care expenses as permitted by law. Amounts to be withheld shall be determined during the annual open enrollment period. To receive reimbursement for certified Dependent Care expenses, employees must follow procedures developed by the Plan Administrator. Employees participating in this program whose family/marital status changes during the plan year may amend the amount

to be withheld not less than thirty (30) days prior to the change taking effect. Requests for reimbursement must be submitted prior to March 31st of the following year. Any amount remaining in an employee's account after the filing period will be forfeited.

5.8 Payments Remitted to the Illinois Teacher Retirement System

From the Compensation Schedule, the Board shall deduct for each employee a sum equal to the required contributions to the State of Illinois Teachers' Retirement System and the Teachers' Health Insurance Security Fund on behalf of the employee. It is the intent of the parties by this Agreement to qualify these payments as "picked-up" contributions within the meaning of Section 414(h)(2) of the Internal Revenue Code so as to be excludable from the gross income of all employees. The employees shall have no right or claim to the funds so remitted except as they may subsequently become available from the State of Illinois Teachers' Retirement System.

No employee shall have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the employees' required contribution to the Illinois Teachers' Retirement System is a condition of employment made in order to secure the employees' future services, knowledge, and experience.

The balance of the amount due each employee pursuant to such Compensation Schedule shall be payable to the employee as salary installments as otherwise provided herein, provided the Board shall deduct there from all monies as required by law or as authorized by the employee pursuant to this Agreement, or as otherwise authorized by the Board. Such withholding shall include any and all additional amounts required to be paid to the State of Illinois Teachers' Retirement System for the account of such employee.

Internal Revenue Service Rulings indicate such amounts paid to the State of Illinois Teachers' Retirement System are properly excludable from the gross income of the employee for income taxation purposes, and the Cooperative will not withhold Federal and State income taxes on funds remitted to the State of Illinois Teachers' Retirement System on behalf of employees.

5.9 Supplemental Jobs

If, during the school term the Board shall create any additional supplemental jobs, the Board shall so advise the Association President or designee. Such advice shall include the proposed compensation for such supplemental job. At the request of the Association President or designee, the Director or designee shall enter into discussions with respect to such compensation. If an agreement thereon shall not be reached, the amount agreed upon as compensation for such supplemental job in the course of the next negotiations of this Agreement shall be paid retroactively to the person appointed to such supplemental job.

5.10 Retirement Enhancement Program

A. Eligibility

A SASED retirement enhancement program shall be available for an employee with a retirement date no later than June 30, 2033 who meets all of the following eligibility criteria:

1. On the date of retirement must be eligible and have applied to retire under Illinois Teachers' Retirement System ("TRS") requirements;

2. On the date of retirement must have been employed:

   a. full-time in the Cooperative for fifteen (15) years preceding his/her retirement;

   b. part-time in the Cooperative for thirty (30) years preceding his/her retirement; or

   c. at least twelve (12) years full-time plus such additional part-time employment that totals fifteen (15) years full-time equivalency.

   For the above purposes, an absence from work due to the following circumstances will be considered employment (full-time or part-time, based on the employee's then-current status): FMLA leave; work-related injury; or unpaid leave during a school year where the employee works at least one hundred (100) days;

3. On the date of retirement be at least fifty-five (55) years of age or attain fifty-five (55) years of age within six (6) months thereafter as required by TRS for retirement eligibility.

4. Submits a service credit report obtained from TRS. The report must indicate the employee's total years of service as of the retirement date and projected creditable earnings for the highest four years of creditable earnings over the past ten years of service.

5. Submits a Letter of Intent to Retire as required below by April 1 prior to the school year that SASED retirement enhancement program benefits begin; and

6. Must not have received an increase in creditable earnings exceeding 6% during any school year that TRS will use to calculate the employee's pension. However, the portion of an increase exceeding 6% that is not subject to an additional employer contribution to TRS shall not render the employee ineligible.

B. Eligibility Exception

The SASED retirement enhancement program shall not be available to any employee whose retirement requires SASED to make an additional employer/Board contribution or payment of any kind to TRS due to the employee's retirement. For example, an employee may participate in the TRS Modified Early Retirement Option or this SASED retirement enhancement program, but not both.

C. Letter of Intent to Retire

In order to be eligible to participate in the SASED retirement enhancement program, an employee must submit an irrevocable letter of intent to retire to the Executive Director setting forth a retirement date at the end of a school year not later than June 30, 2033. The letter of intent to retire must be received by the Executive Director by April 1 of any year of this Agreement for retirement enhancement program salary increases to begin the following school term. An employee who submits a letter of intent to retire by April 1, 2029 will receive the benefits provided under this Agreement and shall not be entitled to receive any benefits under any retirement program negotiated in a successor bargaining agreement.

If the Board of Directors determines that the employee is not eligible to participate in the SASED retirement enhancement program, the Board shall so notify the employee by June 1 of the school year that the employee submits his/her letter of intent.

D. Irrevocability

1. An employee's letter of intent to retire may only be rescinded by the employee for the following reasons:

   a. Death in the retiree's immediate family; or

   b. Other reasons of compelling emergency as determined solely by the Board. The Board's decision is not reviewable and said reasons shall be non- precedential with respect to granting or denying requested changes in retirement election.

2. If the retirement is rescinded, the employee will repay the retirement enhancement through a reduction of his/her pay over the next school year or sooner. The reduction in pay shall be the difference between the amount paid to the employee as retirement enhancements and the amount the employee would have received without the retirement enhancements.

E. Acceleration of Retirement Date

An employee may accelerate the retirement date stated in his/her letter of intent to retire without affecting his/her participation in the SASED retirement enhancement program so long as the change in the retirement date does not require SASED to make an additional employer/Board contribution or payment of any kind to TRS as a result of the change.

In the event that an employee accelerates the retirement date stated in his/her letter of intent to retire and the change will require the Board to make an additional employer/Board contribution or payment of any kind to TRS as a result of the change, the employee forfeits his/her participation in the SASED retirement enhancement program. In addition, the Board shall reduce such employee's pay for the remainder of his/her employment by the amount necessary to recover retirement enhancements paid to the employee. The reduction in pay shall be difference between the amount paid to the employee as retirement enhancements and the amount the employee would have received without the retirement enhancements. If the employee retires before the Board recovers the retirement enhancements, such former employee shall repay any retirement enhancements to the Board within thirty (30) days of his/her retirement. In the event that the former employee fails to repay the Board within such time, the Board retains all rights and remedies against the former employee to recover the unpaid amount.

F. Retirement Enhancement Program Salary Increase(s)

An employee who is eligible and elects to participate in the SASED retirement enhancement program is eligible to receive an increase of five percent (5%) over the employee's prior year's reported TRS creditable earnings for each of up to four (4) remaining years of the employee's employment in SASED. The increase(s) shall be in lieu of any other raise, step, or other creditable earnings increase to which the employee may otherwise have been entitled under this Agreement.

A retiring employee may receive no more than four (4) years of 5% creditable earnings increases under this retirement enhancement program. It is the intent of the parties that the 5% increases will be paid in the employee's final years of employment. An employee for whom an extra-duty stipend was part of the employee's creditable earnings in the school year in which notice is given and who elects not to perform such duty in any year prior to retirement will have the stipend for that duty subtracted from the creditable earnings increases provided under this program for each remaining year. Under no circumstances may an employee participating in this program receive a creditable earnings increase for more than 6% over the employee's prior year's creditable earnings unless the increase in excess of 6% is not subject to an additional employer contribution to TRS.

G. Retirement Enhancement Program Health Insurance Benefit

An employee who submits a Letter of Intent to Retire and is eligible to participate in the SASED retirement enhancement program as provided above shall be reimbursed by the Board up to $2,400 per year, as set forth below, for the cost of the employee's post-retirement health insurance policy premium. This benefit shall cease upon the death of the retiree, at the end of a time period applicable to the employee set forth below, or when the employee reaches age sixty-five (65) years of age or otherwise is eligible for Medicare, whichever occurs first.

The conditions of this benefit are as follows:

4 Years Notice - Up to five (5) years premiums paid at an amount not to exceed a total Board contribution of $12,000.

3 Years Notice –Up to three (3) years premiums paid at an amount not to exceed a total Board contribution of $7,200.

2 Years Notice – Up to two (2) years premiums paid at an amount not to exceed a total Board contribution of $4,800.

1 Year Notice – Up to one (1) year's premium paid at an amount not to exceed a total Board contribution of $2,400.

The Board shall reimburse the retiree for the premium for the individual coverage upon proof of payment of the premium and within the time-line provided in the *Illinois Local Government Prompt Payment Act*, 50 ILCS 505/1 *et seq*.

The reimbursement provided above shall be paid to employees who retire under the terms of this Agreement and shall survive this Agreement. The reimbursement of employees who retire under this Agreement shall not be affected by a subsequent collective bargaining agreement.

5.11 Compensation for Voluntary Extra Duties

If an IEP requires a student to be enrolled in an extra-curricular activity and if it is determined by his/her MDC/IEP team that a teacher or other employee needs to be involved to assist this student's participation, the employee shall be compensated per Appendix A. Prior to the start of the employee's involvement in the student activity, the program administrator will determine the number of hours approved for compensation.

5.12 Longevity

Any employee who is frozen on the last step of a column on the salary schedule shall receive the stipulated salary on the last step plus the longevity amount multiplied by the number of years the employee is frozen on the last step and not able to move a step.

5.13 Tuition Reimbursement

1. Tuition reimbursement shall be available to all eligible employees for semester hours of coursework credit earned from a CAEP-accredited institution. Subject to the criteria in paragraph 2 below, the tuition reimbursement shall be paid for coursework which maintains or improves job-related skills. The tuition pool for each year of this Agreement shall be in the amount of $20,000.00

2. Criteria

   a. Only employees who have completed two (2) years of service in SASED will be eligible.

   b. A part time employee must work .5 FTE to be eligible for reimbursement, and reimbursement will be prorated based on the employee's FTE.

   c. Course work must be approved in writing by the Director or designee prior to the start of the course. Generally, coursework for employees must be at a post-graduate level to receive approval.

   d. Tuition reimbursement shall not be paid for graduate course work needed to obtain initial certification, licensure or registration necessary to meet minimum requirements of the job assignment presently held by the employee, administrative certification, or to qualify an employee for a new trade or business.

   e. The Director or his/her designee must provide written notification of approval or denial of a qualified course within five (5) working days of receipt of request. If the request is denied, the Director or designee must provide a specific written reason for denial, also within five (5) working days.

   f. Reimbursement for tuition shall be divided as described below among all eligible employees based on the total number of semester hours submitted and completed from the previous fiscal year, July 1 through June 30. The $20,000 pool will be divided by the total number of semester hours submitted in order to reach a per semester hour dollar amount calculation. The amount of reimbursement paid to employees from the pool for approved semester hours will be determined by a reimbursement differential applied to semester hours based on the following:

      (1) Course for credit (1 x differential); and

      (2) Course or programming for certification to add to license (2 x differential.)

Each employee will receive their semester hour share for each semester hour submitted and approved according to the criteria listed and above weighting. However, an employee's reimbursement shall not exceed the actual semester hour cost of the course.

g. The costs being submitted for reimbursement shall not already have been paid to, or on behalf of, the employee by another source.

h. A course grade of A or B is necessary for reimbursement to be provided.

i. Course work should not interfere with the professional responsibilities and obligations that all staff have to students.

3. Tuition reimbursement shall be available and paid to those eligible employees who return to employment with the Board for the school year following the successful completion of the coursework. In order to receive reimbursement for coursework completed during a school year, an eligible employee shall submit his/her official transcript and evidence of tuition payment to the Director or designee by September 1st of the following school year. The Director or designee will confirm receipt of transcripts with the employee. Reimbursement shall be paid after the October Board of Directors meeting.

5.14 Insurance Committee

The Board and the Association recognize that the nature and extent of health care insurance coverage in the current insurance environment, and the corresponding cost for the same, is a matter requiring careful monitoring.

A committee referred to as the "Insurance Committee" will have members representing the Administration, other significant employee groups within SASED and the Association. The Committee will consist of no more than eight (8) members including no more than two (2) members from the Association and no more than two (2) members from the Administration.

The Committee shall be advisory. The Committee will study and may recommend changes in insurance coverage during the term of the Agreement. The Committee shall meet as needed. At a minimum, the Committee shall meet in March to review claims activity and provide general updates; in September to review preliminary rate projections for the next year and to consider recommendations for changes in the insurance program; and again before October 15 to review rates for the next year and to finalize its recommendations (if any) to the Board and Association.

5.15 Bus Duty

SASED employees who supervise bus duty or drive students on SASED buses either before or after their regular workday, shall be compensated at the approved stipend rate in

Appendix A. The time shall be counted in fifteen (15) minute increments for the time before or after their regular workday.

5.16 Set Up Days

Teachers will receive one-half (½) day, prior to the first student attendance day and as part of the start of the year teacher attendance days, to set up their classrooms. The time will be designated by SASED.

Teachers who have been reassigned to a new classroom or building or who have had their classroom moved to a different site that requires additional set up time beyond that provided by the program shall, with the approval of the program administrator, mutually agree on a day prior to the start of school to set up the classroom. The teacher shall be paid one hundred ten dollars ($110.00) after submitting a timesheet.

ARTICLE VI--PROFESSIONAL RELATIONS

6.1 Evaluation

Employees shall be formally evaluated according to The School Code.

Tenured employees shall be formally evaluated at least once in the course of every three school years. Non-tenured employees shall be formally evaluated annually. The evaluator shall possess credentials as required by law. Such evaluation shall include a formal observation of at least thirty (30) minutes. Notice of such observation shall be made to the employee five (5) employment days in advance. Other observations may be made from time to time by the immediate supervisor and the observations may be used as a part of the formal evaluation. No later than ten (10) employment days following the formal observation, the supervisor shall hold a conference with the employee to discuss such observation.

If required by law, a joint committee appointed respectively by the Association President and Director or designee, not to exceed three (3) persons appointed by each, shall recommend an evaluation plan.

A. Orientation: Before any evaluation is conducted each employee shall be provided a copy of the evaluation instrument and the process will be explained.

B. Observations: All monitoring or observation of the work of each employee shall be conducted in person. Each evaluation shall include at least two (2) formal observations by the evaluator for non-tenured employees and at least one (1) formal observation by the evaluator for tenured employees. Other observations may be made from time to time and these observations may be used as part of the formal evaluation.

C. Employee Evaluations: The supervisor shall make recommendations to the Director or his/her designee regarding the continued employment of probationary employees.

D. Pre Observation Conferences: A Pre Observation Conference between the evaluator and the employee shall be held to review the evaluation timelines, the instrument, and the expectations of both parties.

E. Post Observation Conference: A written evaluation shall be given to the employee within ten (10) work days after the formal observation. The parties shall meet to discuss the evaluation within ten (10) work days after the formal observation unless another time is mutually agreed upon by the evaluator and employee. The employee shall sign the evaluation and be given a copy by the evaluator.

F. Right to Respond: An employee may submit a written response to his/her evaluation and have that response attached to the file copy of the evaluation. All written evaluations and the attached employee's comments are to be placed in the employee's personnel file.

G. Right to Representation: In the event an employee receives an overall rating of unsatisfactory in his/her evaluation, and either the employee or the administration requests a second post evaluation conference, the employee shall have the right to have an Association representative present at the second post evaluation conference.

H. If a tenured employee does not receive a summative evaluation in any year in which such an evaluation is required, for that year: If the employee received an "Excellent" rating on the employee's most recent summative evaluation with SASED, the employee's rating shall be deemed "Excellent" for purposes of the sequence of honorable dismissal (SOHD) list. Otherwise, the employee's rating shall be deemed "Proficient" for purposes of the SOHD list.

6.2 Association-Director Meetings

The Association President and the Director or designee shall meet at least once every other calendar month throughout the school term unless it is mutually agreed to cancel. Each party may include additional persons after informing the other person of such intention. The purpose of such meetings shall be to discuss areas of concern to the parties.

All meetings shall be held outside of the normal employee workday except as shall otherwise be mutually agreed. Minutes will be distributed by the Association to the administration within a reasonable time after the meetings.

6.3 Personnel Files

A. There shall be only one (1) official personnel file for each employee. The employee shall have an opportunity to respond to any material placed in his/her file, provided such is submitted within twenty-five (25) employment days of the date a copy of such materials is furnished to the employee. No evaluative material shall be placed in such file until the employee has seen it. Any material which may be used to form the basis of disciplinary action against an employee shall be placed in the employee 's personnel file no later than the end of the school term during which such comments were generated.

B. All employees shall have the right to review their own personnel file and may be accompanied at such review by a representative, provided such review shall occur during normal business hours and shall not in any manner inconvenience the operation of the Board. A representative of the Board may be present at the time of such review. Nothing shall be permanently or temporarily removed from such personnel file without the consent of the Board and the employee.

6.4 Professional Conduct

Employees shall report incidents of inappropriate conduct by any employee to their immediate supervisor. If the allegation of inappropriate conduct involves the employee's immediate supervisor, the incident shall be reported to the immediate supervisor's supervisor.

6.5 New Employee Orientation and Mentoring Program

Employees new to SASED will be required to attend two days of New Employee Orientation. The two days will provide orientation to processes, policies and procedures of SASED and the member districts. During this induction process, employees will participate in a variety of learning activities to familiarize them with SASED programs and services, as well as their particular assignment within the organization. The activities of these days will also include orientation to the Mentoring Program, if appropriate.

Each new, first year employee covered by this agreement shall be provided a mentor. The mentoring program shall be a formal arrangement for the first two years of employment in SASED. The Administration will identify participants and shall be responsible for all aspects of the pairing and training of the new employees and mentors. All tenured employees shall be eligible to apply to be a mentor and becoming a mentor is voluntary. Continuing SASED employees changing their program/service will be offered the opportunity to participate as a mentee for the first year of the change. To the degree possible, the mentor/mentee pairing will be closely aligned to the same assignment and/or program.

Mentors will be required to make a commitment of two school years to the program and will be required to follow the ISBE approved Mentoring Plan. Activities will include but

not be limited to attendance at one day's equivalent (i.e. 8 hours) of training and induction sessions prior to the beginning of the school year. The mentors will meet a minimum of four (4) times per quarter with their mentee. The mentors and mentees will also meet an additional four (4) times per school year as a group to process concerns, strategies and other considerations with the new employees. Mentors and new employees will be given ongoing opportunities for feedback but will be required to complete a survey instrument prior to the end of the school term to evaluate the effectiveness of the mentoring program.

Tenured employees who are chosen to serve as mentors for an entire school term shall be paid a stipend at the rate of $800.00 per year prorated per length of service. This amount shall be payable on the last paycheck of the school term.

A committee will be formed for the Mentoring Program made up of equal parts of both members of the Association and Administration. The committee will meet, a minimum of two times per year, to discuss additional needs and review the Program as a whole

6.6 Program Feedback Process

A program feedback (survey) instrument, as developed jointly by the Association and the Director or his designee shall be distributed by April 1st of each school term. This anonymous survey will be returned directly to SASED Central Office. The information will be collated and distributed to the appropriate program or service administrator.

ARTICLE VII--EMPLOYMENT CONDITIONS

7.1 Definition of Responsibilities and Rights

The Board agrees that employees shall have the right to organize, join, and assist the Association, to participate in professional negotiations with the Board through representatives of their own choosing, and to engage in other lawful activities, individually or in concert, for the purpose of establishing, maintaining, protecting, or improving conditions of professional service and the educational program.

7.2 Physical Facilities

The Board shall seek to provide each employee with an appropriate desk, chair and file facility consistent with the availability of supplies. If feasible, all or part of the file facility shall be equipped with a lock.

7.3 Required Meetings

Employees are not required to attend more than ten (10) meetings that extend beyond the normal school day per school year without compensation therefor. Employees will be provided with five (5) calendar days' advance notice of such a meeting, unless in the case of an emergency. The meetings shall not exceed one (1) hour after the normal workday;

however, up to three (3) meetings may be up to two (2) hours in duration, after the normal workday provided that the total meeting hours without compensation does not exceed ten (10) hours during a school year. The ten (10) meeting restriction applies to meetings called by SASED and/or District Administrators. If an employee is required to attend more than ten (10) meetings a school year, he/she shall be compensated at the stipend rate in Appendix A for all hours spent beyond ten (10) hours.

7.4 Class Size

23 Illinois Administrative Code 226, Subtitle A, Subchapter f, Section 226.730 Class Size for 2009-10 and Beyond, as issued by the Illinois State Board of Education (ISBE) shall be enforced by the Board as it pertains to class sizes.

In the event that the above rule is rescinded or modified by ISBE, the Association may request to re-open negotiations regarding class size, and negotiations thereon shall begin within thirty (30) days of such request.

7.5 School Term

A. Teachers and Orientation and Mobility Specialists

The school term shall be adjusted so that the actual number of teacher and orientation and mobility specialists work days shall consist of no more than 184 days including teacher institutes. Teachers/orientation and mobility specialists working in districts with less contract workdays than SASED shall be assigned by their Program Administrator extra days at the beginning or the end of the school term. No teacher/orientation and mobility specialist shall be required to work any longer than the 184 day school term.

Teachers covered by this agreement and employed for a position that requires working beyond the 184 days shall be compensated at their per diem rate of pay for each day worked. The teacher and their immediate supervisor will mutually agree in writing to the number of additional workdays required to prepare for and/or complete their job for the given school term. Notice and approval of this written agreement between the teacher and their immediate supervisor will be given to the Director as well as the President of the Association prior to the start of the teacher's additional workdays.

The orientation and mobility specialists' calendar will be adjusted at the beginning of the school year to meet the 184-day school term in order to meet the requirements of the position. To the extent that an orientation and mobility specialist's work activities may extend outside the regular school day:

1. Before providing services to students outside of the regular school day, the orientation and mobility specialist must obtain prior written approval from their Program Administrator; and

2. Exchange time must be taken within thirty (30) school days and with the prior written approval of the Program Administrator.

B. Social Workers, Psychologists, Certified School Nurses and Behavior Management Specialists

The school term shall be adjusted so that the actual number of workdays shall consist of no more than 189 days including institutes for social workers, certified school nurses and psychologists; and no more than 195 days for behavior management specialists. Employees covered by this Agreement and employed for a position that requires working beyond their identified number of workdays shall be compensated at their per diem rate of pay for each day worked. The employee and their immediate supervisor will mutually agree in writing to the number of additional workdays required to prepare for and/or complete their job for the given school term. Notice and approval of this written agreement between the employee and their immediate supervisor will be given to the Director as well as the President of the Association prior to the start of the employee's additional workdays.

7.6 Plan Time

Each teacher shall have a minimum of 150 minutes per week of plan time. Plan time shall be defined as time when teachers do not have the responsibility for supervising students. The goal of the Administration will be to provide plan time in thirty (30) minute increments during the student day. The teacher workday shall not be extended as a result of the teacher's plan time. Teachers shall not be responsible for planning alternative activities for their students for the time the teachers are in plan time. Teachers shall have access to material resources outside the presence of students during plan time.

It is the intent of the parties that IEP meetings not occur during a teacher's plan time. In the event an IEP meeting is scheduled during a teacher's plan time, the teacher will try to make up the missed plan time during the remainder of the work week. If the teacher is unable to do so, the teacher may be compensated for the portion of the missed plan time due to the IEP meeting at the extra duty hourly rate.

The Administration acknowledges the need of the remaining employee groups to plan for lessons and activities within their distinct responsibilities. These employees are encouraged to discuss with their immediate supervisor the use of flexible scheduling to accommodate their planning needs.

7.7 Internal Substitution

Every effort shall be made to find qualified substitute teachers. In the event a teacher internally substitutes, the Board shall compensate the teacher at $39.00 for the 2026-2027, 2027-2028, and 2028-2029 school years per clock hour in addition to the teacher's regular

contracted rate for time engaged in internal substitution. Internal substitution is defined as:

a. when there are two classes, each of which has a separate teacher, one of the teachers is absent, both classes are combined, and one teacher is responsible for both classes; or

b. when a teacher teaches a class during the teacher's regularly scheduled preparation time.

The maximum amount of internal substitution per day is six (6) hours for a full day's internal substitution. No teacher shall be required to internally substitute teach. Re-assigned bargaining unit members other than a classroom teacher will not receive extra compensation for internal substitution, with the exception of a teacher's plan period.

7.8 Vacancies and Notices

A. Posting of Vacancies

If the Board determines that a vacancy exists in a teaching or promotional position, the Board shall post a vacancy notice for the position on the SASED website.

B. Voluntary Transfers

Any employee presently on tenure or eligible for continuing contractual status in SASED may request a transfer to another program location and/or program where a vacancy exists. Such application shall be in writing to the Program Administrator and the Director. The qualifications, certifications, interests and aspirations of the individual employee shall be considered in all transfers, however, the Director reserves the right to approve or disapprove all requests.

C. Notification of Assignment

The Administration reserves the right to determine assignments or change assignments for employees. An assignment will be defined as the employee's duties and responsibilities within a Program or Service but shall not include the location(s) to which the employee is assigned. By the end of May each Administrator will be required to review any possible changes in assignments for the coming school year with staff. If change becomes necessary the employee affected, and the Association shall be notified as soon as practicable following a decision to change the employee's assignment. No assignment shall be changed arbitrarily.

The Association and the Administration recognize the value of conferring regarding the change. If an employee's assignment changes, SASED will provide the employee with the work calendar, the reason for the change, an opportunity to express his/her concerns regarding the change, and assistance to prepare for the

change in assignment. The goal of the Administration will be to give employees notice of a change in assignment at least thirty (30) calendar days prior to the start of the new school year.

D. Involuntary Transfers

Employees involuntarily transferred prior to the first day of pupil attendance, shall have the right to resign, provided they submit a letter of resignation to the Director no later than ten (10) business days after written notice of transfer has been mailed by registered mail. Employees involuntarily transferred at any other time during the school term may submit, without prejudice, a request to the Director that every opportunity be made to find a suitable replacement for the employee and if such replacement is secured, that employee be allowed to resign. A transfer will be defined as a change in assignment.

In any instance when it becomes necessary to involuntarily transfer an employee, and more than one employee is equally qualified, the least senior employee shall be involuntarily transferred.

For purposes of this section, an "involuntary transfer" is a change in program or position. A change in the location(s) to which an employee is assigned is not an involuntary transfer, unless the employee's position or program also is being changed.

7.9 Employee Day

A. All employees shall be provided a duty-free uninterrupted lunch period equal to the regular local school lunch period but not less than thirty (30) minutes in each school day. Such lunch period shall occur during the time of the student lunch periods. Any deviation to this schedule shall be made by mutual agreement between the employee(s) and the immediate supervisor. Notice of such deviations must be given to the Director and Association President, by the immediate supervisor, within five (5) workdays of the decision.

B. The teacher's normal workday shall not be more than 7 ½ hours per day inclusive of a duty-free lunch period.

Psychologists, Social Workers, Certified School Nurses and Behavior Management Specialists normal workday shall not be more than 8 hours per day inclusive of a duty-free lunch period.

C. Through mutual agreement between the employee and his/her immediate supervisor, the employee may work through the duty-free lunch period and leave the workplace an equal time earlier.

7.10 Discipline

A. No employee shall be disciplined except for just cause. As used herein, discipline shall not include reduction-in-force, dismissal or termination, the issuance of a notice of remedial warning, or any recommendations for improvements of performance or alteration of personal conduct contained in an evaluation document or conference.

B. Whenever a conference between an employee and a supervisor and/or administrator is held in which there is a discussion of termination of the employee, suspension of the employee with or without pay, or a written reprimand of the employee, at the request of the employee, the employee shall have the right to have an Association representative present. The employee shall be granted not more than one (1) day to obtain an Association representative, however, such time may be less in the event of an emergency. If an appropriate request for representation is made and a representative is not available within the one (1) day time limit, the employee may be questioned without a representative being present.

7.11 Health and Safety

A. Work Environment

An employee shall not be required to work under unsafe or hazardous conditions, provided at all times the employee's responsibility shall be the protection of students and their continued safety and well being. SASED shall provide maintenance services to ensure that every employee and student are provided a clean and sanitary work/school environment. No employee shall be required to provide any cleaning services other than in an emergency situation when the safety and health of a student is in jeopardy.

B. Immunization/Communicable Diseases/Student Health Plans

At least once during the term of this Agreement, the Board shall offer employees immunization against tetanus and hepatitis B, provided this section shall be inoperative if appropriate health officials recommend that either or both of such immunizations be discontinued or deferred.

If a student has a known or suspected communicable disease, notification to staff and others will be made to the extent necessary, and within the current ISBE guidelines, to minimize the health risk to staff and others.

Employees shall be provided information with regards to the specific health impairment and/or specialized medical procedures of their students. Students with serious medical conditions will have a health plan developed by a registered or certified school nurse within 20 school days of the student's first day of school.

Returning SASED students will have their health plan developed by a registered or certified school nurse in place within 30 school days of the start of the school year.

C. Injury to Employees

Injuries to employees by students shall continue to be regarded by the Board as a matter of grave concern. The Board recognizes the lawful right of an employee to protect him/herself in a case of an unavoidable injury.

Any case of injury to an employee shall be promptly reported to the Administration. The SASED Director shall provide reasonable assistance to advise the employee generally of his/her rights and obligations with respect to such injuries and shall render reasonable assistance to the employee in handling the incident by law enforcement authorities, provided the employee shall have acted within the scope of his/her employment and pursuant to Board policy.

In accordance with the applicable provisions of The School Code, the Board shall provide indemnification and protection for claims and suits against an employee.

Work time lost by the employee because of an injury caused by a student which occurs within the scope of employment and within Board policy shall be handled in accordance with Section 3.4, Workers' Compensation.

D. Medications

Employees, except registered or certified school nurses, shall not be required to administer medication to students as provided in The School Code.

7.12 Parent-Teacher Conferences

The following principles shall pertain to Parent-Teacher Conferences:

A. Such conferences shall be scheduled according to the housing District's schedule, and employees shall follow the same conference schedule as the District's teachers.

B. Employees shall be compensated for the conference time in compensatory time for all Parent-Teacher conferences outside the employee's regular workday.

   a. Any deviations in the conference days or times shall be worked out between the employee and the immediate supervisor with notification of the agreement given to the SASED Director and the Association President.

7.13 Procedures for Reduction in Certificated Employees with a PEL

The Director shall give the Association President or designee an opportunity to discuss proposed reductions in force prior to the Board of Directors taking action.

A. If the Board of Directors of SASED determines, because of economic necessity, to decrease the number of employees with a PEL or to discontinue some particular type of service, among such employees qualified to hold a position, employees shall be honorably dismissed in the order of their Groupings, with such employees in Grouping 1 dismissed first and certified employees in Grouping 4 dismissed last. Notice of honorable dismissal shall be provided as required by Section 5/24-12 of the School Code. In the event of a recall of employees with a PEL, the employees recalled and the order of recall shall be in accordance with Section 5/24-12 of the School Code.

Seniority shall be based upon the total number of years of continuous service as an employee in the Cooperative. Continuous service shall not be deemed interrupted by approved leaves of absence or honorable dismissal periods prior to recall. The official school year seniority list will be posted on the SASED website by February 1 each school year. Employees shall be listed by their first date of work in SASED or its successor organizations. Formally transferred employees will have their first date of employment recognized as it was posted in the district from which they were transferred. All employee certifications and provisional approvals will be posted on the seniority list. If employees share the same seniority date and a decision is needed as to which employee has more seniority, the basis of the decision will be first, the date formally employed by the Board; and second, a coin toss. The Association will designate a representative to observe the coin toss.

B. Part-time employees who have achieved tenure will accrue seniority prorated according to their accumulated continuous FTE. An employee who has acquired tenure and who voluntarily moves to a part-time position at his/her request will not be required to resign in return for his/her assignment to the part-time position. Such employee will retain his/her tenure but will have no right to return to a full-time position unless there is a new or vacant position for which s/he is qualified.

C. Periods of authorized leaves of absence and periods during which the employee is on recess shall not interrupt continuous service, but all such periods of leave other than for sick leave, FMLA, or other approved leaves less than sixty (60) school days shall not be counted in determining length of service.

7.14 Job Sharing

Job sharing shall be defined as an employment arrangement proposed by two employees (each, a "partner") or suggested by supervisors in which the partners share one position. One (1) position is defined as a full day assignment on a daily basis for one school year. A written proposal for job sharing will be considered under the following conditions:

A. The written proposal for job sharing must be submitted for consideration to the Program Administrator and Director no later than March 1 of the year prior to the year for which the job sharing is proposed.

B. The proposed job sharing will be in the best overall interest of the student(s), the program and member districts.

C. The proposed job sharing is for a single entire school year. There will be no guarantee of job sharing or of employment in the same position with respect to the following school year.

Each of the partners is responsible for one half (1/2) of each regular school day (morning or afternoon) or the entire regular school day(s) each week mutually agreed upon with the Administration. Each of the partners will share responsibility for all other duties relating to the position, provided that both will attend all applicable building, district, and/or SASED program meetings, student IEP/MDC meetings, parent teacher conferences, staff trainings, program planning meetings and any other responsibilities specific to the position being shared.

D. The salary of each partner will be prorated based upon the time worked by such partner during the job sharing. Benefits available to employees, including medical and other insurance, sick leave and other benefits and compensation, as well as accumulation of time for purposes of rights to move a step on the salary schedule and to add a year of seniority, will be prorated on the same basis between the partners.

E. If one partner is unable to complete the job share, the other partner will be responsible for the position.

F. Neither the job sharing proposal nor approval or disapproval of it is subject to the grievance procedure set forth in Article IV of this Agreement.

7.15 Pay Periods

The maximum number of pay periods for employees shall be twenty-four (24). Pay periods shall be on the 15th and last day of the month.

7.16 Supplies/Budgets

A. Classroom Supplies

Classroom supplies are defined as the consumable instructional materials used in the classroom to enhance the education of students. Classroom supplies exclude furniture, technology equipment, other equipment, textbooks, software, etc.

A formal system of communicating employee supply requests will be developed to ensure that employees have the opportunity to communicate their supply needs to their program

administrators. By March 1, program administrators will notify employees of the opportunity to submit a written request that specifies their supply needs for the next school term. In order for an employee's request to be considered, an employee is required to respond to this notice by March 31st. Program administrators will then consider the employees' requests and based upon the appropriateness of a request, program priorities and the availability of funds, the program administrators may grant approval for an employee's request. Employees will be notified of their Administrator's decision by June 30th.

For employees that are being transferred to a new or existing classroom, consideration will be made by the program administrator of the additional needs that might be associated with a change of grade level, program and/or locations.

B. Reimbursement for Supplies

If an employee receives approval to purchase supplies with the use of personal funds, then he/she can request an expedited reimbursement after the purchase has been completed.

Reimbursement can be expedited for employees when purchases accumulate to $50.00 or less. If the reimbursement request is under $50.00 and the employee requests an early reimbursement, it will be issued from the convenience account maintained by the program administrator. Otherwise, reimbursement will occur after the next scheduled board meeting. All purchases require the prior approval from the program administrator before the date of purchase. Failure to obtain prior approval may result in the denial of reimbursement of any purchase. Employees with cash advances will follow the alternate procedures associated with cash advances.

ARTICLE VIII--TERMINATION OF AGREEMENT

8.1 Savings Clause

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

8.2 Effective Date and Duration

This Agreement shall be effective, to the extent feasible on the first teacher employment day of the 2026-2027 school term. This Agreement shall expire at 11:59 p.m. on the day prior to the commencement of the 2029-2030 school term based on the SASED school calendar.

IN WITNESS WHEREOF

Chairperson
Board of Directors, School Association for Special Education in DuPage

President
School Association for Special Education DuPage Education Association, IEA-NEA

Date

6/1/26

Date

APPENDIX A—HOURLY RATES

The Board will pay an employee for the following work outside the regular workday when directed and pre-approved by the Executive Director (or designee):

Health and Safety Committee Work	$39
Emergency Planning	$39
Curriculum	$39
Consulting Teacher	$39
Chaperone per IEP	$39
Bus Duty	$39
Attendance at SASED-provided Professional Development (Outside of Work Day)* * *Not applicable to meetings held pursuant to Article VII, Section 7.3 (Required Meetings)*	$30

The amounts paid under this Appendix A shall be prorated by the quarter hour.

APPENDIX B — ACTIVITY STIPENDS

The Board will pay an employee for the following work outside the regular workday when directed and pre-approved by the Executive Director (or designee):

Rich Laren Day Coordinator	$400
Teacher Leader	$1200
Parent Liaison	$600
Back-to-School Night	$50
Evening Parent Events	$200
DHH – SLI Inclusion Teacher	$6000
Mentor (in accordance with Section 6.5)	$800
Mentor Coordinator	$800
Student Teacher Mentor	$400

The above amounts shall be prorated if the employee does not complete the assigned activity for any reason.

This Appendix B shall be in effect for the 2026-2027 school year only, unless extended by agreement of the joint committee. The committee shall be comprised of equal members of the Administration and Association, shall complete a review of the activity expectations and stipend amounts by April 30, 2027, and shall decide whether/how to extend the stipends for future years. If there is no agreement of the joint committee by May 21, 2027, the stipends shall cease. Any agreed-upon changes shall be memorialized via a Memorandum of Understanding.

FY27 BMS - 195 WORK DAYS

Step	MS	MS+15	MS+30	MS+45	DR
1	67,915	68,516	69,718	70,921	72,123
2	70,319	70,921	72,724	73,926	75,128
3	72,724	73,325	75,729	76,931	78,133
4	75,128	75,729	78,734	79,936	81,138
5	77,532	78,734	81,739	82,941	84,744
6	79,936	81,138	84,744	85,946	88,350
7	82,340	84,143	87,749	88,951	91,956
8	84,744	86,547	90,754	91,956	95,562
9	87,148	89,552	93,759	94,961	99,169
10	89,552	91,956	97,365	98,567	102,775
11	91,956	94,961	100,371	102,174	106,381
12	94,360	97,365	103,977	105,780	109,987
13	96,764	100,371	106,982	109,386	113,593
14	99,169	102,775	110,588	112,992	117,199
15	101,573	105,780	113,593	116,598	120,805
16	103,977	108,785	117,199	120,204	125,012
17	105,179	109,987	117,874	120,929	125,762
18	105,774	111,189	118,549	121,654	126,512
19	106,369	111,784	119,224	122,379	127,262
20	106,964	112,379	119,899	123,104	128,012
21	107,559	112,974	120,574	123,829	128,762
22	108,154	113,569	121,249	124,554	129,512
23	108,749	114,164	121,924	125,279	130,262
24	109,344	114,759	122,599	126,004	131,012
25	109,939	115,354	123,274	126,729	131,762
26	110,534	115,949	123,949	127,454	132,512
27	111,129	116,544	124,624	128,179	133,262
28	111,724	117,139	125,299	128,904	134,012
29	112,319	117,734	125,974	129,629	134,762
30	112,914	118,329	126,649	130,354	135,512
31	113,509	118,924	127,324	131,079	136,262
32	114,104	119,519	127,999	131,804	137,012
33	114,699	120,114	128,674	132,529	137,762
34	115,294	120,709	129,349	133,254	138,512
35	115,889	121,304	130,024	133,979	139,262
36	116,484	121,899	130,699	134,704	140,012
37	117,079	122,494	131,374	135,429	140,762
38	117,674	123,089	132,049	136,154	141,512
39	118,269	123,684	132,724	136,879	142,262
Longevity	**595**	**595**	**675**	**725**	**750**

FY28 BMS - 195 WORK DAYS

Step	MS	MS+15	MS+30	MS+45	DR
1	68,934	69,544	70,764	71,984	73,204
2	71,374	71,984	73,814	75,034	76,255
3	73,814	74,424	76,865	78,085	79,305
4	76,255	76,865	79,915	81,135	82,355
5	78,695	79,915	82,965	84,185	86,015
6	81,135	82,355	86,015	87,235	89,675
7	83,575	85,405	89,065	90,285	93,336
8	86,015	87,845	92,116	93,336	96,996
9	88,455	90,895	95,166	96,386	100,656
10	90,895	93,336	98,826	100,046	104,316
11	93,336	96,386	101,876	103,706	107,976
12	95,776	98,826	105,536	107,366	111,637
13	98,216	101,876	108,587	111,027	115,297
14	100,656	104,316	112,247	114,687	118,957
15	103,096	107,366	115,297	118,347	122,617
16	105,536	110,417	118,957	122,007	126,888
17	106,756	111,637	119,632	122,732	127,638
18	107,351	112,857	120,307	123,457	128,388
19	107,946	113,452	120,982	124,182	129,138
20	108,541	114,047	121,657	124,907	129,888
21	109,136	114,642	122,332	125,632	130,638
22	109,731	115,237	123,007	126,357	131,388
23	110,326	115,832	123,682	127,082	132,138
24	110,921	116,427	124,357	127,807	132,888
25	111,516	117,022	125,032	128,532	133,638
26	112,111	117,617	125,707	129,257	134,388
27	112,706	118,212	126,382	129,982	135,138
28	113,301	118,807	127,057	130,707	135,888
29	113,896	119,402	127,732	131,432	136,638
30	114,491	119,997	128,407	132,157	137,388
31	115,086	120,592	129,082	132,882	138,138
32	115,681	121,187	129,757	133,607	138,888
33	116,276	121,782	130,432	134,332	139,638
34	116,871	122,377	131,107	135,057	140,388
35	117,466	122,972	131,782	135,782	141,138
36	118,061	123,567	132,457	136,507	141,888
37	118,656	124,162	133,132	137,232	142,638
38	119,251	124,757	133,807	137,957	143,388
39	119,846	125,352	134,482	138,682	144,138
Longevity	**595**	**595**	**675**	**725**	**750**

FY29 BMS - 195 WORK DAYS

Step	MS	MS+15	MS+30	MS+45	DR
1	69,968	70,587	71,826	73,064	74,302
2	72,445	73,064	74,922	76,160	77,398
3	74,922	75,541	78,018	79,256	80,494
4	77,398	78,018	81,114	82,352	83,590
5	79,875	81,114	84,209	85,448	87,305
6	82,352	83,590	87,305	88,544	91,021
7	84,829	86,686	90,401	91,640	94,736
8	87,305	89,163	93,497	94,736	98,451
9	89,782	92,259	96,593	97,832	102,166
10	92,259	94,736	100,308	101,547	105,881
11	94,736	97,832	103,404	105,262	109,596
12	97,212	100,308	107,119	108,977	113,311
13	99,689	103,404	110,215	112,692	117,026
14	102,166	105,881	113,930	116,407	120,741
15	104,643	108,977	117,026	120,122	124,457
16	107,119	112,073	120,741	123,837	128,791
17	108,358	113,311	121,416	124,562	129,541
18	108,953	114,550	122,091	125,287	130,291
19	109,548	115,145	122,766	126,012	131,041
20	110,143	115,740	123,441	126,737	131,791
21	110,738	116,335	124,116	127,462	132,541
22	111,333	116,930	124,791	128,187	133,291
23	111,928	117,525	125,466	128,912	134,041
24	112,523	118,120	126,141	129,637	134,791
25	113,118	118,715	126,816	130,362	135,541
26	113,713	119,310	127,491	131,087	136,291
27	114,308	119,905	128,166	131,812	137,041
28	114,903	120,500	128,841	132,537	137,791
29	115,498	121,095	129,516	133,262	138,541
30	116,093	121,690	130,191	133,987	139,291
31	116,688	122,285	130,866	134,712	140,041
32	117,283	122,880	131,541	135,437	140,791
33	117,878	123,475	132,216	136,162	141,541
34	118,473	124,070	132,891	136,887	142,291
35	119,068	124,665	133,566	137,612	143,041
36	119,663	125,260	134,241	138,337	143,791
37	120,258	125,855	134,916	139,062	144,541
38	120,853	126,450	135,591	139,787	145,291
39	121,448	127,045	136,266	140,512	146,041
Longevity	**595**	**595**	**675**	**725**	**750**

FY27 TEACHER/O&M - 184 WORK DAYS

Step	BS	BS+12	BS+18	BS+24	MS	MS+9	MS+15	MS+30	MS+45
1	55,411	57,627	58,736	60,398	62,614	63,168	64,277	65,385	66,493
2	57,073	59,290	60,398	62,060	64,831	65,385	67,047	68,155	69,264
3	58,736	60,952	62,060	63,723	67,047	67,601	69,818	70,926	72,034
4	60,398	62,614	63,723	65,385	69,264	69,818	72,588	73,696	74,805
5	62,060	64,277	65,385	67,047	71,480	72,588	75,359	76,467	78,129
6	63,723	65,939	67,047	69,264	73,696	74,805	78,129	79,238	81,454
7	65,385	67,601	68,709	70,926	75,913	77,575	80,900	82,008	84,779
8	67,047	69,264	70,372	73,142	78,129	79,792	83,670	84,779	88,103
9	68,709	70,926	72,034	74,805	80,346	82,562	86,441	87,549	91,428
10	70,372	72,588	73,696	77,021	82,562	84,779	89,766	90,874	94,753
11	70,372	74,251	75,359	78,683	84,779	87,549	92,536	94,198	98,077
12	70,372	75,913	77,021	80,900	86,995	89,766	95,861	97,523	101,402
13	70,372	75,913	78,683	82,562	89,212	92,536	98,631	100,848	104,727
14	70,372	75,913	80,346	84,779	91,428	94,753	101,956	104,172	108,051
15	70,372	75,913	82,008	86,995	93,644	97,523	104,727	107,497	111,376
16	70,372	75,913	82,508	89,212	95,861	100,294	108,051	110,822	115,255
17	70,372	75,913	83,008	91,982	96,969	101,402	108,726	111,547	116,005
18	70,372	75,913	83,508	92,482	97,564	102,510	109,401	112,272	116,755
19	70,372	75,913	84,008	92,982	98,159	103,105	110,076	112,997	117,505
20	70,372	75,913	84,508	93,482	98,754	103,700	110,751	113,722	118,255
21	70,372	75,913	85,008	93,982	99,349	104,295	111,426	114,447	119,005
22	70,372	75,913	85,508	94,482	99,944	104,890	112,101	115,172	119,755
23	70,372	75,913	86,008	94,982	100,539	105,485	112,776	115,897	120,505
24	70,372	75,913	86,508	95,482	101,134	106,080	113,451	116,622	121,255
25	70,372	75,913	87,008	95,982	101,729	106,675	114,126	117,347	122,005
26	70,372	75,913	87,508	96,482	102,324	107,270	114,801	118,072	122,755
27	70,372	75,913	88,008	96,982	102,919	107,865	115,476	118,797	123,505
28	70,372	75,913	88,508	97,482	103,514	108,460	116,151	119,522	124,255
29	70,372	75,913	89,008	97,982	104,109	109,055	116,826	120,247	125,005
30	70,372	75,913	89,508	98,482	104,704	109,650	117,501	120,972	125,755
31	70,372	75,913	90,008	98,982	105,299	110,245	118,176	121,697	126,505
32	70,372	75,913	90,508	99,482	105,894	110,840	118,851	122,422	127,255
33	70,372	75,913	91,008	99,982	106,489	111,435	119,526	123,147	128,005
34	70,372	75,913	91,508	100,482	107,084	112,030	120,201	123,872	128,755
35	70,372	75,913	92,008	100,982	107,679	112,625	120,876	124,597	129,505
36	70,372	75,913	92,508	101,482	108,274	113,220	121,551	125,322	130,255
37	70,372	75,913	93,008	101,982	108,869	113,815	122,226	126,047	131,005
38	70,372	75,913	93,508	102,482	109,464	114,410	122,901	126,772	131,755
39	70,372	75,913	94,008	102,982	110,059	115,005	123,576	127,497	132,505
Longevity	**0**	**0**	**500**	**500**	**595**	**595**	**675**	**725**	**750**

FY28 TEACHER/O&M - 184 WORK DAYS

Step	BS	BS+12	BS+18	BS+24	MS	MS+9	MS+15	MS+30	MS+45
1	56,242	58,492	59,617	61,304	63,554	64,116	65,241	66,366	67,490
2	57,929	60,179	61,304	62,991	65,803	66,366	68,053	69,178	70,303
3	59,617	61,866	62,991	64,678	68,053	68,615	70,865	71,990	73,115
4	61,304	63,554	64,678	66,366	70,303	70,865	73,677	74,802	75,927
5	62,991	65,241	66,366	68,053	72,552	73,677	76,489	77,614	79,301
6	64,678	66,928	68,053	70,303	74,802	75,927	79,301	80,426	82,676
7	66,366	68,615	69,740	71,990	77,052	78,739	82,113	83,238	86,050
8	68,053	70,303	71,427	74,239	79,301	80,989	84,925	86,050	89,425
9	69,740	71,990	73,115	75,927	81,551	83,801	87,738	88,862	92,799
10	71,427	73,677	74,802	78,176	83,801	86,050	91,112	92,237	96,174
11	71,427	75,364	76,489	79,864	86,050	88,862	93,924	95,611	99,548
12	71,427	77,052	78,176	82,113	88,300	91,112	97,299	98,986	102,923
13	71,427	77,052	79,864	83,801	90,550	93,924	100,111	102,361	106,297
14	71,427	77,052	81,551	86,050	92,799	96,174	103,485	105,735	109,672
15	71,427	77,052	83,238	88,300	95,049	98,986	106,297	109,110	113,047
16	71,427	77,052	83,738	90,550	97,299	101,798	109,672	112,484	116,983
17	71,427	77,052	84,238	93,362	98,424	102,923	110,347	113,209	117,733
18	71,427	77,052	84,738	93,862	99,019	104,048	111,022	113,934	118,483
19	71,427	77,052	85,238	94,362	99,614	104,643	111,697	114,659	119,233
20	71,427	77,052	85,738	94,862	100,209	105,238	112,372	115,384	119,983
21	71,427	77,052	86,238	95,362	100,804	105,833	113,047	116,109	120,733
22	71,427	77,052	86,738	95,862	101,399	106,428	113,722	116,834	121,483
23	71,427	77,052	87,238	96,362	101,994	107,023	114,397	117,559	122,233
24	71,427	77,052	87,738	96,862	102,589	107,618	115,072	118,284	122,983
25	71,427	77,052	88,238	97,362	103,184	108,213	115,747	119,009	123,733
26	71,427	77,052	88,738	97,862	103,779	108,808	116,422	119,734	124,483
27	71,427	77,052	89,238	98,362	104,374	109,403	117,097	120,459	125,233
28	71,427	77,052	89,738	98,862	104,969	109,998	117,772	121,184	125,983
29	71,427	77,052	90,238	99,362	105,564	110,593	118,447	121,909	126,733
30	71,427	77,052	90,738	99,862	106,159	111,188	119,122	122,634	127,483
31	71,427	77,052	91,238	100,362	106,754	111,783	119,797	123,359	128,233
32	71,427	77,052	91,738	100,862	107,349	112,378	120,472	124,084	128,983
33	71,427	77,052	92,238	101,362	107,944	112,973	121,147	124,809	129,733
34	71,427	77,052	92,738	101,862	108,539	113,568	121,822	125,534	130,483
35	71,427	77,052	93,238	102,362	109,134	114,163	122,497	126,259	131,233
36	71,427	77,052	93,738	102,862	109,729	114,758	123,172	126,984	131,983
37	71,427	77,052	94,238	103,362	110,324	115,353	123,847	127,709	132,733
38	71,427	77,052	94,738	103,862	110,919	115,948	124,522	128,434	133,483
39	71,427	77,052	95,238	104,362	111,514	116,543	125,197	129,159	134,233
Longevity	**0**	**0**	**500**	**500**	**595**	**595**	**675**	**725**	**750**

FY29 TEACHER/O&M - 184 WORK DAYS

Step	BS	BS+12	BS+18	BS+24	MS	MS+9	MS+15	MS+30	MS+45
1	57,086	59,369	60,511	62,223	64,507	65,078	66,219	67,361	68,503
2	58,798	61,082	62,223	63,936	66,790	67,361	69,074	70,215	71,357
3	60,511	62,794	63,936	65,649	69,074	69,645	71,928	73,070	74,211
4	62,223	64,507	65,649	67,361	71,357	71,928	74,782	75,924	77,066
5	63,936	66,219	67,361	69,074	73,641	74,782	77,637	78,778	80,491
6	65,649	67,932	69,074	71,357	75,924	77,066	80,491	81,633	83,916
7	67,361	69,645	70,786	73,070	78,207	79,920	83,345	84,487	87,341
8	69,074	71,357	72,499	75,353	80,491	82,203	86,199	87,341	90,766
9	70,786	73,070	74,211	77,066	82,774	85,058	89,054	90,195	94,191
10	72,499	74,782	75,924	79,349	85,058	87,341	92,479	93,621	97,617
11	72,499	76,495	77,637	81,062	87,341	90,195	95,333	97,046	101,042
12	72,499	78,207	79,349	83,345	89,625	92,479	98,758	100,471	104,467
13	72,499	78,207	81,062	85,058	91,908	95,333	101,612	103,896	107,892
14	72,499	78,207	82,774	87,341	94,191	97,617	105,038	107,321	111,317
15	72,499	78,207	84,487	89,625	96,475	100,471	107,892	110,746	114,742
16	72,499	78,207	84,987	91,908	98,758	103,325	111,317	114,171	118,738
17	72,499	78,207	85,487	94,762	99,900	104,467	111,992	114,896	119,488
18	72,499	78,207	85,987	95,262	100,495	105,608	112,667	115,621	120,238
19	72,499	78,207	86,487	95,762	101,090	106,203	113,342	116,346	120,988
20	72,499	78,207	86,987	96,262	101,685	106,798	114,017	117,071	121,738
21	72,499	78,207	87,487	96,762	102,280	107,393	114,692	117,796	122,488
22	72,499	78,207	87,987	97,262	102,875	107,988	115,367	118,521	123,238
23	72,499	78,207	88,487	97,762	103,470	108,583	116,042	119,246	123,988
24	72,499	78,207	88,987	98,262	104,065	109,178	116,717	119,971	124,738
25	72,499	78,207	89,487	98,762	104,660	109,773	117,392	120,696	125,488
26	72,499	78,207	89,987	99,262	105,255	110,368	118,067	121,421	126,238
27	72,499	78,207	90,487	99,762	105,850	110,963	118,742	122,146	126,988
28	72,499	78,207	90,987	100,262	106,445	111,558	119,417	122,871	127,738
29	72,499	78,207	91,487	100,762	107,040	112,153	120,092	123,596	128,488
30	72,499	78,207	91,987	101,262	107,635	112,748	120,767	124,321	129,238
31	72,499	78,207	92,487	101,762	108,230	113,343	121,442	125,046	129,988
32	72,499	78,207	92,987	102,262	108,825	113,938	122,117	125,771	130,738
33	72,499	78,207	93,487	102,762	109,420	114,533	122,792	126,496	131,488
34	72,499	78,207	93,987	103,262	110,015	115,128	123,467	127,221	132,238
35	72,499	78,207	94,487	103,762	110,610	115,723	124,142	127,946	132,988
36	72,499	78,207	94,987	104,262	111,205	116,318	124,817	128,671	133,738
37	72,499	78,207	95,487	104,762	111,800	116,913	125,492	129,396	134,488
38	72,499	78,207	95,987	105,262	112,395	117,508	126,167	130,121	135,238
39	72,499	78,207	96,487	105,762	112,990	118,103	126,842	130,846	135,988
Longevity	**0**	**0**	**500**	**500**	**595**	**595**	**675**	**725**	**750**

FY27 SW-PSYCH-NURSES - 189 WORK DAYS

Step	BS	BS+24	MS	MS+15	MS+30	MS+45
1	58,246	63,488	65,818	66,400	67,565	68,730
2	59,993	65,235	68,148	68,730	70,477	71,642
3	61,741	66,983	70,477	71,060	73,390	74,555
4	63,488	68,730	72,807	73,390	76,302	77,467
5	65,235	70,477	75,137	76,302	79,214	80,379
6	66,983	72,807	77,467	78,632	82,127	83,291
7	68,730	74,555	79,797	81,544	85,039	86,204
8	70,477	76,884	82,127	83,874	87,951	89,116
9	72,225	78,632	84,456	86,786	90,863	92,028
10	73,972	80,962	86,786	89,116	94,358	95,523
11	73,972	82,709	89,116	92,028	97,270	99,018
12	73,972	85,039	91,446	94,358	100,765	102,513
13	73,972	86,786	93,776	97,270	103,677	106,007
14	73,972	89,116	96,106	99,600	107,172	109,502
15	73,972	91,446	98,435	102,513	110,085	112,997
16	73,972	93,776	100,765	105,425	113,579	116,492
17	73,972	96,688	101,930	106,590	114,254	117,217
18	73,972	97,188	102,525	107,755	114,929	117,942
19	73,972	97,688	103,120	108,350	115,604	118,667
20	73,972	98,188	103,715	108,945	116,279	119,392
21	73,972	98,688	104,310	109,540	116,954	120,117
22	73,972	99,188	104,905	110,135	117,629	120,842
23	73,972	99,688	105,500	110,730	118,304	121,567
24	73,972	100,188	106,095	111,325	118,979	122,292
25	73,972	100,688	106,690	111,920	119,654	123,017
26	73,972	101,188	107,285	112,515	120,329	123,742
27	73,972	101,688	107,880	113,110	121,004	124,467
28	73,972	102,188	108,475	113,705	121,679	125,192
29	73,972	102,688	109,070	114,300	122,354	125,917
30	73,972	103,188	109,665	114,895	123,029	126,642
31	73,972	103,688	110,260	115,490	123,704	127,367
32	73,972	104,188	110,855	116,085	124,379	128,092
33	73,972	104,688	111,450	116,680	125,054	128,817
34	73,972	105,188	112,045	117,275	125,729	129,542
35	73,972	105,688	112,640	117,870	126,404	130,267
36	73,972	106,188	113,235	118,465	127,079	130,992
37	73,972	106,688	113,830	119,060	127,754	131,717
38	73,972	107,188	114,425	119,655	128,429	132,442
39	73,972	107,688	115,020	120,250	129,104	133,167
Longevity	**0**	**500**	**595**	**595**	**675**	**725**

FY28 SW-PSYCH-NURSES - 189 WORK DAYS

Step	BS	BS+24	MS	MS+15	MS+30	MS+45
1	59,119	64,440	66,805	67,396	68,579	69,761
2	60,893	66,214	69,170	69,761	71,535	72,717
3	62,667	67,987	71,535	72,126	74,491	75,673
4	64,440	69,761	73,899	74,491	77,446	78,629
5	66,214	71,535	76,264	77,446	80,402	81,585
6	67,987	73,899	78,629	79,811	83,358	84,541
7	69,761	75,673	80,994	82,767	86,314	87,497
8	71,535	78,038	83,358	85,132	89,270	90,453
9	73,308	79,811	85,723	88,088	92,226	93,409
10	75,082	82,176	88,088	90,453	95,774	96,956
11	75,082	83,950	90,453	93,409	98,730	100,503
12	75,082	86,314	92,818	95,774	102,277	104,050
13	75,082	88,088	95,182	98,730	105,233	107,597
14	75,082	90,453	97,547	101,094	108,780	111,145
15	75,082	92,818	99,912	104,050	111,736	114,692
16	75,082	95,182	102,277	107,006	115,283	118,239
17	75,082	98,138	103,459	108,189	115,958	118,964
18	75,082	98,638	104,054	109,371	116,633	119,689
19	75,082	99,138	104,649	109,966	117,308	120,414
20	75,082	99,638	105,244	110,561	117,983	121,139
21	75,082	100,138	105,839	111,156	118,658	121,864
22	75,082	100,638	106,434	111,751	119,333	122,589
23	75,082	101,138	107,029	112,346	120,008	123,314
24	75,082	101,638	107,624	112,941	120,683	124,039
25	75,082	102,138	108,219	113,536	121,358	124,764
26	75,082	102,638	108,814	114,131	122,033	125,489
27	75,082	103,138	109,409	114,726	122,708	126,214
28	75,082	103,638	110,004	115,321	123,383	126,939
29	75,082	104,138	110,599	115,916	124,058	127,664
30	75,082	104,638	111,194	116,511	124,733	128,389
31	75,082	105,138	111,789	117,106	125,408	129,114
32	75,082	105,638	112,384	117,701	126,083	129,839
33	75,082	106,138	112,979	118,296	126,758	130,564
34	75,082	106,638	113,574	118,891	127,433	131,289
35	75,082	107,138	114,169	119,486	128,108	132,014
36	75,082	107,638	114,764	120,081	128,783	132,739
37	75,082	108,138	115,359	120,676	129,458	133,464
38	75,082	108,638	115,954	121,271	130,133	134,189
39	75,082	109,138	116,549	121,866	130,808	134,914
Longevity	**0**	**500**	**595**	**595**	**675**	**725**

FY29 SW-PSYCH-NURSES - 189 WORK DAYS

Step	BS	BS+24	MS	MS+15	MS+30	MS+45
1	60,006	65,407	67,807	68,407	69,607	70,807
2	61,806	67,207	70,207	70,807	72,608	73,808
3	63,607	69,007	72,608	73,208	75,608	76,808
4	65,407	70,807	75,008	75,608	78,608	79,808
5	67,207	72,608	77,408	78,608	81,609	82,809
6	69,007	75,008	79,808	81,008	84,609	85,809
7	70,807	76,808	82,209	84,009	87,609	88,809
8	72,608	79,208	84,609	86,409	90,609	91,810
9	74,408	81,008	87,009	89,409	93,610	94,810
10	76,208	83,409	89,409	91,810	97,210	98,410
11	76,208	85,209	91,810	94,810	100,210	102,011
12	76,208	87,609	94,210	97,210	103,811	105,611
13	76,208	89,409	96,610	100,210	106,811	109,211
14	76,208	91,810	99,010	102,611	110,412	112,812
15	76,208	94,210	101,411	105,611	113,412	116,412
16	76,208	96,610	103,811	108,611	117,012	120,013
17	76,208	99,610	105,011	109,811	117,687	120,738
18	76,208	100,110	105,606	111,012	118,362	121,463
19	76,208	100,610	106,201	111,607	119,037	122,188
20	76,208	101,110	106,796	112,202	119,712	122,913
21	76,208	101,610	107,391	112,797	120,387	123,638
22	76,208	102,110	107,986	113,392	121,062	124,363
23	76,208	102,610	108,581	113,987	121,737	125,088
24	76,208	103,110	109,176	114,582	122,412	125,813
25	76,208	103,610	109,771	115,177	123,087	126,538
26	76,208	104,110	110,366	115,772	123,762	127,263
27	76,208	104,610	110,961	116,367	124,437	127,988
28	76,208	105,110	111,556	116,962	125,112	128,713
29	76,208	105,610	112,151	117,557	125,787	129,438
30	76,208	106,110	112,746	118,152	126,462	130,163
31	76,208	106,610	113,341	118,747	127,137	130,888
32	76,208	107,110	113,936	119,342	127,812	131,613
33	76,208	107,610	114,531	119,937	128,487	132,338
34	76,208	108,110	115,126	120,532	129,162	133,063
35	76,208	108,610	115,721	121,127	129,837	133,788
36	76,208	109,110	116,316	121,722	130,512	134,513
37	76,208	109,610	116,911	122,317	131,187	135,238
38	76,208	110,110	117,506	122,912	131,862	135,963
39	76,208	110,610	118,101	123,507	132,537	136,688
Longevity	**0**	**500**	**595**	**595**	**675**	**725**