

Regular Board of Education Meeting
Monday, September 29, 2025 7:00 PM

Vernon Hills High School Library/Library
Classroom
145 Lakeview Pkwy.
Vernon Hills, IL 60061

Agenda

1. Call to Order / Pledge of Allegiance / Roll Call
Speaker(s): Board President
2. Review Agenda
Speaker(s): Board President
3. Communication
 - 3.A. Invitation for Public Comment (3-minute time limit)
 - 3.B. Student School Board Representative Reports
 - 3.C. FOIA Requests
 - 3.D. Superintendent's Report
4. Consent Vote Agenda
 - 4.A. Regular Board Meeting Minutes and Closed Session Minutes - August 25, 2025
 - 4.B. P&P Meeting Minutes - September 8, 2025
 - 4.C. F&F Meeting Minutes - September 8, 2025
 - 4.D. Destruction of Closed Session Audio Recordings
 - 4.E. Employment of Employees
 - 4.F. Upcoming Educational Tours
 - 4.G. Bills Payable
5. For Action
 - 5.A. Resolution to Regulate Expense Reimbursements for Board Policies 2:125 Board Member Compensation; Expenses and 5:60 Expenses
Speaker(s): Briant Kelly
 - 5.B. Board Governance Handbook
 - 5.C. Employment of Employees
Speaker(s): Briant Kelly
 - 5.D. 2026 VHHS Graduation Agreement with Rosemont Theater
Speaker(s): Dan Stanley
 - 5.E. Approval of Bids for LHS Cafeteria
Speaker(s): Dan Stanley
6. For Information
 - 6.A. Summer School 2025 Annual Report
Speaker(s): Ben Rodriguez, Deborah Beagle, Amy Wiggins
 - 6.B. FY25 Employee Compensation Report
Speaker(s): Dan Stanley
 - 6.C. Board Comments and Events
 - 6.D. IASB Report
 - 6.E. SEDOL Report
7. Future Agenda Items
8. Executive Session

9. Return to Open Session
10. Adjournment

September 2025 FOIA Report to Board

Note: Response deadline is five business days after receipt of standard FOIA request; 21 business days for commercial requests. An extension is allowed under certain circumstances.

Date Received	Type of Request	Requestor	Information Requested	Date of Response	Time Spent
8/15/2025, 8/18/2025	Standard	Kristin Malek	Employment records	8/25/2025	5 hours
9/2/2025	Standard	Owen Wang, Lake Co Gazette	Names and honors of all students in your high schools recognized by the College Board as AP Scholars	9/8/2025	20 minutes
9/2/2025	Standard	CT Mills, Public Info Access LLC	Curriculum related purchases and contracts for core curriculum, instructional technology, assessment software	9/9/2025	20 minutes
9/5/2025	Standard	Mark Merkle, Iron Workers Local 63	Contract, bid documents, and certified payroll for the installation of the loading dock guardrail at Libertyville High School	9/12/2025	1 hour
9/8/2025	Standard	Owen Wang, Lake Co Gazette	Contracts/collective bargaining agreements for all principals and teachers	9/9/2025	15 minutes
9/8/2025	Standard	Owen Wang, Lake Co Gazette	Names of all graduates from your middle schools for the completed school year	9/9/2025 no records	5 minutes
9/10/2025	Standard	Marnie Navarro	D128's Gender Support Guidelines administrative procedures, Gender Support Plans applied for and enacted, and related information	9/17/2025	2 hours
9/12/2025	Commercial	Michael Rost, Allium Data	copies of your current property and casualty insurance policies, including premium information, or a summary document that outlines coverage, carrier, limits, deductibles, and premium	9/24/2025	1 hour
9/15/2025	Standard	John Hetzel	summary cost roll-up of expenses for DARING Promotional Expenses from Sept. 2020-YTD 2025 by date and amount with description	9/23/2025	1 hour

Community High School District 128
Program and Personnel Committee Meeting
September 8, 2025

Personnel Report

Educational Support Staff

Name (Replacing)	Position	Location	Reason	Effective Date
Brian O'Neill (Bella Mampe)	Campus Safety	LHS	Replacement	9/2/2025

Coaching/ Extracurricular Staff

Name (Replacing)	Position	Location	Reason	Effective Date
Wendy Inman (Megan Lavery)	Asst Girls Bowling Coach	LHS	Replacement	9/29/2025
Amanda Tsao	Asst Girls Lacrosse Coach	VHHS	Resignation	9/2/2025
Bryan Wilcox (Joe Ravagni)	Asst Football Coach	LHS	Replacement	9/3/2025

All retirement actions are taken pursuant to the employee meeting all District and TRS/IMRF requirements.

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
23734	AMERICAN OUTFITTERS	Pep Band 2025 T-shirts	09/17/2025	1,267.00
23735	Chakaki, Rania	FOOD FOR FIRST MSA MEETING	09/17/2025	10.13
23736	CHICAGO SHAKESPEARE THEATRE	Much Ado About Nothing	09/17/2025	304.00
23737	COMPTON, ANDREW	SPECIAL OLYMPICS AWARD NIGHT FOOD COSTCO PIZZA	09/17/2025	177.61
23738	COUGAR ATHLETIC BOOSTERS	Complimentary Food Tickets - Football Home Game (9/5/25)	09/17/2025	450.00
23739	CROWN TROPHY	Medals for Tournament	09/17/2025	314.40
23740	DANCE PARTY DJS	DJ for the Kickoff Dance August 23, 2025	09/17/2025	1,650.00
23741	Denic, Michelle	Game Day Bows	09/17/2025	390.00
23742	DESIGNS DONE WRITE LLC	GIRLS FLAG FOOTBALL COACHES JACKET	09/17/2025	159.00
23743	DOERHOEFER, DAVID	Concession products	09/17/2025	327.88
23744	GOLD MEDAL-CHICAGO	Concessions- football game	09/17/2025	930.00
23745	INGRAM LIBRARY SERVICES LLC	Innovation Grant for Chris Wolf: A "Sick" Book Study for AP Biology	09/17/2025	1,011.45
23746	INGRAM LIBRARY SERVICES LLC	Innovation Grant for Chris Wolf: A "Sick" Book Study for AP Biology	09/17/2025	27.30
23747	JEWISH COMMUNITY CENTER OF MILWAUKEE	Payment for 2025 Choir Retreat	09/17/2025	2,713.00
23748	NARDINI, ROBERT J	Papa John's Pizza Team dinner	09/17/2025	99.64
23749	PAULY, JANICE	Concession Products	09/17/2025	234.33
23750	PEPSICO BEVERAGE SALES LLC	Beverages for Concession	09/17/2025	408.21
23751	SULLIVAN, ALISON	JV and Varsity Flag Football team shirts	09/17/2025	848.00
61777	CONSTANTINIDIS, IRENE	PRODUCT FOR INDOOR VB CONCESSION	09/05/2025	259.24
61778	FORWARD SPACE	STUDENT WORK STATIONS AND CHAIRS	09/05/2025	2,660.48
61779	GOLD MEDAL-CHICAGO	PRODUCT FOR OUTDOOR FOOTBALL CONCESSION	09/05/2025	2,302.66
61780	KORHUMEL, NICHOLAS	Reimbursement for girls x-ctry binders and sheets	09/05/2025	117.87
61781	MANITOQUA MINISTRIES	DEPOSIT/CONTRACT FEE FOR YEARBOOK FIELD TRIP	09/05/2025	696.88
61782	PEPSICO BEVERAGE SALES LLC	BEVERAGES FOR FOOTBALL CONCESSION	09/05/2025	1,788.76
61783	REED, MICHAEL	SWIM BACKPACKS FOR NEW TEAM MEMBERS	09/05/2025	658.80
61784	TARABISHY, NOOR	SNACK PURCHASE	09/05/2025	72.94
61785	WEATHERLY, STEPHANIE	SHELTER RENTAL	09/05/2025	130.00

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
61786	COMEAX, AMANDA R	TROPICAL ACCESSORIES FOR HOMECOMING	09/12/2025	36.07
61787	CONSTANTINIDIS, IRENE	STORAGE BINS FOR FOOTBALL CONCESSIONS	09/12/2025	265.26
61788	DOMINO'S PIZZA	PIZZA FOR OPENING MEETING	09/12/2025	69.79
61789	ILLINOIS JOURNALISM EDUCATION ASSOCIATION	DEPT CHAIR MEMBERSHIP FEE	09/12/2025	25.00
61790	KONO, JUSTIN	LES MISERABLES VIDEOGRAPHY	09/12/2025	400.00
61791	LIFEGUARD STORE	Mesh Equipment Bags	09/12/2025	412.00
61792	MODERN MEDIA TECH LLC	PURCHASE AND INSTALLATION OF NEW TV FOR YEARBOOK IN ROOM 013	09/12/2025	1,515.00
61793	PIZZA ITALIA	PIZZA FOR CONCESSION	09/12/2025	779.50
61794	SAMPSON, ANNEMARIE	Team snacks - girls cross country	09/12/2025	277.76
61795	SPORTDECALS INC.	Football stickers	09/12/2025	2,193.75
61796	TEAM ATHLETICS	T-shirts	09/12/2025	90.00
61797	TROPHIES BY GEORGE INC.	2025 Sophomore Girls Volleyball Awards	09/12/2025	1,005.75
61798	VT SEVA	SOUTH ASIAN STUDENT ASSOCIATION (SASA) SPRING FUNDRAISER - VT SEVA	09/12/2025	150.00
61799	APPLE INC	Apple TV for Yearbook @ LHS	09/19/2025	149.00
61800	BRANDT, JENNIFER	FRUIT FOR TEAM BREAKFAST TAX NOT REIMBURSED	09/19/2025	7.98
61801	CAROLLO, ALLISON	BREAKFAST FOR GRAY AREA MEETING TAX NOT REIMBURSED	09/19/2025	15.47
61802	CLOWNING AROUND ENTERTAINMENT	GAMES FOR HOMECOMING	09/19/2025	2,614.00
61803	COMEAX, AMANDA R	SASH FOR HOMECOMING COURT WINNER	09/19/2025	46.97
61804	DANCE PARTY DJS	DJ FOR HOMECOMING DANCE	09/19/2025	16,850.00
61805	DOMINO'S PIZZA	PIZZA FOR WP STUDENTS DURING 09/05/25 & 09/12/25 BROADCASTS	09/19/2025	286.00
61806	GOLD MEDAL-CHICAGO	PRODUCT FOR FOOTBALL CONCESSIONS	09/19/2025	780.67
61807	ICON GRAPHICS & SCREENPRINTING	JERSEY PRINTING FOR HOMECOMING FLAG	09/19/2025	1,620.00
61808	LANDVICK, ARIEL	SOUSA BELL COVER MATERIALS TAX NOT REIMBURSED	09/19/2025	93.52
61809	PEPSICO BEVERAGE SALES LLC	BEVERAGES FOR FOOTBALL CONCESSION	09/19/2025	329.50
61810	QUEST FOOD MANAGEMENT SERVICES LLC	03/21/25 PRINCIPAL'S ADVISORY	09/19/2025	2,607.50
61811	SPORTS 11	T-shirts	09/19/2025	1,678.44

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
61812	WEADICK, BRENDA	REIMBURSEMENT FOR CLUB SUPPLIES TAX NOT REIMBURSED	09/19/2025	22.16
213006	T-MOBILE USA INC.	MOBILE INTERNET	09/04/2025	942.40
213007	VILLAGE OF LIBERTYVILLE	SALE OF GAS	09/04/2025	740.30
213008	STEINER, CHRISTINA	Petty Cash Replenishment #1254-#1288	09/05/2025	422.35
213009	SAM'S CLUB/SYNCHRONY BANK	IMPREST LHS SAMS CLUB BALANCE	09/08/2025	280.00
213010	NIHIP	Medical Insurance	09/11/2025	5,659.89
213011	STEINER, CHRISTINA	petty cash replenishment #1290-#1317	09/18/2025	408.44
460695	NOW ARENA	NOW Arena Rental Fee for the 2026 LHS Graduation Ceremony	09/10/2025	23,497.50
460696	1ST PRESBYTERIAN CHURCH	Sanctuary rental for Fall Band concert	09/29/2025	250.00
460697	AAA TENT MASTERS & PARTY RENTAL	Testing Tables Rental	09/29/2025	2,250.65
460698	ABRAHAM'S ON-SITE SHREDDING SERVICES LLC	Shredding of old student records	09/29/2025	223.25
460699	ACCURATE BIOMETRICS	Fingerprinting Services August	09/29/2025	63.75
460700	ACE HARDWARE	Propane purchase for Grounds Department	09/29/2025	66.87
460701	ADA BADMINTON & TENNIS	Badminton and Shuttlecocks for PE classes.	09/29/2025	418.00
460702	ADVOCATE OCCUPATIONAL HEALTH	BUS DRIVER PHYSICAL, 10 PANEL SEND OUT	09/29/2025	542.00
460703	AFFILIATED CUSTOMER SERVICE INC	repairs of fire alarm deficiencies, quote 215163	09/29/2025	590.98
460704	AIR DISTRIBUTORS COMPANY, INC.	univent motor - rm 010 Quote# 304898	09/29/2025	499.00
460705	AISLE/ASSOCIATION OF IL LIBRARY EDUCATORS	AISLE (Association of Illinois School Educators) Membership Renewal - Melissa Aubin	09/29/2025	65.00
460706	ALEXANDER LEIGH CENTER FOR AUTISM	Tuition 2025-26 (BA) September	09/29/2025	48,722.40
460707	ALLIANCE MECHANICAL	Air Compressor Replacement	09/29/2025	3,564.17
460708	ALTA EQUIPMENT COMPANY	Grounds Equipment Maintenance	09/29/2025	2,881.94
460709	ALTORFER INDUSTRIES INC.	Generator Inspection and Maintenance	09/29/2025	3,430.00
460710	AMBIUS LLC	Watering of indoor plants for Sept 2025	09/29/2025	271.84
460711	AMERICAN BACKFLOW & FIRE PREVENTION INC	assist with fire drill 8/15/25	09/29/2025	245.00
460712	AMERICAN BUTTON MACHINES	Theatre Supplies - Theatre Buttons and magnets	09/29/2025	128.39
460713	AMERICAN RED CROSS OF GREATER CHICAGO	Pool Supplies	09/29/2025	3,418.50

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460714	AMPLIFY EDUCATION INC.	ISBN 979-8-89404-354-8, Amplify Desmos Math Alg1 Teacher Print Set	09/29/2025	414.40
460715	ANDERSON LOCK	Fixing the pins in the tumbler for staff bathroom	09/29/2025	1,356.46
460716	APPLE INC	IPADS (9)	09/29/2025	10,569.00
460717	ASCD	Institutional Membership PLUS	09/29/2025	1,995.00
460718	ASSURED HEALTHCARE STAFFING LLC	School Nurse Substitute - Invoice 22401	09/29/2025	898.46
460719	AUTO GLASS SHOP INC.	Window repair of Dodge Caravan 2014	09/29/2025	365.00
460720	B&H PHOTO-VIDEO	Ink for Poster Printer VHHS	09/29/2025	2,735.53
460721	BALTIMORE BRASS COMPANY	Tuba bag and case	09/29/2025	1,085.00
460722	BANNERVILLE USA INC.	Outdoor Concession Stand Hot Water Heater	09/29/2025	3,402.96
460723	BARNES & NOBLE INC	English Novels	09/29/2025	1,687.34
460724	BATTERIES PLUS LLC	Batteries for IT stock - VHHS	09/29/2025	2,207.62
460725	BERGER, EMMALEE	Reimbursement for Musical costume purchases	09/29/2025	750.51
460726	BERRY TIRE CO.	2017 Ford F550 Tire Replacement	09/29/2025	2,372.03
460727	BIO-RAD LABORATORIES	Biotechnology Supplies	09/29/2025	4,030.72
460728	BIRMINGHAM, CLAIRE	Staff Accompanist 8/19 - 9/18/25	09/29/2025	2,940.00
460729	BLICK ART MATERIALS	Art Supplies	09/29/2025	5,065.12
460730	BREEDLOVE'S SPORTING GOODS	Football Training Equipment	09/29/2025	8,607.00
460731	BROGAN'S	30 Year Clock-Years of Service Award, Gold Name Badges	09/29/2025	110.00
460732	BSN SPORTS	Boys Basketball Supplies	09/29/2025	12,047.01
460733	BSN SPORTS	Girls Basketball Coach Jackets	09/29/2025	259.70
460734	CAMCOR INC	Epson Projector replacements - LHS (3)	09/29/2025	7,885.00
460735	CARAHSOFT TECHNOLOGY CORPORATION	Monthly Overage charges for District Zoom Contract Original Quote 51574077, Order 24179100.01 Contract year July 22, 2024 - July 21st, 2025	09/29/2025	71,788.57
460736	CAROLINA BIOLOGICAL SUPPLY CO	AP Biology Supplies for 25-26	09/29/2025	2,886.05
460737	CDI CORPORATION	Record Boards	09/29/2025	1,076.00
460738	Centgraf, Melissa	reimbursement for non cdi DMV test	09/29/2025	20.00
460739	CESO COMMUNICATIONS LLC	WEBSITE ASSISTANCE JUNE 2025 HOURS	09/29/2025	7,520.00

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460740	CHARLOTTE ALDEN'S PIANO SERVICE	Choir Room Piano Tune	09/29/2025	125.00
460741	CITICARE SERVICES LLC INC.	TRANSPORTATION 08/01/25-08/30/25 HOMELESS	09/29/2025	39,890.80
460742	CLOWNING AROUND ENTERTAINMENT	2 Inflatables for Family Night	09/29/2025	1,814.00
460743	COLLEY ELEVATOR COMPANY	monthly elevator inspection service from 7/2025 to 6/2026	09/29/2025	1,867.00
460744	COMCAST	8771 10 109 0315827 INTERNET	09/29/2025	169.90
460745	CONNECTION'S ACADEMY EAST	2025-26 Tuition (JH) August	09/29/2025	4,489.56
460746	CONSERV FS INC.	athletic white paint, roundup quikpro	09/29/2025	1,443.00
460747	CORNERSTONE AUTOMOTIVE GROUP	2019 CHEVROLET EXPRESS 3500 BASE - BUS 15 - SERVICE	09/29/2025	5,968.66
460748	CRISIS PREVENTION INSTITUTE	CPI trainer Training - CH	09/29/2025	7,047.00
460749	CURALINC LLC	EAP Services for the 4th Quarter	09/29/2025	1,803.87
460750	DEERFIELD HIGH SCHOOL	CSL Showcase Boys Golf fee	09/29/2025	374.55
460751	DEFRANCO PLUMBING	Plumbing Repairs	09/29/2025	788.21
460752	DEMCO	Label Protectors, Custom Name Tags, Scissors & Post-it Notes	09/29/2025	436.33
460753	DESIGNS DONE WRITE LLC	XC Coaches Gear	09/29/2025	3,721.50
460754	DISCOVERY EDUCATION	DreamBox Reading Plus 25-26 renewal	09/29/2025	2,354.00
460755	DOLLAMUR SPORT SURFACES LP	Wrestling Mats	09/29/2025	26,623.00
460756	DOMINO'S PIZZA	Food for Link Crew training 8/25/25	09/29/2025	337.16
460757	DOOR SYSTEMS ASSA ABLOY	Cargo Bay Door Maintenance and Inspection	09/29/2025	4,050.00
460758	DOW JONES & COMPANY INC	WSJ.com On-premise Access Dates IP: 216.125.24.198	09/29/2025	1,260.00
460759	EARTH NETWORKS	Severe Weather Alert Subscription	09/29/2025	1,818.60
460760	EASY ICE LLC	Ice Machine repair	09/29/2025	250.00
460761	EBSCO PUBLISHING	Print Magazines Subscription Renewal (through EBSCO)	09/29/2025	2,329.17
460762	ECS MIDWEST LLC	Project LHS24-01 LHS Cafeteria - Inspections	09/29/2025	9,488.75
460763	EDVOTEK INC.	DNA Only Replenisher EDVO-Kit #116 (24 Groups, Sickle Cell Gene Detection (DNA-Based), SYBR Safe DNA Stain for Biology & BIO Honors	09/29/2025	2,046.00
460764	EFRAIM CARLSON & SON INC	LHS CEILING & LIGHTING RENOVATIONS LHS25-07	09/29/2025	43,174.21
460765	ELEMENTAL SOLUTIONS LLC	Water Testing and Filter Inspection	09/29/2025	1,538.00

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460766	EXPLORE LEARNING LLC	Gizmos Teacher Plus Students Annual Licenses (4)	09/29/2025	2,820.00
460767	FAST SIGNS	Building Signage	09/29/2025	599.69
460768	FELICITY EDUCATIONAL SERVICES LLC	Transportation Aug 2025 (MM,MW,OR)	09/29/2025	1,640.00
460769	FELICITY SCHOOLS LLC	2025-26 Tuition (OR) August	09/29/2025	3,546.00
460770	FLINN SCIENTIFIC INC.	Chemistry - Hydrion 1 - 12pH Test Strips (Qty 36) Item# AP1107 for Chem Classes **please see attached price quote**	09/29/2025	101.75
460771	FLOCK SAFETY	IMPLEMENTATION OF SAFETY SERVICES	09/29/2025	24,050.00
460772	FOLLETT SCHOOL SOLUTIONS INC	Destiny and TitlePeek Subscription Renewal 10/1/2025 - 9/30/2026	09/29/2025	1,380.96
460773	FOREST AWARDS	Teacher Name Badges	09/29/2025	252.10
460774	FOX VALLEY FIRE & SAFETY	Fire Suppression System Reset	09/29/2025	3,461.50
460775	FREESTYLE SALES CO.	Photography Supplies	09/29/2025	4,048.41
460776	FSS TECHNOLOGIES	Fire Alarm Monitoring/Radio Lease 10/1/25 to 12/31/25	09/29/2025	516.00
460777	FULL COMPASS	Patch Snake Cable for portable mic rack - LHS	09/29/2025	168.52
460778	GIANT STEPS ILLINOIS INC	2025-26 Tuition (MB) August	09/29/2025	4,159.10
460779	GREAT FRAME UP THE	Framing - 2025 Honor Graduates Composite and Class Panoramic	09/29/2025	456.15
460780	Greene, Claire	AISLE membership reimbursement (2 years)	09/29/2025	130.00
460781	HALLORAN & YAUCH INC	Irrigation System Startup and Maintenance	09/29/2025	4,620.00
460782	HALOGEN SUPPLY COMPANY INC.	Pool Chemicals	09/29/2025	1,980.64
460783	HARK'N TECHNOLOGIES INC	Yoga Equipment	09/29/2025	1,556.47
460784	HAUSMANN, NEAL	TUITION REIMBURSEMENT FY25 COURSE #RPCE 5402, RPCE 5425	09/29/2025	1,098.00
460785	HD SUPPLY	Custodial Supplies	09/29/2025	13,851.17
460786	HENRY SCHEIN INC	Athletic trainer supplies	09/29/2025	2,426.85
460787	HERITAGE SIGNS	30 double-faced banners for the front drive-hardware included	09/29/2025	5,542.00
460788	HERMAN, GREGORY	Reimbursement for payment of coaches gear	09/29/2025	224.40
460789	HES FACILITIES LLC	AUGUST 2025 FACILITIES MANAGEMENT	09/29/2025	277,706.70
460790	HIMES PETRARCA & FESTER	D128 SERVICES THROUGH 08/31/25	09/29/2025	7,735.00
460791	HOME DEPOT	Receipts for repairs to grounds and building	09/29/2025	2,078.65
460792	HYDROWING	Hydro Wing Pro medium	09/29/2025	396.00

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460793	IASB	JAC Friday Focus Workshop PM Session - Polen	09/29/2025	199.00
460794	ICTM MATHEMATICS CONTEST	Math Contest Registration - 2026	09/29/2025	300.00
460795	ILLINOIS ASCD MEMBERSHIP	IL ASCD Professional Membership renewal	09/29/2025	49.00
460796	ILLINOIS SCIENCE OLYMPIAD	Science Olympiad Registration for the 2025-2026 season.	09/29/2025	1,600.00
460797	ILLINOIS STATE POLICE	Fingerprinting Service	09/29/2025	554.25
460798	INNER SECURITY SYSTEMS INC	Municipal Radios for Stadium usage For Sept 2025-Nov 2025	09/29/2025	156.00
460799	INSPEC	Project LHS25-03 - Visitor Parking Curbs and Sidewalk Repairs Engineering Services	09/29/2025	6,250.00
460800	INTERVIEWSTREAM	Interview Software Subscription (10/1/25-9/30/26)	09/29/2025	7,875.00
460801	IXL	IXL Year 2 of 3 Renewal 25-26 for Sped Licenses	09/29/2025	2,738.00
460802	JOHNSON CONTROLS FIRE PROTECTION LP	HVAC Repairs	09/29/2025	1,500.10
460803	JUNIOR LIBRARY GUILD	Collection of Catalog Books	09/29/2025	3,399.78
460804	KAUFMAN, ROBYN MICHELLE	Girls Swim - Coach Tees	09/29/2025	122.00
460805	KESHET	Aug 2025 ESY Tuition (EN)	09/29/2025	592.67
460806	KEYCODE MEDIA, INC.	Graphics software for Live Broadcasts VHHS - 1 yr license	09/29/2025	5,248.24
460807	KI.COM	OFFICE FURNITURE	09/29/2025	18,352.23
460808	KONO, JUSTIN	Custom instrument books	09/29/2025	600.00
460809	KRAUSE ELECTRICAL CONTRACTORS	Wiring Upgrades for Displays in Multiple Areas	09/29/2025	8,325.00
460810	LIFEGUARD STORE	Stop watches for swim meets	09/29/2025	137.60
460811	LITTLE CITY FOUNDATION	July ESY Tuition (BA)	09/29/2025	2,790.00
460812	Lungu, Elizabeth	Mileage for AP Capstone Training at Loyola University Chicago July 7-July 10, 2025 (during summer break)	09/29/2025	200.48
460813	SEDOL	Tuition Sept 2025	09/29/2025	28,038.93
460814	WALLACE ACADEMY LLC	2025-26 Tuition (DH) August	09/29/2025	13,718.16
460815	INTERSTATE BATTERIES/ JFB BATTERY DISTRIBUTOR	Miscellaneous Batteries	09/29/2025	826.20
460816	LAKE COUNTY DEPARTMENT OF PUBLIC WORKS	VHHS Meter 46537997 06/23/25- 8/23/25	09/29/2025	99.20
460817	LAKE COUNTY DEPARTMENT OF PUBLIC WORKS	VHHS Meter 46705321 6/23/25-8/23/25	09/29/2025	42.97
460818	LAKE COUNTY DEPARTMENT OF PUBLIC WORKS	VHHS Water Sewer	09/29/2025	3,624.64

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460819	LAKE COUNTY DEPARTMENT OF PUBLIC WORKS	VHHS Irrigation	09/29/2025	2,051.14
460820	LAKE COUNTY SUPERINTENDENTS' ASSOC	2025-2026 LCS Membership Dues	09/29/2025	200.00
460821	LAKE COUNTY TECH CAMPUS	Tuition for September 2025	09/29/2025	35,752.30
460822	LAKESIDE CONSULTANTS	Construction Inspections	09/29/2025	3,150.00
460823	LAKESIDE TRANSPORTATION	REGULAR BILLING AUG 2025	09/29/2025	178,186.69
460824	LAWSON PRODUCTS INC	Miscellaneous Parts	09/29/2025	1,352.77
460825	LCCA	LCCA Annual Membership Dues for LHS Counselors for 2025-2026 (Angelos, Felix, Espinoza, Kelly, Pothast, Mortillaro, Casillas, Murphy)	09/29/2025	420.00
460826	LEARN BY DOING, INC.	Albert Teacher Software License 8/18/25 - 8/18/26	09/29/2025	400.00
460827	LIBERTYVILLE TILE & CARPET	Pool Bleacher area	09/29/2025	55,904.00
460828	LICHTER, GRACE	ENGL 607 - Topics in Literature - 3 credits ENGL 617 - Phonology - 3 credits	09/29/2025	3,058.50
460829	LIFEGUARD STORE	Swim Caps	09/29/2025	1,874.00
460830	LISA'S CLARINET SHOP	Clarinets Repair and Maintenance	09/29/2025	1,595.20
460831	LUGER, MACKENA	Notability Plus annual subscription for Mackena Luger - Math Dept - OrderID# MT8YFZDTVJ 08/07/25-08/07/26	09/29/2025	19.99
460832	MARJO GRAPHICS	Hall passes	09/29/2025	663.00
460833	MARYVILLE ACADEMY	2025-26 Tuition (DD) August	09/29/2025	13,940.22
460834	MCCULLOUGH EQUIPMENT INC.	Repairs to Kubota	09/29/2025	2,317.70
460835	MCMASTER-CARR SUPPLY CO	aluminum 90 degree angle, aluminum bar	09/29/2025	91.18
460836	MEDCO SUPPLY INC	Powerade cups - 9oz	09/29/2025	106.49
460837	MEET SCORING TECHNOLOGIES INC.	MeetScorer.Com Website License - 2 Years	09/29/2025	900.00
460838	MENARDS INC.	Spot Coolers - Rm 137	09/29/2025	3,273.35
460839	MIDLAND PAPER	240 cases of white 8.5 x 11 paper	09/29/2025	10,545.60
460840	MIDWEST COMPUTER PRODUCTS, INC.	Replacement Projectors various classrooms LHS (non-cap line 10)	09/29/2025	6,664.50
460841	MINIPCR AMPLYUS	BioBits Protein Structure & Function Kits	09/29/2025	6,877.50
460842	MMI-CPR SCHOOL TECH REPAIR LLC	Chromebook repairs - LHS	09/29/2025	996.00
460843	MONOPRICE INC	CAT6 and HDMI cables at VHHS	09/29/2025	1,296.93
460844	MUNZ, GARRETT	Saxophone sectionals 9/5/25	09/29/2025	100.00

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460845	MUSIC & ARTS CENTER INC	Bass Clarinet/Bassoon Stand	09/29/2025	102.49
460846	NAPA AUTO SUPPLY - LIBERTYVILLE	Miscellaneous Parts	09/29/2025	61.08
460847	NAPERVILLE NORTH HIGH SCHOOL	Math Team League Registration 25-26 SY	09/29/2025	225.00
460848	NATIONAL SPORTS NETS LLC	Painting Backstop Netting and Goals	09/29/2025	3,200.00
460849	NCS PEARSON INC.	BASC-3 Q-global Administration/Report (Behavior Assessment Forms)-Digital	09/29/2025	365.00
460850	NEW TRIER HIGH SCHOOL	Swimming & Diving CSL Invite	09/29/2025	215.00
460851	NEW YORK TIMES	Newspaper Subscription Renewal	09/29/2025	1,549.60
460852	NEWSTRIPE INC.	parts for spray painter	09/29/2025	565.00
460853	NILES WEST HIGH SCHOOL	11/1/25 Invitational registration	09/29/2025	450.00
460854	NOODLE TOOLS INC.	NoodleTools Subscription Renewal 10/16/2025 - 10/16/2026	09/29/2025	432.00
460855	NORTH SUBURBAN MATHEMATICS LEAGUE	Annual dues - NSML Math League and contests	09/29/2025	225.00
460856	OCONOMOWOC DEVELOPMENTAL TRAINING CTR OF WI L	2025-26 Room/Board (LB) August	09/29/2025	47,745.04
460857	OLSON TRANSPORTATION INC.	VHHS ATHLETICS 7/28-7/30	09/29/2025	69,285.50
460858	ONE WAY EDUCATION	WL, Spanish textbooks 2025-26	09/29/2025	3,132.00
460859	ORCHARD VILLAGE	2025-26 Tuition (NM) August	09/29/2025	11,079.38
460860	Palmer Hamilton LLC	LHS Cafeteria Furniture	09/29/2025	239,359.20
460861	PANORAMA EDUCATION	Student Profile Software - FY26	09/29/2025	19,807.50
460862	PAR	Testing/Protocols - LHS Psych (See the attachment)	09/29/2025	1,323.48
460863	PARENTSQUARE INC	6 month license extension for Remind - Messenger system for Staff/Students/Parents	09/29/2025	10,242.00
460864	PARKLAND PREPARATORY ACADEMY INC.	2025-26 Tuition (SJ) August	09/29/2025	8,770.56
460865	PASCO SCIENTIFIC	Physics - Supplies for start of 25-26 school year Smart Carts (Qty 6 blue and 6 red), Smart Cart Charging Garage (Qty 2) and Super Fan Cart Please see attached quote for details.	09/29/2025	5,565.00
460866	PEARSON EDUCATION	MathXL licenses	09/29/2025	495.00
460867	PENSKE TRUCK LEASING CO LP	truck rental to move high jump equip. to storage	09/29/2025	206.60
460868	PERFECTION LEARNING CORPORATION	Additional Macro books	09/29/2025	393.55

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460869	PITNEY BOWES GLOBAL FINANCIAL SERV LLC	Lease Invoice 6/30/25-9/29/25	09/29/2025	1,801.89
460870	PITNEY BOWES INC.	Red INK Cartridge Large # SL-787-8	09/29/2025	174.29
460871	PIZZA ITALIA	Food for band event	09/29/2025	411.44
460872	POLYTUFF INC.	Dr Ed Student Driver Magnets	09/29/2025	875.00
460873	POSTER COMPLIANCE CENTER	IL and Federal English Laminated Labor Law Poster 1 Year Plan Renewal	09/29/2025	261.85
460874	PROJECT LEAD THE WAY INC.	Algebra 1 Advantage Participation Fee	09/29/2025	500.00
460875	PROSPECT HIGH SCHOOL	ATHLETICS- DUES & FEE	09/29/2025	400.00
460876	QUALITY LIFT TRUCK SERVICE INC.	Skyjack repairs	09/29/2025	1,752.80
460877	QUALITY PLUS SERVICES CORP.	Refinish West Gym	09/29/2025	3,245.00
460878	QUEST FOOD MANAGEMENT SERVICES LLC	VHHS STAFF MEETING 8/27	09/29/2025	7,181.28
460879	QUILL CORPORATION	rubber bands and large white envelopes for teachers' supply center	09/29/2025	2,148.15
460880	QUINLAN & FABISH MUSIC	instrument repairs	09/29/2025	598.09
460881	R&M SPECIALTIES, LTD.	Balance for VHHS lanyards	09/29/2025	162.50
460882	RAILS/REACHING ACROSS IL LIBRARY SYSTEMS	Find More Illinois Membership Fee - 7/1/25 - 6/30/26	09/29/2025	5,005.00
460883	RASTRELLI, MEGAN	CIL 500 Foundations of ESL & Bilingual Education - 3 credits National Louis University 4/2/25 - 6/11/25	09/29/2025	700.00
460884	RAYNER AND RINN-SCOTT INC.	Lumber for Woods Classes	09/29/2025	6,275.46
460885	RELAY HUB LLC	RELAY HUB ANNUAL FEE 2025-2026	09/29/2025	7,500.00
460886	Ristoff, Donna	NON CDL INITIAL CLASS REIMBURSEMENT	09/29/2025	15.00
460887	ROSEMONT THEATRE	Graduation Venue	09/29/2025	10,000.00
460888	ROSENAK, NATALIYA	EW 51108 Anxiety & Stress Management Specialist - 3 credits Lindenwood University. Course # 51108 7/26/25 - 8/20/25	09/29/2025	324.00
460889	SAFE HAVEN SCHOOL	2025-26 Tuition (IM) August	09/29/2025	6,650.54
460890	SAFEWAY TRANSPORTATION SERVICES CORP.	June 25 transportation	09/29/2025	43,983.91
460891	SALESFORCE INC.	Tableau Creator and Viewer Licenses (8/23/2025 - 8/22/2026)	09/29/2025	8,538.91
460892	SAM'S CLUB/SYNCHRONY BANK	DIST OFF PURCHASES	09/29/2025	583.61
460893	SEDOL	25-26 Audiology Billing	09/29/2025	154,335.00

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460894	SERVICE SANITATION INC.	Restroom Cleaning Nursery Property 8/11-8/14/25	09/29/2025	3,245.41
460895	SIGNARAMA	Expectant Mother Parking Signs	09/29/2025	680.04
460896	SOUTH SIDE CONTROL	Plumbing Supplies	09/29/2025	551.38
460897	SPECTRUMVOIP INC.	OCT 25 PHONE	09/29/2025	37.65
460898	SPORTS 11	Athletic Trainer Gear	09/29/2025	8,902.23
460899	SPRINGSHARE LLC	LibGuides Online Service	09/29/2025	2,628.00
460900	SPRINT SYSTEMS OF PHOTOGRAGHY	Photography Class Supplies	09/29/2025	1,404.43
460901	STA-KLEEN INC.	Hood Ductwork Cleaning	09/29/2025	847.00
460902	STR PARTNERS LLC	LHS Summer 2025 Ceiling Lighting	09/29/2025	2,676.00
460903	STUDIO WEST PHOTOGRAPHY	Administration Photo Shoot	09/29/2025	1,400.00
460904	SUNSET FOODS	Summer School Classes Food	09/29/2025	1,941.28
460905	TERMINIX ANDERSON	PEST CONTROL-DIST OFF	09/29/2025	1,813.50
460906	THOMSON REUTERS - WEST	SUBSCRIPTION CHARGES	09/29/2025	839.63
460907	TRANE	VHHS CHILLER REPLACEMENT PROJECT #VHHS24-03	09/29/2025	225,371.85
460908	TRANSFORM THE COLLECTIVE	ESP Speaker for October Institute Day - Final Payment	09/29/2025	2,500.00
460909	TROCH-McNEIL PAVING CO.	ARCHTECT'S CERTIFICATE OF PAYMENT	09/29/2025	60,990.00
460910	TROPHIES BY GEORGE INC.	Plate for Newsome Award	09/29/2025	28.00
460911	ULINE	Vacuums - and mop bucket	09/29/2025	1,635.23
460912	US OMNI & TSACG COMPLIANCE SERVICES INC.	COMPLIANCE SERVICES	09/29/2025	324.95
460913	USA FIRE PROTECTION INC.	Annual Sprinkler Inspection	09/29/2025	3,002.00
460914	VALUE UP INC.	Half day presentation - Rite Assembly	09/29/2025	2,500.00
460915	VERTIGO	Flying effects for musical	09/29/2025	2,468.00
460916	VESTIS GROUP INC	TOWEL SERVICES- VHHS	09/29/2025	2,200.00
460917	VEX ROBOTICS INC.	PLTW V5 Power Cable Assortment	09/29/2025	87.57
460918	VILLAGE OF LIBERTYVILLE	AUG 25 FUEL	09/29/2025	596.35
460919	VILLAGE OF LIBERTYVILLE - WATER	Sewer Water 6/2/25-8/4/25	09/29/2025	45,291.75
460920	VILLAGE OF VERNON HILLS	Girls Golf Season fee - 2025	09/29/2025	5,500.00
460921	VIRTUAL CONNECTIONS ACADEMY	2025-26 Tuition (AL) August	09/29/2025	13,393.80

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
460922	VISUAL IMAGE PHOTOGRAPHY INC.	Senior/Parent Night Photos - Flag Football Girls	09/29/2025	1,257.20
460923	VOLLEYSHOP AT GLV	Volleyballs (24)	09/29/2025	1,716.15
460924	VT SERVICES INC.	Chromebook Repairs - VHHS	09/29/2025	1,360.00
460925	WALLACE ACADEMY LLC	2025-26 Tuition (AP) August	09/29/2025	4,572.72
460926	WARD'S SCIENCE	Science - Ward's AP Biology Investigation 4: Cell Processes: Diffusion & Osmosis Kit for AP Bio Classes Item# 470136-678	09/29/2025	373.99
460927	WEADICK, BRENDA	Rental fee for 8/26/25 girls golf game - Ivanhoe	09/29/2025	275.00
460928	WESTMONT INTERIOR SUPPLY HOUSE	Ceiling Tiles	09/29/2025	5,310.23
460929	WET SOLUTIONS INC	Antifreeze	09/29/2025	1,966.97
460930	WEX BANK	FUEL PURCHASES	09/29/2025	356.66
460931	WEX BANK	FUEL PURCHASES- LHS ATHLETICS	09/29/2025	1,046.89
460932	Y-PERS	Disinfecting Gym Wipes	09/29/2025	540.00
202300242	THIS FUND	SEPT INS PREMIUM - HORNBERGER W	09/29/2025	7.35
202410090	EMPLOYEE BENEFIT COOP HSA	HSA - HSA EMPLOYEE CONTRIBUTION for 2025-09-15 Payroll	09/15/2025	1,357.50
202410091	EMPLOYEE BENEFITS COOPERATIVE	EBCH - EBC - HEALTH CARE FSA for 2025-09-15 Payroll Correction	09/15/2025	19,235.86
202410092	ILLINOIS DEPARTMENT OF REVENUE	ILSTX - ILLINOIS STATE TAX for 2025-09-15 Payroll Correction	09/15/2025	101,731.13
202410093	LIBERTYVILLE BANK & TRUST	MED - MEDICARE TAX for 2025-09-15 Payroll Correction	09/15/2025	415,653.84
202410094	TEACHERS' RETIREMENT SYSTEM	TRS - TRS TEA .58% for 2025-09-15 Payroll Correction	09/15/2025	211,285.09
202410095	THIS FUND	TRSIA - THIS ADMIN .67% for 2025-09-15 Payroll Correction	09/15/2025	34,626.15
202410096	TSA CONSULTING GROUP INC	AIGRE 10 - AIG Retirement ER - 10 Mth Emp for 2025-09-15 Payroll Correction	09/15/2025	188,074.26
202410097	VOYA INSTITUTIONAL TRUST CO.	SSP3% - SSP 3% for 2025-09-15 Payroll	09/15/2025	364.28
202410098	WISCONSIN DEPARTMENT OF REVENUE	WISTX - WISCONSIN STATE TAX for 2025-09-15 Payroll Correction	09/15/2025	2,521.20
9000000013	MCCARTY, MATTHEW	Gas for white bus - Illinois State University trip to participate in their summer shootout	09/17/2025	42.41
9000000014	BMO FINANCIAL GROUP	250924 VHHS SA BMO	09/24/2025	5,513.59
9100000018	AMAZON CAPITAL SERVICES	Snacks	09/05/2025	750.44
9100000019	CICCOLINI, LUCA	DECA COMPETITION ONLINE TRAINING TOOLS	09/05/2025	377.45
9100000020	GREENSWAG, SARAH E	BREAKFAST - LEE DONUTS FOR CAPTAINS MEETING	09/05/2025	19.52

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
910000021	MARINO, JEREMY	CANDY FOR STUDENTS	09/05/2025	75.54
910000022	AMAZON CAPITAL SERVICES	Tracking system for hanging calendars	09/12/2025	334.98
910000023	CICCOLINI, LUCA	FOOD AND DRINK FOR YBK FIELD TRIP ON 09/08/25	09/12/2025	266.89
910000024	GREENSWAG, SARAH E	SNACKS FOR DEBATE MEETING	09/12/2025	22.96
910000025	GUIARD, LAURA	FRENCH CANDY TASTING SUPPLIES	09/12/2025	94.19
910000026	ULIKS, JENNIFER	HOMECOMING SUPPLIES	09/12/2025	151.56
910000027	AMAZON CAPITAL SERVICES	SD cards and case for Yearbook	09/19/2025	168.96
910000028	GREENSWAG, SARAH E	CANDY FOR DEBATE GAME/AWARD TAX NOT REIMBURSED	09/19/2025	27.95
910000029	GUIARD, LAURA	FRENCH BREAKFAST SUPPLIES	09/19/2025	27.76
910000030	BMO FINANCIAL GROUP	250924 LHS SA BMO	09/24/2025	20,816.57
9242501225	BMO FINANCIAL GROUP	250924 DISTRICT BMO	09/24/2025	113,526.57
9242501226	AL WARREN OIL CO INC	09/10/25 GASOLINE	09/29/2025	112,149.31
9242501227	AMAZON CAPITAL SERVICES	Supplies for Science Olympiad	09/29/2025	33,275.34
9242501228	ANTONY, ASHLEY P	Gimkit Pro Aug 18, 2025-Aug 18, 2026	09/29/2025	59.88
9242501229	ARANDA, CLAUDIA	TUITION REIMBURSEMENT FY25 COURSE #MTH 221	09/29/2025	413.88
9242501230	ATHLETICO LTD	Athletic Training Services - September	09/29/2025	28,043.56
9242501231	ATWELL, COREY	Food Reimbursement during ADTSEA conference	09/29/2025	169.00
9242501232	B & H PHOTO	Wildcat Productions Equipment	09/29/2025	12,640.78
9242501233	BASTIANI, MICHELLE E	TUITION REIMBURSEMENT FY25 COURSE #SPE 501	09/29/2025	1,350.00
9242501234	BELL, ASHLEY E	Biology - Misc Pens (Qty 6) purchased at Target 08/20/25 for Honors Bio Termite Lab and Goldfish cheddar crackers (2 boxes) 6 packs (Qty 6) purchased at Jewel 08/24/25 for AP Bio Fishy Lab **please see attached receipts**	09/29/2025	49.78
9242501235	BELLITO, REBECCA	TUITION REIMBURSEMENT FY25 COURSE #EW 51108, EW 51109, EW 51280, EW 52001, EW 52334	09/29/2025	1,620.00
9242501236	BERRENS, FREDERICK O	TUITION REIMBURSEMENT FY25 COURSE #SPE 511.008, SPE 421.006, SPE 578.003	09/29/2025	158.30
9242501237	BRADY, DANA R	Supplies for AP Bio Lab - Chi Square M&M Analysis on 08/15/25 Jewel - M&M's (Qty 2) \$19.99 each Please see attached receipt	09/29/2025	39.98
9242501238	BRINKS INC	SEPT 2025 CASH PICK UP ACCT #10000135026	09/29/2025	373.33

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
9242501239	BSN SPORTS	Volleyball Uniforms	09/29/2025	6,569.80
9242501240	BULK BOOKSTORE	EL Course Novels	09/29/2025	3,452.15
9242501241	CDW GOVERNMENT INC	Headset for LST secretary - Moore	09/29/2025	57,938.32
9242501242	CONSTELLATION NEW ENERGY INC	TRANSITIONS PATHWAYS ELECTRIC 080625 - 090525	09/29/2025	124,775.84
9242501243	CONSTELLATION NEWENERGY-GAS DIVISION LLC	NATURAL GAS - JULY 2025	09/29/2025	4,556.80
9242501244	ELLIOTT, AMY	Plastic Corrugated Board purchased for STEM Capstone project for Veek & Caleb	09/29/2025	136.24
9242501245	FERNANDEZ, JESSICA	TUITION REIMBURSEMENT FY25 COURSE #VCE 795	09/29/2025	1,331.00
9242501246	GELTNER, MEGAN ALEX	Twizzlers for Math Project	09/29/2025	17.97
9242501247	GENESISONE	Printer/Maint Contract (7910-01) for 08/27/2025 to 09/26/2025 billing period	09/29/2025	6,237.88
9242501248	GILBANE BUILDING COMPANY	LHS CAFE RENO - BUILDERS RISK INSURANCE - EXTENSION COST TO 11/03/25	09/29/2025	1,540,441.96
9242501249	GOETTSCHE, JENNIFER	TUITION REIMBURSEMENT FY25 COURSE #DISS 8000.01	09/29/2025	726.00
9242501250	GOHR, ADAM P	Fall Athletic Worker Software and Support	09/29/2025	400.00
9242501251	GRAINGER	parts to repair toilets	09/29/2025	2,654.65
9242501252	HARTWEG, KELLI A	Food for CPI planning meeting	09/29/2025	42.25
9242501253	HEINLEIN, TIFFANY	TUITION REIMBURSEMENT FY25 COURSE #EW52001, EW51043	09/29/2025	1,896.00
9242501254	HOLLY, KEVIN	Reimbursement for musical supplies	09/29/2025	75.00
9242501255	HUDL	Hudl Streaming Software package	09/29/2025	20,000.00
9242501256	JAFFE, ERIN E	TUITION REIMBURSEMENT FY25 COURSE #EDUT 5365, EDUT 5371, EDUT 5373	09/29/2025	1,647.00
9242501257	JOE, ALEX H	TUITION REIMBURSEMENT FY25 COURSE #EDCL 545, EDCL 546	09/29/2025	968.00
9242501258	KARNSTEDT, PAUL	Science - Metal fasteners (qty 14) and 1/4" Hex Nuts - 144 piece purchased from Menards and Ace Hardware on 08/08/25 for the Nuts & Bolts Graphing Lab in Physics	09/29/2025	15.39
9242501259	KESHET	2025-26 Tuition (EN) August RSY	09/29/2025	5,334.03
9242501260	LANDSCAPE CONCEPTS MANAGEMENT INC.	BRAINERD - LANDSCAPE MAINTAINANCE - SEP 2025	09/29/2025	422.00
9242501261	LAVERY, MEGAN K	RP 525.01 - Restorative Practices in Actiones - 3 credits	09/29/2025	1,862.37
		International Institute for Restorative Practices 5/28/25 - 8/5/25		

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
9242501262	LAWSON, TYLER J	CIL 505 - Methods & Materials for Teaching ESL - 3 credits National Louis University 4/2/25 - 6/11/25	09/29/2025	700.00
9242501263	MANN, CHARLES	LE 5421 - Navigating Anxiety for Student Well-Being - 3 credits LE 5424 - Empowering Educators to Support Student Mental Health American College of Education	09/29/2025	988.20
9242501264	MCCAULOU, MICHAEL	Reimburse for Dept. Bagels for Dept. meeting 9/3	09/29/2025	18.99
9242501265	MURCHISON, BRANDON	Physics - supplies Marshmallow Towers Lab Mini marshmallows, spaghetti and bowls purchased at Jewel on 08/08/2025	09/29/2025	19.92
9242501266	MURPHY, ERINN	Mileage to/from Monmouth College in Monmouth, IL on 8/25-8/27 for IACAC Meetings	09/29/2025	1,603.10
9242501267	OCLC	EZ Proxy Software (8/16/25-8/15/26)	09/29/2025	2,322.59
9242501268	ORI, JAMES F	LE 5403 - Google Tools to Up your Classroom Game - 3 credits LE 5413 - Stress Strategies for a Healthy Life - 3 credits LE 5417 - Positive Partnerships with Family Engagement - 3 credits LE 5419 - Effective Strategies for Addressing Off-Task Behavior - 3 credits American College of Education 5/16/25 - 8/15/25	09/29/2025	2,086.20
9242501269	OVERDRIVE INC.	Ebooks for Library. Customer ID: 3582-001	09/29/2025	30.00
9242501270	PEPPER	Band Music Supplies for Symphonic Band Concerts and Wind Ensemble	09/29/2025	2,124.37
9242501271	POWERSCHOOL GROUP LLC	PowerSchool Special Programs annual renewal fee for 25-26	09/29/2025	13,839.54
9242501272	PROSISE, MARK	Items purchased for Biology Honors Protein Labs & Enzyme Labs: toothpicks, protein "milks"	09/29/2025	58.42
9242501273	REV.COM INC.	Closed Caption Services - August 2025	09/29/2025	398.00
9242501274	RUBI, PAMELA	FIN ACCOUNTING ACC 500 DE PAUL 6/15/25-8/22/25 FY 25	09/29/2025	3,500.00
9242501275	SCHAFFER, MARC	MOVING EXPENSE 6/20/2025	09/29/2025	1,697.83
9242501276	SCHAFFER, MARC	MOVING EXPENSES 090825	09/29/2025	548.32
9242501277	SHERWIN-WILLIAMS CO.	paint	09/29/2025	1,011.31
9242501278	SHUM, JEAN	MTI 531 - Methods & Materials for Teaching ESL - 3 credits Andrews University 5/26/25 - 6/29/25	09/29/2025	600.00

Check Listing with Detail

Community High School District #128

Check Number	Vendor Name	Invoice Description	Check Date	Amount
9242501279	SIEMENS INDUSTRY INC.	SERVICE ORDER 5005045582	09/29/2025	600.00
9242501280	TAMAYO, JORGE E	Social Studies - Kahoot Annual Subscription - 08/29/25 - 08/29/26 - Kahoot! Bronze with Access Pass for K-12 - (discounted sale price) Invoice# 9432811	09/29/2025	47.88
9242501281	ULIKS, JENNIFER	Reimbursement for Link Crew supplies	09/29/2025	45.06
9242501282	UNITED PARCEL SERVICE	SHIPPING DIST OFF	09/29/2025	91.10
9242501283	WALL, KEVIN	MBA 796 Advanced Strategic Mgmt MBA 742 Leadership Theory Application Skills UW Parkside 5/1925-7/6/25	09/29/2025	2,544.00
9242501284	WIECZOREK, CAMERON J	FT 5421 - Navigating Anxiety for Student Well-Being - 3 credits Roosevelt University 7/13/25 - 8/36/25	09/29/2025	494.10
9242501285	WOLF, CHRISTOPHER S	Decorations for classroom purchased by teacher for 25-26 school year	09/29/2025	30.92
9242501286	WOLTER, JESSE	Fishing Supplies for Outdoor Ed	09/29/2025	116.64
			Grand Total:	5,503,103.45

Document Status: Review and Monitoring

Board Member Compensation; Expenses

2:125-E3 Resolution to Regulate Expense Reimbursements

WHEREAS, Section 10-20 of the School Code ([105 ILCS 5/10-20](#)) grants Boards of Education other powers that are not inconsistent with their duties; [PRESSPlus1](#)

WHEREAS, Section 10 of the Local Government Travel Expense Control Act ([50 ILCS 150/](#)) provides that the Board of Education shall by resolution regulate the reimbursement of all travel, meal, and lodging expenses of officers and employees, including, but not limited to: (1) the types of official business for which travel, meal, and lodging expenses are allowed; (2) maximum allowable reimbursement for travel, meal, and lodging expenses; and (3) a standardized form for submission of travel, meal, and lodging expenses supported with minimum documentation;

WHEREAS, the Board regulates the types of expenses that are allowed in Board Policies 2:125, *Board Member Compensation; Expenses* and 5:60, *Expenses*;

WHEREAS, based upon the School District's budget and other financial considerations, the Superintendent has recommended to the Board a maximum allowable reimbursement amount for travel, meal and lodging expenses to the amounts reflected in the expenditure line items for professional development, travel, meal, registration and other expenses related to the cost of educational activities or conferences for Board members and District staff;

WHEREAS, the Board requires submission of appropriate standardized expense forms supported with required written minimum documentation ([50 ILCS 150/10](#) and [20](#));

WHEREAS, submitted expenses that exceed the Board's maximum allowable reimbursement amount may be approved by a roll call vote at an open meeting of the Board when an emergency or other extraordinary circumstance exists ([50 ILCS 150/10](#) and [15](#));

WHEREAS, all Board member expenses must be approved by a roll call vote at an open meeting of the Board ([50 ILCS 150/15](#));

THEREFORE, BE IT RESOLVED, that the Board hereby:

1. Defines and sets the types of allowable expenses through Board policies 2:125, *Board Member Compensation; Expenses* and 5:60, *Expenses*.
2. Sets the maximum allowable reimbursement for travel, meal, and lodging expenses to the amounts reflected in the expenditure line items for professional development, travel, meal, and lodging expenses found in the annual budget and restricted to transportation, lodging, meals, registration, and other expenses related to the cost of educational activities or conferences for Board members and District staff, effective on ~~July 1, 2024~~, [July 1, 2025](#) until the Resolution is rescinded or replaced by the Board.
3. Supersedes its previously adopted *Resolution to Regulate Expense Reimbursements* as of the effective date in paragraph two above.
4. Requires use of appropriate itemized, signed, standardized form(s) to support any requests for

expense advancements, reimbursements, or purchase orders.

5. May approve expenses that exceed the Board's maximum allowable reimbursement amount by a roll call vote at an open meeting when an emergency or other extraordinary circumstance exists.
6. Must approve its members' expenses by a roll call vote at an open meeting.

Attested by: _____ ~~Lisa Hessel~~ Jim Batson, Board President

Attested by: _____ ~~Sonal Kulkarni~~ Wes Polen, Board Secretary

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Board Governance Handbook

The Board of Education is entrusted by our community to uphold the Constitutions of Illinois and the United States, to protect the public interest in schools, and to ensure that a high-quality education is provided to every student in our district.

This Handbook functions alongside the established Community High School District 128 [Policy Manual](#) and is not meant to replace or supersede anything contained therein. It reflects the thoughtful discussion and consensus of Community High School District 128's Governance Team, which includes the District's seven elected members and the Superintendent, to create a framework for effective governance that clarifies and enables us to perform our responsibilities in a positive and collaborative way that most fully benefits all students.

Board Governance Handbook	1
Mission Statement	2
Effective Governance	2
Board Commitments	4
Commitment to Students	4
Commitment to the Community	4
Commitment to Equity	4
Governance Roles and Responsibilities	4
Guidelines For Working Together	7
Principles and Protocols to Facilitate Governance Leadership	8
Requesting Information from the Superintendent	8
Meetings as Strategic Leadership	8
Role of the Board President	9
Board Meeting Agenda Items Requests and the Consent Agenda	10
Board Deliberations, Motions, and Action Agenda Items	11
Resources for Newly Elected Board Members and Board of Education	
Candidates	12
Establishing Multi-Year Goals	13
Annual Review of Superintendent	14
Handling Community or Staff Concerns, Complaints and Recommendations	15
Communications and Designated Spokesperson	15
Confidentiality	16
Visiting Schools and Attending School Events	17
Collective Bargaining	18
Student Board Members	18
Signatures	20

Mission Statement

The Mission of District 128 is to develop graduates who are [DARING](#).

Effective Governance

In a school district, the Board and Superintendent work together as a governance team. For a governance team to work together effectively, members need to:

- Maintain a Unity of Purpose;
- Agree on and govern within appropriate roles;
- Create and sustain a positive governance culture; and
- Create a supportive structure for effective governance.

By employing the Superintendent to provide professional expertise in the day-to-day operations of the district, the Superintendent works with the Board of Education to develop an effective governance leadership team and serve as the chief administrative officer for our district. Effective governance tenets encompass the basic characteristics and behaviors that enable governance team members to effectively create a climate for excellence in a school district and maintain the focus on improved student learning and achievement. Community High School District 128 has aligned our governance procedures with the Illinois Association of School Board's [Foundational Principles of Effective Governance](#). The powers and duties of the Board of Education are detailed in [Board Policy 2:20 Powers and Duties of The Board of Education; Indemnification](#) of the Policy Manual.

Board Commitments

Commitment to Students

The Board is dedicated to excellence for all of our students.

Commitment to the Community

Board members are representatives of the people, elected to govern the school district and entrusted to ensure our schools educate our students in a way that allows each to realize their full potential, and responsibly allocate our resources with the long-term fiscal health of the district as a priority.

Commitment to Equity

The governance team recognizes that educational excellence requires a commitment to equity consistent with [Board Policy 7:10 Equal Educational Opportunities](#) and [7:12 Racial Equity, Diversity and Inclusion](#). Students bring a wide range of assets, abilities, backgrounds, and needs to their educational experience, and the school district has an obligation to provide all students with the access and opportunities necessary for college, career, and life success. This requires the governance team to address practices, policies and barriers that perpetuate inequities which lead to opportunity and achievement gaps. The Board of Education will make data-driven governance decisions that eliminate institutional discrimination and disparities in educational outcomes based on categories established in Board Policy 7:10 including but not limited to race, color, national origin, ancestry, sex, sexual orientation, age, ethnicity, language barrier, religious beliefs, physical or mental disability, economic and social conditions, gender identity, status as a homeless youth, order of protection status, or actual or potential marital or parental status including pregnancy. We are committed to remembering that “All Means All.”

Governance Roles and Responsibilities

The Board of Education is elected by the community to provide leadership and citizen oversight of the district. We will ensure that the school district is responsive to the values, beliefs, and priorities of our community by performing the following responsibilities:

- Set the Direction for the School District
- Establish an Effective and Efficient Structure for the School District
- Provide Support Through Board Behavior and Actions
- Ensure Accountability to the Public
- Demonstrate Community Leadership
- Ensure Learning Opportunities for Board Members

These responsibilities represent core functions that are so fundamental to a school system's accountability to the community it serves that they can only be performed by an elected governing body. Authority is granted to the Board as a whole, not to each member individually. Therefore, Board members fulfill these responsibilities by working together as a governance team with the Superintendent to make decisions that best serve all students. The Superintendent assists the Board in carrying out its responsibilities, and leads the staff towards the accomplishment of the agreed-upon district mission and goals.

- Set the Direction for the School District
 - Establish the district long-term vision focused on what the students need to achieve their highest potential; set a clear direction that drives every aspect of the district's programs.
 - Focus on student learning and ensure that all students have an equitable educational experience.
 - Receive needs assessment/baseline data.
 - Generate, review, or revise direction-setting documents (mission, strategic plan and aligned goals, vision, success indicators). Make sure that these documents are the driving force for all district efforts.
 - Ensure an appropriately inclusive process is used.
- Establish an Effective and Efficient Structure for the School District
 - Employ and support the Superintendent; set policy for hiring of other personnel.
 - Oversee the development and adoption of resolutions and policies.
 - Perform a complete review of all Board Policies on an established two-year cycle.
 - Set a direction for and adopt a curriculum that is aligned with Illinois State Board of Education (ISBE) standards and our DARING mission.
 - Establish budget priorities, adopt the budget and levy, and oversee facilities issues through goals and action.
 - Provide direction for and vote to accept collective bargaining agreements.
- Provide Support Through Board Behavior and Actions
 - Support the Superintendent and staff as they implement the established vision.
 - Act with a professional demeanor that models the district's beliefs and vision.
 - Make decisions and provide resources that support mutually agreed upon priorities and goals; uphold district policies.
 - Be knowledgeable about district efforts.
 - Ensure that a positive and inclusive working climate exists.
- Ensure Accountability to the Public

- Evaluate the Superintendent and set policy for the evaluation of other personnel.
- Monitor, review, and revise policies and serve as the judicial and appeals body.
- Monitor student achievement and evaluate the school system's progress and program effectiveness; require program changes as indicated.
- Work as a governance team to communicate student achievement and progress to the community.
- Monitor the budget and adjust district expenses to ensure fiscal stability.
- Articulate how the collective bargaining agreement aligns with established district priorities.
- Develop and implement Board self-evaluation.
- **Demonstrate Community Leadership**
 - Speak with a common voice about district policies, goals, and issues.
 - Engage and involve the community in district schools and activities.
 - Communicate clear information about policies, programs, and the financial condition of the district.
 - Advocate for students, district educational programs, and public education to the general public, key community members, and local, state, and national leaders.
- **Ensure Learning Opportunities for Board Members**
 - Model a district commitment to continuous learning.
 - Participate in learning opportunities regarding Governance, Instruction, Finance, Personnel, School Law, Facilities, etc.
 - Attend the IASB Joint Annual Conference.

Guidelines For Working Together

What the Board needs from the Superintendent:

- Continuing to keep them fully informed.
- Promoting open, honest communication.
- Engaging Board members in school events and and/or staff/student recognition as appropriate.
- Ensuring that there are no surprises.

What the Superintendent needs from the Board:

- Ensuring that there are no surprises by asking questions in advance of public meetings as practicable as possible so that the Superintendent and their District Leadership Team can be prepared with relevant data.
- Thoroughly reading and reviewing all communications including the Board packet.
- Asking how they can help.
- Listening to what the Superintendent needs to move the district forward.

What Board Members Need from Each Other:

- Respecting one another's opinion.
- Modeling open, honest communication that sets a standard for the transparency and professionalism that we intend to be emulated in the district.
- Listening and directing attention to the person who is speaking.
- Remembering that meetings are the Board of Education's meetings in public, not public meetings. It is not our practice to engage with the public during meetings.
- Ensuring that there are no surprises.
- Being nonjudgmental and patient with each other.

Principles and Protocols to Facilitate Governance Leadership

A principle: A fundamental truth or proposition that serves as the foundation for a system of belief or behavior or for a chain of reasoning.

A protocol: The official procedure or system of rules governing affairs of state or diplomatic occasions.

Requesting Information from the Superintendent

Principle

- Timely access to information is critical to the ability of Board members to make informed decisions.
- The Superintendent endeavors to be responsive to requests for information, maintain the focus on district priorities, and balance the management of staff time.

Protocol

- Board members will always work through the Superintendent or copy the Superintendent and Board President when asking for additional information on agenda items.
- The Superintendent will ensure timely responses to requests and will provide the information or direct Board members to the correct source. As appropriate, the Superintendent or Board President will distribute answers to all Board members.
- The Superintendent will manage staff time constraints when Board members request information. If the Superintendent determines that the length of time to fulfill the request is untenable based on the time needed to research the information, or is not relevant to the Board of Education, the Superintendent will request consensus from the Board before proceeding to fulfill the request. Should consensus not exist, the request will not be fulfilled.

Meetings as Strategic Leadership

Principle

Board meetings function to conduct district business in public. Well-run, efficient meetings model leadership, promote trust and confidence, and provide opportunities to publicly demonstrate strategically moving the district forward and planning for the future.

- The governance team will maintain focus on professionalism.
- The Board meeting provides opportunities to conduct the District's business and share educational philosophy among the governance team members and with the community.

Protocol

- There are several types of meetings outlined in [Board Policy 2:200 Types of Board of Education Meetings](#) and [Board Policy 2:150 Committees](#) as well as in the laws of Illinois. While other types of meetings exist and are used when appropriate, the Board conducts district business in public at committee or regular meetings. All members of the Board of Education attend monthly committee meetings, and these meetings are where we discuss new and existing topics at length together as a governance team. Action (e.g., voting) is normally taken at monthly regular meetings.
- Board deliberations will reflect a balance of inquiry and advocacy. We agree to share accountability for discussions where each member's voice is heard and valued. That means no one member will monopolize the floor or interrupt when others are speaking. We agree to align the length of any discussion to accurately reflect the priority of that agenda item.
- Board member comments at meetings will focus on relevant Board business including goals, professional learning, response to community activities or concerns, or educational trends, as they relate to the school district.
- The Superintendent will explicitly demonstrate the relationship of agenda items to the district goals whenever possible.
- As needed, the Board will schedule special meetings linked to the district's strategic priorities.
- An item that has no action, is unresolved, or has new information may be brought back for further discussion and placed on the agenda by consensus of the Board. For an item where action has already been taken by the Board, the matter will not be reconsidered unless there are material changes to the facts or the recommendation of the administration.
- The Governance team will create an annual calendar to balance the workload and to ensure that the yearly cycle of meetings are effective and that statutory deadlines are met. This will establish an annual cycle of reports to the Board to monitor progress toward strategic priorities.

Role of the Board President

Principle

The Board of Education has an obligation to set an example of good government in action for the community.

- The Board intends for meetings to proceed professionally, efficiently, and effectively.
- The Board President sets the tone and shapes the public's perception of the Board of Education.
- Each Board member must have the opportunity to express their viewpoint and ask questions during Board deliberation.

Protocol

The role of the Board President is to:

- Confer on the agenda and other aspects of the meeting with the Superintendent before the Board meeting, as necessary.
- Facilitate the Board meeting, supporting the effective flow of the discussion and encouraging input from all Board members while staying on task, moving forward, and maintaining proper meeting decorum using Robert’s Rules of Order.
- Model the tone and behavior that sets the highest possible standard for the district and the community.
- Serve as the primary spokesperson for the Board of Education and the Superintendent serves as the primary spokesperson for the District per [Board Policy 8:10 Connection with the Community](#).

The President, Vice President, and Secretary are selected by consensus of the Board of Education members at the biennial organizational meeting held after the School District Elections per [Board Policy 2:210 Organizational Board of Education Meeting](#). Any member can nominate another member to serve in these roles, including nominating oneself. Other roles are appointed by the Board President per [Board Policy 2:150 Committees](#), and are voluntary.

Board Meeting Agenda Items Requests and the Consent Agenda

Principle

- Individual Board members may request items to be added to the Board Meeting Agenda.
- A consent agenda allows the Board to approve items together without additional discussion or individual motions.
- Consent agendas help streamline meetings by allowing procedural decisions that are likely to be noncontroversial to be made through a single motion.

Protocol

- Individual Board members may request that an item be added for future agenda items per [Board Policy 2:220 Board of Education Meeting Procedure](#) and are encouraged to do so at any time, especially during an open meeting under the Future Agenda Items section. Agenda items can also be added by contacting the Board President and/or Superintendent.
- A Consent Agenda includes items that are routinely approved by the Board with a single motion, such as: minutes, destruction of closed session recordings, educational tour requests, employment matters, disposal of obsolete capital equipment, bills payable, supplemental bills list, and financial reports. These items have been discussed at prior Board committee meeting(s). Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed

from the consent agenda at the request of any Board member.

- During review of the agenda at the beginning of regular Board meetings, the Board President will ask if Board members wish to remove any items from the Consent Agenda. Items removed from the Consent Agenda will be discussed separately from the Consent Agenda, usually later in the meeting.

Board Deliberations, Motions, and Action Agenda Items

Principle

The tenets of parliamentary procedure outlined in the most current version of Robert's Rules of Order ensure the orderly conduct of Board meetings.

- Establishing clear and simple rules leads to wider understanding and participation, fostering a healthy exchange of ideas.
- Motions are the vehicles for decision-making by the Board.

Protocol

- The Board President will introduce an agenda item and present the opportunity for the Superintendent and staff to report on the issue at hand and to provide an administrative recommendation.
- The Board President will open the item for discussion so that Board members may exchange thoughts or ask the Superintendent and staff for further clarification if necessary.
- The Board President will call for a motion. A Board member may act by stating their surname and, "I move that..." or "So moved." Another Board member may second the motion by stating their surname and, "I second the motion" or "Second."
- The Board President will acknowledge the motion and second and ask if any further discussion by the Board is necessary. Once further discussion is complete, or if none is requested, the Board President will ask for a roll call vote to be conducted by the recording secretary.
- The Board President announces the result of the vote and clarifies Board direction for the Superintendent and the recording secretary.
- The majority vote sets direction for the district; and when discussing any decision of the Board, members in the minority will support the Board decision.

Resources for Newly Elected Board Members and Board of Education Candidates

Principle

Newly elected Board members as well as Board of Education candidates may not be familiar with state open meeting laws, meeting procedural policies, Board policies, the district budget, mission, strategic plan, and other district-related issues.

- The governance team wants to provide all the tools necessary to effectively onboard new members and assist candidates.
- Having resources related to Board meeting procedure and pertinent district information will help prepare new Board members for meetings and will facilitate integration into the governance team.
- Board of Education candidates will benefit from understanding Board and district information.

Protocol

Newly elected Board members will receive the following resources prior to their first regular Board meeting:

Electronic links:

- District 128 Board of Education Meeting Agenda
- Board Policies
- Illinois Annual School Calendar
- Governance Handbook
- Strategic Plan
- District Budget
- District Leadership Organization Chart
- Regular meeting minutes from the past year
- Email/voicemail setup instructions

User access to:

- BoardDocs
- SuperEval
- Illinois Association of School Boards (IASB)

Printed copy of:

- IASB book bundle (*Coming to Order, Illinois School Law Survey, Essentials of Illinois School Finance*)
- *The Art of Schoolboarding: What Every School Leader Needs to Know* by Jim Burgett
- IASB state-mandated training information (Open Meetings Act, Basics of Governance, Professional Development Leadership Training and Performance Evaluation Reform Act). Completion is required under P.A. 97-08 within the first year of their current term.
- CHSD 128 Technology Acceptable Use Form
- Illinois Department of Children and Family Services Mandated Reporter Status Form

The Superintendent will schedule a one-on-one orientation meeting with each new Board member, as well as schedule time to introduce them to the District Leadership Team and allow for questions and clarifications regarding roles and responsibilities.

The Superintendent will invite Board of Education candidates to an information session to share and review the resources available for Board candidates. Candidates will be also directed to District resources, including budget, policies, strategic plan etc.

Establishing Multi-Year Goals

Principle

Establishing district multi-year and annual goals is critical to a forward-thinking, proactive Board that is committed to continuous learning.

- The ability to track progress over multiple years is essential to the work of the Board.
- Data-driven decision-making that promotes clarity of direction, focus, and alignment is critical to governance work. Setting goals ensures that the work of the district is focused.

Protocol

The annual goal-setting process, district mission, and the Superintendent evaluation will follow an established calendar.

- Year One: Board adopts Strategic Plan (SP) with specific goal areas identified as priorities for the next five years, with accompanying action plans and metrics to monitor progress.
- Years Two - Five:
 - Set annual targets, adjust action plans, and establish a schedule of progress reports and add these components as milestones for the Superintendent's evaluation.
 - Budget is developed to support implementation of action plans and goal areas.
 - Review of past year's accomplishments and status of each goal area.
- Year Six: Final Report on SP goals, action plans, and accomplishments and launch of next cycle of strategic planning.

Annual Review of Superintendent

Principle

One of the primary responsibilities of the Board is to evaluate the Superintendent and hold them accountable for progress toward established goals.

- Use SuperEval to complete an annual cycle of goal setting, periodic review towards goals, and final evaluation.

Protocol

- July/Aug: Superintendent and Board collaborate to set annual performance goals and metrics.
- December: Mid-year report from Superintendent, with subsequent feedback provided from the Board.
- April/May: Superintendent provides self-assessment to the Board.
- May/June: Board reviews Superintendent's self-evaluation and provides individual feedback, which is aggregated for discussion in Closed Session.

Handling Community or Staff Concerns, Complaints and Recommendations

Principle

Board members will be accessible, responsive, consistent, and fair in dealing with complaints, concerns and recommendations from staff and the community.

- The Board values open communication and timely resolution of issues.
- Board members understand that receiving concerns, complaints and recommendations may be an opportunity to explain the role of the Board of Education.

Protocol

When approached with an issue or concern, we agree to:

- Listen with an open mind, being careful to remain neutral.
- Remind staff and community members that no individual Board member has the authority to solve the issue/concern. Per [Board Policy 8:110 Public Suggestions and Concerns](#), the Board member will encourage addressing the issue with the person who can most directly help with their concern, e.g., Teacher, Principal, or Superintendent. As appropriate, explain [Board Policy 2:260 Uniform Grievance Procedure](#).
- Board members will notify the Superintendent of the issue or concern, as appropriate.
- As appropriate, District/school staff will acknowledge the concern and respond in a timely manner. Due to privacy concerns, the entire Board will not always be copied on the response.

Communications and Designated Spokesperson

Principle

It is essential that important and accurate information be communicated to members of the Board, the staff, and the community in as timely a manner as possible.

- The governance team recognizes that some situations have legal or other

considerations that may place restrictions on what may be shared with the media or public.

Protocol

The governance team is committed to speaking with one voice. The designated spokesperson will vary depending on the issue or situation:

- **Crisis/Disaster:** The Superintendent is the primary spokesperson and may involve the Board President at their discretion.
- **Meeting Information:** (e.g., Board meetings, agenda items, closed sessions): The Board President and the Superintendent will serve as primary spokespersons or may choose a designee.
- **Mission, Strategic Plan, District Goals, and General District Information:** All governance team members may serve as spokespersons utilizing developed and agreed upon key messages.

For requests received by the governance team via email regarding Board business:

- If a Board member individually receives communication via email from a member of the public, they will forward it to the Board President and Superintendent. It is our goal to acknowledge that the communication was received, even if no response is required. If further information, clarification or follow up is required, the Superintendent and Board President will coordinate an appropriate response with the Board member who received the email.
- If the communication is sent to the Superintendent, they will copy the answer to all Board members.
- If the email is sent to some or all Board members, they will refer the request to the Board President with a copy to the Superintendent (if the Superintendent is not already copied). The Board President or Superintendent will coordinate the response, copying all Board members on the reply.

For any requests from the media, per [Board Policy 2:110 Qualifications, Term, and Duties of Board Officers](#), Board members will refer the request to the Board President, who will coordinate our response with the Superintendent and Director of Communications.

Confidentiality

Principle

Board members recognize the importance of maintaining the confidentiality of information acquired as part of their official duties.

Protocol

The responsibility of the Board includes being privy to closed sessions or confidential information about students, district litigation, personnel, negotiations, the Superintendent's evaluation, or other issues that are permitted by the Open Meetings

Act.

We will work to maintain the public's trust by not breaching confidentiality as outlined in [Board Policy 2:80 Board Member Oath and Conduct](#). If a Board member inadvertently or accidentally violates a confidential issue, the Board member will take immediate responsibility for their action. A Board member who intentionally or repeatedly violates confidentiality is subject to [Board Policy 2:60 Board Member Removal from Office](#).

Visiting Schools and Attending School Events

Principle

The Board wants to be informed about instructional practices, conditions of facilities, and the needs of the students and staff with regard to school programs. The Superintendent will support this governance principle by proactively identifying opportunities to invite Board members to participate in programs and activities as appropriate.

- The Board respects the busy schedules of staff and the concern that can be created by well-meaning, but unannounced visits to schools.
- The Board members understand that certain roles and relationships require extra care when visiting schools.

Protocol

- As a professional courtesy, Board members will schedule school visits ahead of time when visiting in an official capacity.
- In most cases, the Superintendent, Principal, and/or designee will accompany Board members on these visits.
- Board members requesting a meeting with school staff or administration will schedule this meeting through the Superintendent. The Superintendent will ensure that staff is aware of the process and protocols for Board members visiting the building.
- Board members are encouraged to visit schools and attend school events.
- When visiting or communicating with teachers of their own children, Board members will make it clear that they are acting as parents rather than Board members, recognizing with sensitivity that it is difficult for others to remove the role of Board member from their awareness.
- When communicating as a parent or community member, Board members will use their personal email rather than Board email.

Collective Bargaining

Principle

Board members should understand and be involved in the collective bargaining process to ensure that the District is represented well by those selected to negotiate on behalf of the Board and the community. It is essential to ensure that the ethical, fiscal, and

educational goals of the D128 community are presented in the actions taken throughout the collective bargaining process.

Protocol

- Per [Board Policy 2:150 Committees](#), the Board President will select three Board members to represent the Board as members of the District’s Collective Bargaining negotiation team for the Teachers Union. The Superintendent and Board President will select who will represent the District as Chief Negotiator.
- For the ESP Union, the Superintendent and the District Administration will represent the Board as members of the District’s Collective Bargaining negotiation team. The Superintendent will represent the District as Chief Negotiator, as the Board members will not participate in collective bargaining sessions.
- Individual Board members who are not assigned to the Collective Bargaining committee will not participate in collective bargaining negotiation sessions, either directly (at the table) or indirectly (observing the District’s negotiation team).
- The Superintendent will create the most positive collective bargaining environment possible to support the negotiation process. To that end, they will endeavor to hold regular monthly employee - employer relations meetings with the Union President in order to maintain consistent and effective communication.
- The Superintendent will ensure that the Board is informed of the issues and strategies implemented within the collective bargaining process, usually in Closed Session per the Open Meetings Act.
- As the representative of the Board, the Superintendent will guide the development of the bargaining strategy and will be primarily responsible for facilitating the collective bargaining process.

Student Board Members

Principle

We recognize that the operation of a school district is complex, and the business of the Board requires us to focus on many issues and organize competing priorities. We are committed to maintaining our focus on what is best for all students and endeavor to involve the student voice in our decisions. The Board recognizes the importance of enhancing communication between the governance team and the student body, and its role in helping to teach the importance of civic involvement.

Protocol

Each School Principal will select three Student Board Representatives to the Board of Education to serve for a school year.

Student Board Representatives are expected to attend regular Board meetings during the school year, but they do not vote. They will receive board packets, except for Closed Session materials. Students may participate in Board discussions when asked for feedback.

Signatures

We have reviewed and agreed to these principles and protocols outlined in this 2022 Governance Handbook. We will review and renew these agreements biennially. Any revisions to this Handbook will be made by consensus of the Board of Education.

Affirmed on this 24th day of October, 2022.

Denise Herrmann, Superintendent

Lisa Hessel, President

Jim Batson, Vice President

Don Carmichael, Secretary

Cara Benjamin

Kara Drumke

Sonal Kulkarni

Casey Rooney

This work is based on the Board Governance Handbook developed by Santa Barbara Unified School District and we gratefully acknowledge their contributions to these principles and protocols.

Revision Adopted: September 26, 2023 (Affirmed 6-0)

Community High School District 128
Program and Personnel Committee Meeting
September 29, 2025

Personnel Report

Certified Staff

Name (Replacing)	Position	Location	Reason	Effective Date
Jonathan Menefee (Katie Janicek-LOA)	Long Term English Substitute Teacher	VHHS	LOA	10/1/2025
Jay Walgren	Science Teacher	VHHS	Retirement Adj	5/22/2026

Educational Support Staff

Name (Replacing)	Position	Location	Reason	Effective Date
Cynthia Jordan (Gail Wright)	Special Services Aide	VHHS	Replacement	9/25/2025
Rachelle Moran	LST Secretary	VHHS	Resignation	9/26/2025
Julie O'Donnell (Rachelle Moran)	LST Secretary	VHHS	Replacement	9/29/2025

Coaching/ Extracurricular Staff

Name (Replacing)	Position	Location	Reason	Effective Date
Amber Moser (Amber Tsao)	Asst Girls Lacrosse Coach	VHHS	Replacement	9/22/2025

All retirement actions are taken pursuant to the employee meeting all District and TRS/IMRF requirements.

Community High School District 128
Libertyville High School/ Vernon Hills High School
Vernon Hills, IL
September 29, 2025

Name: Cynthia Jordan
Position: Special Services Aide
Location: Vernon Hills High School

- Education
 - Bachelor of Criminal Justice Degree, American InterContinental University, Schaumburg, IL 5/2017

- Experience
 - 8/2021 - present - Collections Counselor, Dovenmuehle Mortgage, Lake Zurich, IL
 - 6/2018 - 4/2020 - Rehabilitation Follow-Up Specialist, Financial Management Systems V+Cennette Corp, Buffalo Grove, IL
 - 6/2017 - 6/2018 - Administrative Wage Garnishment, Financial Management Systems Cennette Corp, Buffalo Grove, IL
 - 11/2015 - 6/2017 - Customer Service Specialist, Financial Management Systems Cennette Corp, Buffalo Grove, IL
 - 5/2014 - 10/2015 - Call Center Associate, Familia Dental, Schaumburg, IL

Therefore, it is the recommendation of the administration that Cynthia Jordan (Gail Wright) be hired as a Special Services Aide at Vernon Hills High School effective 9/25/2025.

Community High School District 128
Libertyville High School/ Vernon Hills High School
Vernon Hills, IL
September 29, 2025

Name: Jonathan Menefee
Position: English Teacher - Long Term Substitute
Location: Vernon Hills High School

- Education
 - Master of Arts Degree- English & History with Emphasis in Creative Writing, National Louis University, Chicago, IL 6/2019
 - Bachelor of Arts Degree, Catawba College, Salisbury, North Carolina, 6/2001

- Experience
 - 7/2021 - present - Teacher & Team Leader - Learning Strategy & Curriculum Design, St Thomas Villanova School, Palatine, IL
 - 1/2010 - 6/2021 - Independent Contractor, Organizational Leadership & Business Development Consultant, Chicago, IL
 - 8/2005 - 12/2009 - Commercial Account Manager, C.A. Short Company, Chicago, IL
 - 7/2003 - 7/2005 - Field Director, National Campaign Training & Development, Chicago, IL

Therefore, it is the recommendation of the administration that Jonathan Menefee (Katerine Janicek-LOA) be hired as a Long Term Substitute English Teacher at Vernon Hills High School effective 10/1/2025.



ROSEMONT THEATRE LICENSE AGREEMENT

This License Agreement is entered into this 15th day of September 2025 by and between the Village of Rosemont, (hereinafter referred to as the “Licensor”), and

Community High School District 128
50 Lakeview Parkway, Suite 101
Vernon Hills, IL 60061

(hereinafter referred to as the “Licensee”).

W I T N E S S E T H:

WHEREAS, Licensee desires to obtain a license which will allow Licensee to use and occupy the Rosemont Theatre for the purpose of conducting a meeting or similar event known as:

Vernon Hills High School
Commencement 2026
May 21, 2026 – 7:00pm

Said meeting is hereinafter referred to as “the Meeting”. The term Meeting shall be construed to include all presentations, seminars, lectures and the like given or supervised by Licensee, and

WHEREAS, Licensor owns operates and manages the Rosemont Theatre and has the authority to enter into this Agreement.

NOW THEREFORE, in consideration of the mutual covenants and agreements set forth below, the Licensor and Licensee agree as follows:

1. LICENSED SPACE

(a) Licensor grants to Licensee the right to use all the areas of the Rosemont Theatre, which Licensor deems necessary for the Meeting to occur, including such dressing rooms and storage areas as are reasonably required for conducting the Meeting. These areas are hereinafter referred to as the Licensed Space. Licensee agrees to conduct the Meeting in the Rosemont Theatre on the dates and at the times specified in Section 2 of this Agreement.

(b) Licensee shall not make alterations or improvements to the Licensed Space or the Rosemont Theatre without the prior written approval of the Licensor. Any improvements or

alterations that may be made by Licensee to the Licensed Space or the Rosemont Theatre shall be undertaken and completed in compliance with all applicable federal, state and local ordinances, laws, rules and regulations and in accordance with any recommendations or requirements of Licensee's and Licensor's insurance carriers.

(c) Licensor has not made any promise or agreement to alter, remodel or improve the Licensed Space or the Rosemont Theatre; and has made no representations regarding the condition of the Licensed Space or the Rosemont Theatre unless such promise, agreement, or representation is contained in this Agreement.

2. USE DATE AND TIME

(a) The use of the Licensed Space by Licensee shall begin at 7:00pm on May 21, 2026, for the purpose of conducting the SHOW/MEETING and shall end at approx. 10:30pm on May 21, 2026.

(b) Move-in time for the purpose of setting up any and all equipment, exhibits or scenery which may be necessary for the presentation of the Meeting and/or for holding rehearsals shall begin at 8:00am o'clock on May 21, 2026.

(c) Licensee must remove its equipment, scenery and other property from the Rosemont Theatre and vacate the Rosemont Theatre no later than 11:59pm o'clock on May 21, 2026.

(d) The period which begins at 8:00am on May 21, 2026, ends at 11:59pm on May 21, 2026, is hereinafter referred to as the "Use Date(s)".

(e) Licensee shall use the Licensed Space for the purpose of setting up for, rehearsing and conducting the Meeting and for no other purpose.

(f) Licensee shall have access to the Licensed Space on the Use Date(s) during the periods from 8:00 a.m. until 11:59 p.m. provided that a duly designated employee or other representative of the Licensor is present in the Rosemont Theatre. If Licensee desires access to the Licensed Space at other times such access shall be provided at the discretion of the Licensor and then, only if Licensee agrees to pay any costs and expenses incurred by Licensor in providing such access.

(g) Licensee shall indemnify and hold the Licensor harmless from any loss or liability resulting from Licensee's failure to fully vacate the Licensed Space at the end of the Use Date(s), including, but not limited to, consequential damages.

3. FEE

(a) Licensee agrees to pay Licensor a license fee of \$44,650 all inclusive (\$34,650 for Rent) + (10,000,00 for the Parking Buy-Out) for the use of the Licensed Space.

(b) Licensee further agrees to pay Licensor \$ 500.00 per hour for every hour or fraction thereof after 11:59pm o'clock on May 21, 2026, during which the Licensee has not fully vacated the Licensed Space.

4. DEPOSITS

(a) Licensee agrees to pay \$10,000 with the return of this signed Agreement as a non-refundable deposit. Licensee agrees to make all such deposits by a certified check or cashier's check that is payable to the order of the Rosemont Theatre.

\$34,650 balance due by April 21, 2026

(b) Licensee further agrees that upon receipt of written notice from Licensor it will make additional deposits with Licensor of such sums that Licensor feels are necessary to cover the reimbursable costs set forth in Section 5(b) and 5(c) which Licensor reasonably anticipates it will incur on behalf of Licensee in regard to the presentation of the Meeting.

5. REIMBURSABLE COSTS

(a) Licensee shall provide Licensor with a complete list of all personnel, equipment and services which Licensee desires Licensor to provide along with the time of day that they will be required. This complete list shall be delivered to the Operations Manager of the Rosemont Theatre as soon as possible.

(b) Licensee agrees that it will reimburse the Licensor for the costs the Licensor incurs in supplying the following personnel, equipment and services for the Meeting.

<u>In House Sound:</u>	<u>Included in Rent</u>
<u>In House Lights:</u>	<u>Included in Rent</u>
<u>Ushers</u>	<u>Included in Rent</u>
<u>Stagehands:</u>	<u>Included in Rent</u>
<u>Screen/Projector</u>	<u>Included in Rent</u>
<u>Projectionist:</u>	<u>Included in Rent</u>
<u>Electricians:</u>	<u>Included in Rent</u>
<u>Teamsters and Loaders</u>	<u>Included in Rent</u>
<u>Wardrobe</u>	<u>N/A</u>
<u>Musicians</u>	<u>N/A</u>
<u>Cleaning:</u>	<u>Included in Rent</u>
<u>Security</u>	<u>Included in Rent</u>
<u>Catering Local Crew</u>	<u>Included in Rent</u>

<u>Telephone:</u>	<u>Included in Rent</u>
<u>Confetti Clean-up</u>	<u>\$500.00 (if needed)</u>
<u>Hi-Speed Internet</u>	<u>Included in Rent</u>
<u>Additional Reimbursable Expenses: TBD</u>	

FULL EXPENSES TO BE DETERMINED AT A LATER DATE.

(c) Licensee further agrees to reimburse Licensor for any costs incurred by Licensor which are not specified in Section 5(b) that are incurred on behalf of Licensee as a result of the conducting of the Meeting without regard to whether such costs are incurred by Licensor before, during or after the Use Date(s). Such costs shall include, but may not be limited to, Licensee's requests for Licensor to incur additional COVID-19 prevention or mitigation measures for the Meeting. Licensor shall immediately notify Licensee that it is necessary for Licensor to incur additional costs for which reimbursement from Licensee will be required and, if time permits, notice shall be made in writing to the Licensee. Licensee shall be permitted to disapprove the incurring of such additional costs. However, Licensor shall have the right to incur costs despite Licensee's disapproval where the costs are incurred for the purpose of insuring the safety and well being of persons in or around the Rosemont Theatre or for the protection of property in and around the Rosemont Theatre. Licensee shall be required to reimburse Licensor for all such costs incurred by Licensor despite Licensee's disapproval. Unless otherwise agreed, Licensor shall have the sole discretion to select the personnel of Licensor who will be providing the services set forth in Section 5(b) and to determine their qualifications.

6. PAYMENT FOR DAMAGES

(a) Licensee agrees to leave the Licensed Space in the same condition that it is in at the commencement of the Use Date(s), ordinary wear excepted.

(b) Licensee agrees to pay the cost of repairing or replacing any and all damage to any equipment or other property owned by Licensor and to pay the cost of repairing or replacing any and all damage to the Rosemont Theatre which occurs as a direct or indirect result of conducting the Meeting at the Rosemont Theatre. Such damages include but are not limited to damages that are caused by persons who attend the Meeting.

7. TICKETS AND TICKET SALES

Unless otherwise agreed by Licensor, the Meeting shall not be open to the general public. Licensee shall have the right to issue tickets or other forms of admission certificates which are intended to identify the bearer as a person entitled to attend the entire Meeting, or any particular specified portion thereof. Licensee shall also have the right to issue passes or other forms of identifications to its employees and agents for the purpose of identifying such persons as persons who are entitled to have access to the Licensed Space, before or during the Meeting or any particular specified portion thereof. Licensee shall furnish Licensor with a facsimile of the form of any ticket, certificate or pass issued by Licensee that is intended to permit a person to have access to the premises of the Rosemont Theatre in connection with the Meeting. Unless otherwise agreed,

Licensor shall not be responsible for issuing tickets for the Meeting or providing a box office or any other facility for the issuance of tickets for the Meeting.

8. LIEN

Licensor and Licensee agree that Licensor shall have a lien against all property of Licensee located within the Rosemont theatre for (1) taxes, if any, which are due and which must be paid by Licensor as a result of the conducting of the Meeting, (2) any unpaid license fees, (3) any unpaid reimbursable costs, and (4) any other monies which are due from Licensee to Licensor under this Agreement.

9. SETTLEMENT

The actual amounts due from the Licensee to the Licensor for (1) the remainder, if any, of the license fee under Section 3, (2) reimbursable costs under Section 5, and/or (3) damages under Section 6 shall be paid by the Licensee to the Licensor no later than May 23, 2025 unless otherwise agreed in writing.

10. CANCELLATION

(a) If Licensee cancels the Meeting or any portion of the Meeting, no part of any deposit that has been made pursuant to this Agreement shall be refunded. In addition, Licensee agrees to pay Licensor any reimbursable costs under Section 5 which have been incurred by Licensor in connection with the Meeting prior to Licensor's actually receiving notice of cancellation, less the amount of any deposits that have been made to cover such reimbursable costs.

(b) Notwithstanding the provisions of Section 10(a), if, after cancellation by Licensee, another event is held in the Rosemont Theatre during the Use Dates(s), then the Licensor shall pay to Licensee an amount equal to any deposits made by Licensee less any costs incurred by Licensor in respect to the Meeting.

11. PERMITS AND LICENSES

Licensee agrees to obtain all licenses or permits which are necessary for conducting the Meeting and to promptly pay all permit fees or license fees.

12. ADVERTISING

(a) All advertising and promotion of the Meeting shall be the sole responsibility and obligation of the Licensee. Licensee agrees that all advertising for the Meeting will be true and accurate.

(b) All references made in any advertising to the Licensed Space shall refer to the facility where the Meeting is being presented as the "Rosemont Theatre" or such other name as may

be designated in writing by the Licensor.

(c) Licensor shall have the right to display its own advertising and other materials in and around the Rosemont Theatre. All advertising space within the Rosemont Theatre or on adjacent premises which are owned by the Licensor is the exclusive property of the Licensor and all revenues or other income received from such advertising space shall be the sole property of the Licensor.

(d) Licensee shall not distribute any printed matter, other than programs, pamphlets, display advertising, seminar or lecture handouts, or other materials which relate to the Meeting or to Licensee’s business.

13. PERFORMANCE APPROVAL

(a) Licensor retains the right to disapprove of any performance, exhibition or entertainment which is to be offered as part of the Meeting. Licensee agrees that no performer, performance, exhibition or entertainment shall be presented as part of the Meeting if Licensor files a written objection to the performer, performance, exhibition or entertainment based on either the grounds (1) that it is illegal, (2) that it fails to comply with representations made in advertising the Meeting, or (3) that it violates restrictions imposed on the content of the Meeting which are agreed to by Licensor and Licensee at the time of the execution of this Agreement.

(b) If the Meeting must be canceled pursuant to this section, then payments shall be made by Licensee to Licensor as provided in Sections 3, 5 and 6.

14. LICENSEE’S PERSONNEL AND EQUIPMENT

(a) Except as set forth in Section 5(b), Licensee shall be responsible for furnishing at its sole cost and expense, all equipment and personnel necessary to conduct the Meeting, including, but not limited to speakers, presenters, emcees, actors, musicians, singers, dancers, any and all other personnel, scenery, props, sound and lighting equipment not supplied by Licensor pursuant to Section 5(b) and any and all musical instruments.

(b) Equipment and personnel shall be brought into and taken out of the Rosemont Theatre only at such entrances and exits as are designated by Licensor.

(c) Any artisans or workmen employed by Licensee may be refused entrance to or ejected from the Rosemont Theatre by Licensor for non-compliance with any provision of this Agreement or for engaging in conduct which Licensor deems to be objectionable or improper without Licensor incurring any liability for such refusal or ejection.

(d) Licensor shall have the right to remove from the Rosemont Theatre or refuse to allow in the Rosemont Theatre any equipment which Licensor determines constitutes a hazard to the safety or health of persons in and around the Rosemont Theatre or constitutes a hazard to the preservation of property located in or around the Rosemont Theatre.

(e) Licensors shall have the right to remove any and all property belonging to Licensee which is not removed from the Licensed Space of the Rosemont Theatre at the end of a Use Date(s), at Licensee's expense. Licensors shall have no liability of any kind to Licensee as a result of Licensors' removal of Licensee's property pursuant to this section.

15. CONCESSIONS

(a) Licensors reserves all concession rights. Licensors shall have the right to sell concessions at appropriate times and in appropriate places before, during and after presentations of the Event. For purposes of this section, concessions include, but are not limited to food, beverages, programs, souvenirs, record albums, novelties, and parking privileges.

(b) Licensee shall have the right to sell through Licensors' concessionaires such programs and novelties as are approved in advance in writing by Licensors and upon such conditions as are approved by Licensors.

16. FREE SAMPLES, SOLICITATION

Licensee shall have the right to distribute printed material related to the Meeting. Licensee shall have the right to distribute gifts and samples to persons attending the Meeting as are approved by Licensors. Except as provided in the forgoing sentence and in Section 15(b) of this Agreement, no other items shall be sold or distributed in or around the premises of the Rosemont Theatre without the prior written permission of the Licensors.

17. PARKING

Licensors shall provide Licensee with the right to use and occupy **ALL** parking spaces, free of charge, in a parking lot adjacent to the Rosemont Theatre on the Use Date(s). **(There is a parking buy-out)** Licensors may require those persons operating motor vehicles who intend to use a parking space that is provided free of charge to display a parking pass to be provided by Licensors. Except as otherwise provided in this section, the Licensors may charge a fee for the privilege of parking a motor vehicle in the parking lots owned by Licensors that are located adjacent or near to the Rosemont Theatre during all or a portion of the Use Date(s).

18. INTERMISSIONS

Licensee shall have the discretion of scheduling any intermissions subject to the reasonable approval of Licensors.

19. ANNOUNCEMENTS

Licensors shall have the right to make announcements needed to assure and protect the safety of persons and property in and around the Rosemont Theatre at any time Licensor deems necessary. Licensee agrees that it will cooperate with Licensor whenever Licensor deems it necessary to make such announcements.

20. COPYRIGHTED MATERIAL

(a) Licensee shall pay all royalties, license fees and any other costs arising from the Licensee's use of patented, trademarked, franchised or copyrighted music, dramatic rights, devices, processes, or other materials, during or in connection with the conducting or advertising of the Meeting.

(b) Licensee shall indemnify, defend and hold the Licensor harmless from any and all damages, claims, or costs including attorneys' fees which result from the use of any device, process or material in connection with the conducting or advertising of the Meeting which is or which is alleged to be patented, trademarked, franchised or copyrighted.

21. OCCUPANCY INTERRUPTION OR TERMINATION

(a) If the Licensed Space or any part thereof is not available for use by the Licensee for reasons beyond the control of the Licensor and Licensee including, but not limited to, damage or destruction from fire, weather, or other casualty, requisition of the Licensed Space by a governmental agency other than the Village of Rosemont, the COVID-19 pandemic or related COVID-19 governmental closure orders, labor strikes or boycotts, then this Agreement shall terminate and Licensee shall be refunded all deposits and license fees paid to date less the amount of all reimbursable costs provided under Section 5 which were incurred by Licensor before the termination.

(b) Licensee shall indemnify and hold the Licensor and its employees harmless against any and all claims arising out of the cancellation or termination of the Meeting, provided that such cancellation or termination is not due to the fault, act or omission of the Licensor, its agents or employees, unless such cancellation or termination was reasonably necessary to preserve or prevent damage or injury to property or persons. Licensee shall also pay to Licensor the amount of all reimbursable costs provided for under Section 5 which were incurred either before the termination or cancellation or which were reasonably necessary to incur after the termination and cancellation.

(c) Licensee shall have no claim for damages or other compensation should this Agreement be terminated pursuant to Section 21(a). If a session of the Meeting has not started prior to the time of termination, then if the Agreement is terminated pursuant to Section 21(a), Licensee shall pay to Licensor an amount equal to the reimbursable costs incurred by Licensor up until the time of termination. If one or more sessions of the Meeting have been completed at the time this Agreement is terminated pursuant to Section 21 (a), then Licensee shall pay to Licensor an amount equal to the reimbursable costs incurred by Licensor up until the time of termination and an amount equal to the percentage of the license fee allocable for those sessions of the Meeting which were

completed at the time the Agreement is terminated.

(d) Licensors shall have the right to interrupt or terminate the Meeting if such interruption or termination is necessary to protect the safety of persons and property in and around the Rosemont Theatre. The reasons for which the Licensor may interrupt or terminate the Meeting pursuant to this Section include, but are not limited to, bomb threats, fire, acts by persons participating in the sessions of the Meeting, and acts by persons attending the Meeting.

(e) If Licensor in its sole discretion determines that the reason the Meeting was interrupted or terminated under Section 21(d) was not the responsibility of the Licensee, then Licensee may retain possession of the Licensed Space for sufficient time to complete the Meeting unless Licensor has committed the Licensed Space for the additional time needed to complete the Meeting to another licensee. Licensee shall be responsible for any and all reimbursable costs which are incurred by Licensor during any additional time used by Licensee under this Section.

(f) If Licensor in its sole discretion determines that the reason or cause for an interruption or termination under Section 21(d) is not the responsibility of Licensee, and it is not possible for Licensee to complete the Meeting, then the license fee provided for in Section 3(a) shall be prorated or adjusted. Licensee, however, shall continue to be liable for all other payments due Licensor under this Agreement.

(g) If Licensor determines that the Licensee is responsible for an interruption or termination of the Meeting under Section 21(d), then Licensee shall continue to be liable for and shall make all payments which are provided for in this Agreement.

22. COMPLIANCE WITH LAWS AND REGULATIONS

Licensee shall comply with all laws, ordinances and regulations adopted or established by Federal, State or local governmental agencies and shall comply with all rules and regulations which govern the use and occupancy of the Rosemont Theatre, including, but not limited to, the rules restricting smoking on the Rosemont Theatre premises. Licensee will not allow or permit anything to be done within or around the Rosemont Theatre which violates any such laws, ordinances, rules and regulations.

23. CONTROL OF FACILITY AND LICENSOR'S RIGHT TO ENTER

(a) In permitting Licensee to use the Licensed Space as provided in this Agreement, Licensor does not relinquish the right to exercise control over the Rosemont Theatre including the Licensed Space and to enforce all laws, rules and regulations.

(b) Licensor reserves the right to eject or cause to be ejected from the Rosemont Theatre any person that Licensor deems to be objectionable. Licensor shall not be liable to Licensee for any damages that may be sustained by Licensee because of the exercise of its right to eject objectionable persons.

(c) Licensor's officers, employees, agents, concessionaires, and Licensor's concessionaires' servants, employees and agents shall at all times have access to the Licensed Space in accordance with and upon presentation of passes issued to them by Licensor.

24. PUBLIC SAFETY

Licensee and its agents and employees shall conduct themselves at all times in a manner which will not endanger persons or property in and around the Rosemont Theatre. Licensee, its agents and employees will observe and abide by all requests made by or on behalf of Licensor, the Village of Rosemont Department of Public Safety or any other governmental agency whose duty it is to preserve and protect persons and property in and around the Rosemont Theatre.

25. BROADCASTING RIGHTS

There shall be no radio or television broadcast of the Meeting, nor shall any radio or television broadcast originate from the Rosemont Theatre during the Use Date(s) without the prior written permission of the Licensor. Such permission may be conditioned upon Licensee furnishing and installing at its sole cost and expense, all equipment necessary for the broadcasting and removing all such equipment following the conclusion of the broadcast, and/or upon the payment of a fee by Licensee to Licensor.

26. RECORDING

Licensee may make visual or audio recordings of sessions of the Meeting for use by Licensee and Licensee's employees without the written permission of the Licensor. Licensee may make visual or audio recordings of sessions of the Meeting for use by persons other than the Licensee and Licensee's employees provided that if such recording contains material which identifies or refers to the Rosemont Theatre, the Licensee must obtain the approval of Licensor prior to distributing the recording to persons other than Licensee's employees. Any costs incurred by Licensor as a result of the recording of any portion of the Meeting shall constitute a reimbursable expense of purposes of this Agreement. Licensor may require Licensee to make an advance payment equal to the estimated amount of such costs.

27. PROPERTY OF LICENSEE AND THIRD PERSONS

(a) Any and all property which is owned by Licensee or is under Licensee's custody or control shall be kept at the Rosemont Theatre at Licensee's own risk. Licensor shall have no liability whatsoever if any such property is damaged, destroyed or lost, regardless of cause while it is located on the premises of the Rosemont Theatre.

(b) Licensor will accept delivery of property at the Rosemont Theatre which is addressed to Licensee but shall do so only as a service to Licensee. Licensee will indemnify and hold the Licensor harmless for any loss or damage to any such property.

(c) Except to the extent that any claim is covered by the insurance which is

provided under Section 28, Licensee shall indemnify and hold harmless Licensor from any claims made by any third party or costs related to claims made by any third-party including attorneys' fees for loss or damage to third party property located in the Rosemont Theatre which occurs on the Use Date(s).

28. INSURANCE

(a) Licensee at its own cost and expense shall provide and keep in full force and effect during the Use Date(s) the following types of insurance policies with limits not less than the amounts specified below:

- (i) Workmen's Compensation and Employer's Liability: As required by law
- (ii) Commercial General Liability including Personal Injury Groups A, B and C, with Exclusion C deleted Contractual Liability Endorsement Bodily Injury/Property Damage \$1,000,000.00 combined single limit

Licensor (The Village of Rosemont and The Rosemont Theatre) must be named as an additional insured under the Commercial General Liability Insurance Policy. The Commercial General Liability Insurance Policy may consist of primary insurance as respects Licensee's negligence and umbrella coverages and must cover the Rosemont Theatre owned by the Licensor. Licensee must provide Licensor with certificates of insurance and additional insured endorsement (Form CG 2026) or its equivalent not less than thirty (30) days prior to the Use Date(s) which show that it has obtained the required insurance coverage from financially sound and reputable insurance companies.

(b) Licensee shall not perform any act or omission or permit or suffer the performance of any act or omission which may reasonably result in either the cancellation or invalidation of any insurance policies maintained by Licensor or an increase in the premiums Licensor is required to pay for such insurance policies.

(c) Licensor shall upon request provide Licensee with information as to the type and limits of the insurance coverage which Licensor has obtained that is applicable to the Rosemont Theatre.

29. INDEMNIFICATION FOR ACTS AND OMISSIONS BY LICENSEE, LICENSEE'S AGENTS, EMPLOYEES AND INDEPENDENT CONTRACTORS

To the fullest extent permitted by law, the Licensee shall indemnify and hold harmless the Licensor and Licensor's agents, officers and employees from and against all claims, judgments, damages, losses and expenses, including but not limited to attorneys' fees, which result directly or indirectly from the negligent or the reckless or willful acts or omissions of Licensee or Licensee's agents, officers and employees or independent contractors hired by the Licensee, and the Licensee shall at its own expense appear, defend and pay all charges of attorneys and costs and other

expenses arising therefrom or incurred in connection therewith and if any judgment shall be rendered against Licensor or against Licensor's agents, officers or employees, then Licensee shall, at its own expense, satisfy and discharge the same. Licensee expressly understands and agrees that any insurance protection which may be required by this Agreement or any other agreement or which is otherwise provided by Licensee shall in no way limit the Licensee's responsibility to indemnify, keep and save harmless and defend the Licensor and Licensor's agents, officers and employees as provided in this section.

30. ASSIGNMENT

(a) Neither this Agreement nor any of the rights granted by this Agreement may be assigned, transferred, mortgaged, pledged, hypothecated or in any way encumbered or disposed of by Licensee without the prior written consent of Licensor. Any assignment, transfer or encumbrance or any attempted transfer, assignment or encumbrance without such consent shall be null and void and shall neither relieve Licensee of any of its obligations under this Agreement nor create any obligation on the part of Licensor.

(b) A successor in interest of Licensee by merger, operation of law or valid assignment, purchase or otherwise of substantially the entire business of the Licensee shall succeed to all of the rights of Licensee and assume all of the obligations and duties of the Licensee under this Agreement provided that said successor gives prompt written notice to Licensor and accepts in writing all of the obligations and duties of the Licensee under this Agreement.

(c) Licensor's consent to any assignment or other transfer by Licensee shall not be deemed to be a consent by Licensor to any further assignment or transfer.

(d) Licensee shall not without Licensor's prior written consent, sub-license the Licensed Space or any part thereof, or permit the use or occupancy of all or any part of the Licensed Space by anyone other than Licensee.

(e) Licensor has no right to grant to any third party the right to use the Licensed Space during the Use Date(s) as provided in this Agreement unless this Agreement is terminated.

31. DEFAULT

If the Licensee fails to perform in accordance with or fails to comply with any of the terms and conditions contained in this Agreement, the Licensor shall have all the remedies provided for by law, and in addition, may:

(1) Terminate this Agreement by giving written notice of termination to the Licensee. Upon the mailing of written notice of termination, this Agreement shall terminate and all rights and privileges granted or extended by this Agreement shall be deemed revoked. If this Agreement is terminated pursuant to this Subsection, then Licensee shall continue to be liable to Licensor for all reimbursable costs incurred pursuant to Section 5 of this Agreement by Licensor and shall also be liable for the fees specified in Sections 3 and 6 of this Agreement subject to a set off in the amount

of any license fees which Licensor might receive from others for use of the Licensed Space on the Use Date(s). In addition, all deposits made by Licensee shall be retained by Licensor.

AND

(2) Deny Licensee and Licensee’s officers, agents, employees and independent contractors hired by the Licensee admission to the Rosemont Theatre and the use and occupancy of the Licensed Space and remove from the Rosemont Theatre any personal property of the Licensee or Licensee’s officers, agents, employees or independent contractors hired by the Licensee at Licensee’s expense or place such property in a public warehouse or other place of safe keeping at Licensee’s risk and expense.

32. LEGAL EXPENSES

Licensee shall pay Licensor all costs, expenses and attorneys’ fees incurred by Licensor in enforcing the covenants and conditions of this Agreement.

33. BANKRUPTCY

In the event that Licensee is adjudged a bankrupt, makes an assignment for the benefit of creditors, commits any other affirmative act of insolvency, files a petition or has filed against it a petition that is not discharged within ten (10) days fore reorganization, arrangement, debt moratorium or other relief for debtors under any bankruptcy, insolvency act, code or law or in the event a custodian, receiver or trustee shall be appointed for the business or property of Licensee, this Agreement shall not be considered an asset of the Licensee or Licensee’s estate and Licensor may immediately terminate this Agreement upon notice to the Licensee and exercise any and all rights and remedies provided in Section 31.

34. GOVERNING LAW

This Agreement shall in all respects, including validity, interpretation and effect be governed by the laws of the State of Illinois.

35. NON-WAIVER

The failure of Licensee or Licensor to insist on the other party’s strict compliance with the terms and conditions contained in this Agreement shall not constitute a waiver of Licensor’s and Licensee’s right to insist that the other party in the future strictly comply with any and all of the terms and conditions contained in this Agreement and to enforce such compliance by any appropriate remedy.

36. NOTICES

(a) Unless otherwise provided herein to the contrary, all notices, required or permitted under this Agreement shall be made in writing.

(b) Unless otherwise provided herein to the contrary, if the notice is sent by certified or registered mail postage prepaid, then it shall be deemed to be given when it is deposited in the United States Mail and address as follows

IF TO LICENSEE:

Community High School District 128
50 Lakeview Parkway, Suite 101
Vernon Hills, IL 60061
Attn: Assistant Superintendent - Business

IF TO LICENSOR:

Rosemont Theatre
Village of Rosemont
5400 N. River Road
Rosemont, IL. 60018
Attn: Executive Director

Otherwise notice shall be deemed to be given when the notice is actually received by the party to whom it is directed.

(c) Either party may change to another single address the address to which such notices are to be sent by giving prior written notice to the other party.

37. BINDING EFFECT

This Agreement shall be binding upon and inure to the benefit of Licensor, its successors and assigns and shall be binding upon and inure to the benefit of the Licensee and its successors, executors, administrators, heirs and assigns subject to the provisions of Section 30 which limit Licensee's right to assign or transfer this Agreement.

38. AGREEMENT DOCUMENTS

This Agreement consists of the following documents:

- * The Rosemont Theatre License Agreement

These documents constitute the entire Agreement between the Licensor and Licensee with respect to the subject matter hereof and supersede all proposals oral or written and all negotiations, conversations and discussions heretofore had between the Licensor and the Licensee related to this

Agreement.

39. MODIFICATION AND AMENDMENTS

This Agreement may be modified or amended only by a written instrument signed by both the Licensor and the Licensee.

40. LICENSE ONLY

It is expressly understood by and between Licensor and Licensee that the rights which Licensee has pursuant to this Agreement to use the Licensed Space are in the nature of a license and that Licensee does not have a leasehold interest or any other interest in the Rosemont Theatre or in the property on which the Rosemont Theatre is located.

41. OTHER MATTERS

Licensor shall have the discretion to determine any questions and resolve any other matters that might arise which are not covered by this Agreement.

42. CAPTIONS AND INDEX

The index and captions used in this Agreement are for the convenience of the parties only and shall not affect the meaning of any of the provisions of this Agreement or be deemed a part of the Agreement.

43. RIGHTS OF THIRD PARTIES

This Agreement does not confer any rights upon any member of the public, any person attending the Meeting or any other third party, unless this Agreement expressly and explicitly provides the third party with such right.

44. APPROVAL OF CONTRACT

It is agreed that this Agreement will not be in force until it has been signed by both Licensee and Licensor.

IN WITNESS WHEREOF, Licensor and Licensee have made this Agreement as of the date first written above.

LICENSOR: VILLAGE OF ROSEMONT

BY: _____
Patrick Nagle, Executive Director
Rosemont Theatre

LICENSEE: COMMUNITY HIGH SCHOOL
DISTRICT 128, LAKE COUNTY, ILLINOIS

Attest: _____

BY: _____

September 24, 2025

Mr. Daniel Stanley
Assistant Superintendent for Finance/CSBO
Community High School District 128
Libertyville & Vernon Hills High School
50 Lakeview Parkway, Suite 101
Vernon Hills, IL 60061

RE: **Libertyville High School District 128 – BR 5 Concrete & Ceilings**
708 W Park Ave., Libertyville, IL 60048
Project Number: J10235.100
Recommendation to Award Bids as Described Below

Dear Mr. Stanley

On 9/22/25, sealed bids were electronically submitted and opened via Procore and publicly read aloud via Teams Meetings for the bid opening meeting for the Libertyville High School District 128 – BR 5 Concrete & Ceiling.

Gilbane has met with the low responsive bidders to review and confirmed the work scope, schedule, and project requirements. Based on the review of bid results, scope, and contractor qualifications for the bid packages, Gilbane Building Company recommends awarding the following bid packages.

Bid Package Description	Number of Bids	Low Bid	Recommended Bidder
03B Excavation & Concrete Foundations	4	\$261,000.00	Schaeffges Brothers, Inc
09G Acoustic Ceilings Patching & Infill	3	\$117,393.00	Integrated Specialty Contractors
Total Base Bid(s)		\$378,393.00	

Please confirm in writing if D128 approves this Recommendation to Award. If you have any questions or require additional information, do not hesitate to call.

Sincerely yours,



Digitally signed by Stephanie Mueller
DN: C=US,
E=smueller@gilbaneco.com,
O=Gilbane Building Company,
OU=Purchasing Director,
CN=Stephanie Mueller
Date: 2025.09.26 08:51:08-05'00'

Gilbane Building Company

Stephanie A Mueller

Purchasing Director

Attachments: Bid Comparison Sheets/Bid Cost Summary

CC: Tom Fallon, Edgar Soto, Jack Bovone – Gilbane; Mark Koopman – D128

	Insert Name	Signature	Date
Approved by			

Cost Summary

Libertyville High School District 128 – BR 5 Concrete & Ceiling

9/24/2025

J10235.100

708 W Park Ave., Libertyville, IL 60048

Bid Package	Trade Contractor	Base Bid	03B Concrete		09G Ceilings		Total	Total per RTA	Comments
			Alternate 1	Alternate 2	Alternate 1	Alternate 2			
03B Excavation & Concrete Foundations	Schaeffes Brothers, Inc	\$ 191,000.00	[Not Accepted]	\$ 70,000.00	\$ -	\$ -	\$ 261,000.00	\$ 261,000.00	
03B Excavation & Concrete Foundations	Premium Concrete, Inc	\$ 193,000.00	[Not Accepted]	\$ 70,000.00	\$ -	\$ -	\$ 263,000.00		
03B Excavation & Concrete Foundations	Duco Construction	\$ 284,400.00	[Not Accepted]	\$ 52,900.00	\$ -	\$ -	\$ 337,300.00		
03B Excavation & Concrete Foundations	Elliot Construction Corporation	\$ 332,300.00	[Not Accepted]	\$ 50,561.00	\$ -	\$ -	\$ 382,861.00		
09G Acoustic Ceilings Patching & Infill	Prosperity Property Services	\$ 108,987.00	\$ -	\$ -	[Not Accepted]	\$ 6,816.00	\$ 115,803.00		Prosperity withdrew their bid on 9/24/2026 due to not being able to produce a bid bond for this project.
09G Acoustic Ceilings Patching & Infill	Integrated Specialty Contractors	\$ 108,793.00	\$ -	\$ -	[Not Accepted]	\$ 8,600.00	\$ 117,393.00	\$ 117,393.00	
09G Acoustic Ceilings Patching & Infill	Just Rite Acoustics, Inc	\$ 234,900.00	\$ -	\$ -	[Not Accepted]	\$ 5,000.00	\$ 239,900.00		
TOTAL								\$378,393.00	

*Alternate #1 "Perform work during normal working hours" for bid package 03B Excavation & Concrete Foundations is **not** approved by D128.

*Alternate #2 "Prep, form, reinforce & pour Concrete slab (i.e. AS-2)" for bid package 03B Excavation & Concrete Foundation is approved by D128.

Alternate #1 "Trophy Case Backer Panels" for bid package 09G Acoustic Ceiling Patching & Infill is **not approved by D128.

**Alternate #2 "New Ceiling at North Corridor" for bid package 09G Acoustic Ceiling Patching & Infill is approved by D128.

Summer School Summary 2025

Board of Education Presentation



Ben Rodriguez, Director of College & Career Readiness
Debbie Beagle, Assistant Principal of Summer School (June)
Amy Wiggins, Assistant Principal of Summer School (July)



Courses Taught In-Person

<p>CTE</p> <ul style="list-style-type: none"> ● Personal Finance ● Financial Fundamentals ● DC Workplace Internship 	<p>Social Studies</p> <ul style="list-style-type: none"> ● Government ● US History
<p>English</p> <ul style="list-style-type: none"> ● Creative Writing ● Fr Lit and Comp, American Lit and Comp, World Lit and Comp 	<p>English Language Learning</p> <ul style="list-style-type: none"> ● Adventures in English
<p>Mathematics</p> <ul style="list-style-type: none"> ● Geometry ● Computer Science Honors ● Algebra I ● Algebra II 	<p>SSA Plus Language Arts SSA Plus Math</p> <ul style="list-style-type: none"> ● Offered to rising 10th, 11th & 12th graders during session 1
<p>Physical Welfare</p> <ul style="list-style-type: none"> ● Driver's Ed (Classroom & BTW) 	<p>ELS Summer Skills Academy ESY Related Services (SLP, SW, OT) District Vocational Worksite</p>



Courses Offered via Imagine Learning

Instructional Services Science (Non-128 online IL certified teacher)

- Chemistry

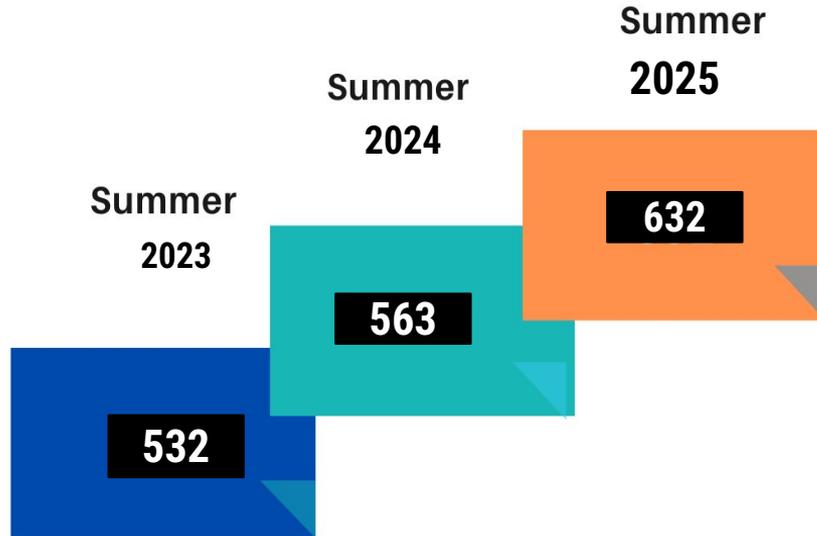
Imagine Learning Instructional Services –
Non-District 128 Illinois certified teacher supported computer based modules. During the Summer 2024 Session, instructional services were used for initial credit, credit recovery and repeat and replace.

Programs/Services	Summer School Enrollment	
	LHS #Students Enrolled	VHHS #Students Enrolled
In-Person Courses	121	231
Driver's Education (in person)	23	29
Instructional Services (Online)	0	12
School Totals	144	272
Total	416	

*Students who took multiple classes are counted **once**.



Enrollment Data - Course



THREE YEAR ENROLLMENT DATA BY COURSE

Students who took multiple courses are counted **twice**.

Overall Enrollment by Demographics

Programs/Services	LHS		VHHS	
	Demographics – IEP Status			
	IEP	No IEP	IEP	No IEP
In-Person Courses	21%	79%	14%	86%
Driver's Education	9%	91%	7%	93%

Overall Enrollment by Demographics

Programs/Services	LHS		VHHS	
	Demographics – Fee Waiver			
	Fee Waiver	No Fee Waiver	Fee Waiver	No Fee Waiver
In-Person Courses	15%	85%	20%	80%
Driver's Education	4%	96%	31%	69%
Total Numbers:	19	125	56	203

Overall Enrollment by Demographics

Programs/Services	LHS							VHHS						
	Demographics - Race													
	Hispanic	American Indian/ Alaska Native	Asian	Black or African American	Native Hawaiian / Other Pac Islander	Mutli-Racial	White	Hispanic	American Indian/ Alaska Native	Asian	Black or African American	Native Hawaiian / Other Pac Islander	Mutli-Racial	White
In-Person Courses	19%	1%	19%	6%		5%	51%	13%		43%	6%		9%	30%
Driver's Education	9%		4%			13%	73%	35%		25%	2%		7%	31%
Instructional Services (Online)								17%					8%	75%

Type of Credit Earned Data

Type of Credit Earned	Semester 1 & 2 Credits Earned
	In-Person
Initial Credit	LHS: 151 / VHHS: 321
Credit Recovery	LHS: 17 / VHHS: 20
Repeat/Replace	LHS: 15 / VHHS: 21
School Totals	LHS: 183 / VHHS: 362

*Students who took multiple classes/semesters are counted **twice**.

Grade Distribution Data by Type of Course

Programs/Services	Semester 1 & 2				
	A	B	C	D	F
In Person Courses	70%	20%	6%	3%	1%
Driver's Education	100%				

2

Special Services Programs

Special Education

Student Success Academy Glossary of Terms

Incoming Student Success Academy (ISSA) – Incoming freshman who have IEPs and are Extended School Year (ESY) eligible are invited to a 15-day program that focuses on the reinforcement of English Language Arts and mathematics skills, executive functioning strategies, and acclimation activities to increase their successful transition to high school. Students participate in approximately 2 hours of math and 2 hours of ELA daily and may be eligible to earn 0.25 elective credit per subject area (0.5 credit total, not included in GPA calculation). By invitation only.

Student Success Academy Plus (SSA+)– Rising sophomores - seniors who have IEPs and are ESY eligible are invited to a 15-day program that continues developmental learning in English Language Arts and mathematics skills, as well as executive functioning strategies and transition readiness activities that are aligned with IEP goal areas. Students participate in approximately 2 hours of math and 2 hours of ELA daily and may be eligible to earn 0.25 elective credit per subject area (0.5 credit total, not included in GPA calculation). By invitation only.

Additional Academy Glossary of Terms

Educational Life Skills Academy (ELS) – Supplemental instruction that addresses student’s extended school year (ESY) IEP goal areas related to functional life and academic skills. Summer content provides opportunities to learn, practice and generalize academic, functional and adaptive skills with school, pre-vocational, and community-based experiences. ELS Academy runs during 1st semester and aligns with the SRA-CLC calendar for afternoon recreation & leisure activities, which most students attend. (0.5 credit total, not included in GPA calculation)

Transition Pathways Academy – Supplemental instruction that addresses student’s extended school year (ESY) IEP goal areas related to functional life skills, community access, and post-secondary transition goals. Summer content provides opportunities to learn, practice and generalize functional and adaptive skills in structured and community-based settings. This session runs during 1st semester and aligns with the SRA-CLC calendar for afternoon recreation & leisure activities, which most participants attend. (0 - 0.5 credit total, not included in GPA calculation)

Vocational Worksites – Supplemental experience that addresses individual student’s extended school year (ESY) IEP goal areas related to vocational readiness aligned with post-secondary transition plans. These community-based experiences are offered during 1st semester. (0 - 0.5 credit total, not included in GPA calculation)

Programs/Services	Student Success Academy Enrollment	
	LHS #Students Enrolled	VHHS #Students Enrolled
Special Ed. ISSA Math / ELA	4	9
Special Ed. SSA+ Math / ELA	14	12
Special Ed. ELS Academy	0	6
Transition Pathways	1 - Related Services only	
DTP/Vocational Worksites	1	
TOTAL ESY ENROLLMENT	47	

3

Financials & Future Planning

General & Special Education

Financials

Revenue	2024	2025	\$ Change	% Change
Tuition	\$82,045.00	\$115,645.00	\$33,600.00	40.95%
Transportation	\$7,150.00	\$3,000.00	-\$4,150.00	-58.04%
	\$89,195.00	\$118,645.00	\$29,450.00	33.02%
Expenditures				
Summer School Salaries & Benefits	\$173,379.01	\$211,984.50	\$38,605.49	22.27%
Summer Academy Salaries & Benefits	\$57,537.07	\$31,696.62	-\$25,840.45	-44.91%
Transportation	\$64,545.60	\$79,466.79	\$14,921.19	23.12%
Supplies	\$290.14	\$2,227.57	\$1,937.43	667.76%
Online Tuition	\$11,505.00	\$0.00	-\$11,505.00	-100.00%
	\$307,256.82	\$325,375.48	\$18,118.66	5.90%
Net surplus/(deficit)	-\$218,061.82	-\$206,730.48	\$11,331.34	



New for Summer 2025

- **Updated the attendance policy:** Moved counting attendance to ½ day increments to better support student attendance.
- **Refined EL program: Adventures in English and summer club experiences**
 - Added EL aide to EL program
 - Added authentic experiences for students to practice English in real-world settings (service trips and field trips)
- **Collaborated with Quest to provide a “snack bar” to all students throughout the sessions**



Questions & Future Considerations

- **Exploring expansion of snack bar services to include full-meal options**
- **Working to expand exploration opportunities in summer school (new courses and programs)**
- **Assessing the need for summer social work to support student and family needs.**
- **Continuing to improve collaborative processes with LHS, VHHS, and Transition Pathways**

To: Board of Education
From: Dan Stanley, Assistant Superintendent for Finance/CSBO
Cc: Marc Schaffer, Ed.D., Superintendent
Date: Septe
Re: FY25 Employee Compensation Reports

Included is a salary and benefits report required to be furnished by the school district. The report, per 105 ILCS 5/10-20.47, is required to be presented at a regular school board meeting and then posted on the district website. The report is due to the State Board of Education on or before October 1st. The information is for the 2024-25 school year. Below is the text of the school code:

(105 ILCS 5/10-20.47)

Sec. 10-20.47. Administrator and teacher salary and benefits; report. Each school board shall report to the State Board of Education, on or before October 1 of each year, the base salary and benefits of the district superintendent and all administrators and teachers employed by the school district. For the purposes of this Section, "benefits" includes without limitation vacation days, sick days, bonuses, annuities, and retirement enhancements.

Prior to this annual reporting to the State Board of Education, the information must be presented at a regular school board meeting, subject to applicable notice requirements, and then posted on the Internet website of the school district, if any.

(Source: P.A. 96-266, eff. 1-1-10; 96-1000, eff. 7-2-10; 97-256, eff. 1-1-12.)

This data is uploaded to ISBE's Employment Information System (EIS) and then the report that is attached is generated.

Below is a chart to explain what is included in the different sections. Not every position has ISBE reported data in all categories. In other words, ISBE wants certain information for certain positions only.

EIS SALARY DATA

For Public School Districts Only	Base Salary	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Benefits	Other Benefits	Not Reportable
Contractual Gross Salary	X							
TRS Member Portion (Employer Paid)						X		
TRS Employer Portion								X
Retirement Bumps (6% Earnings Increases)	X							
Wages Paid to Long-Term Sub Positions	X							
Stipends (any kind, even travel and phone stipends)								X
Extra Duty Pay								X
Vacation Days (Current Year Awarded)		X						
Sick Days (Current Year Awarded) Don't include personal days converted so sick days			X					
Personal Days								X
Bonuses				X				
Annuities (Employer Paid)					X			
Annuities (Employee Paid)								X

Chicago Teacher Pension Fund (Employer Paid)						X		
Chicago Teacher Pension Fund (Employee Paid)								X
SERS (State Employment Retirement System)						X		
IMRF Member Portion (Employer Paid)						X		
IMRF Employer Portion								X
Early Retirement/Early Separation Option Payments								X
THIS Member Portion (Employer Paid)							X	
THIS Employer Portion								X
Health Insurance (Employer Paid)							X	
Dental Insurance (Employer Paid)							X	
Life Insurance (Employer Paid)							X	
Vision Insurance (Employer Paid)							X	
Payout for Health Benefits							X	
Payout for Unused Vacation/Sick Days							X	
Benefits earned from stipends and extra duty pay								X
Federal TRS								X

Flex Benefits								X
FICA Employer Portion								X
FICA Employee Portion (Employer Paid)								X
Medicare Employer Portion								X
Medicare Employee (Employer Paid)								X
Workers' Comp Employer Portion								X
Unemployment Ins Employer Portion								X
Longevity Payments								X
Severance Payments								X
Reduced Tuition or Tuition Reimbursements								X
Housing								X
Additional Pay due to Governor Declared Disaster or Hazard Pay							X	

EIS Administrator and Teacher Salary and Benefits Report - School Year 2025

9/4/2025 7:38 am

CHSD 128 50 Lakeview Pkwy Ste 101, Vernon Hills, IL 60061 340491280160000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
ADAMS, ALEXANDER	200-Teacher	\$171,021.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
AHERN, MEGHAN A	250-Special Education Teacher	\$108,385.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
AKERS, LAURA	611-Resource Teacher Other	\$115,283.20	0.80	0	14	\$0.00	\$880.00	\$0.00	\$20,537.82
ALBIN, RAYMOND	103-Principal	\$230,000.00	1.00	25	18	\$0.00	\$1,100.00	\$22,856.00	\$31,856.52
AMANN, JOYCE L	125-Head of Gen Ed (Depart chair admin endorsement held)	\$85,359.60	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
AMANN, JOYCE L	200-Teacher	\$56,906.40	0.40	0	14	\$0.00	\$440.00	\$5,671.36	\$10,268.91
AMERINE, MELISSA	250-Special Education Teacher	\$115,019.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$11,755.18
ANTONY, ASHLEY P	200-Teacher	\$89,592.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$8,592.95
ATTEO, PASQUALE A	250-Special Education Teacher	\$82,769.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,755.18
ATWELL, COREY	200-Teacher	\$162,574.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,240.83
AUBIN, CASEY L	200-Teacher	\$126,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
AUSTIN, REBECCA	250-Special Education Teacher	\$161,421.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
BACHAR, KATTIA	200-Teacher	\$46,065.60	0.60	0	14	\$0.00	\$715.27	\$0.00	\$15,303.00
BASTIANI, MICHELLE E	203-English as a Second Language Teacher	\$135,608.20	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,356.62
BEAGLE, DEBORAH	107-General Administrator or General Supervisor	\$182,582.00	1.00	0	14	\$0.00	\$1,100.00	\$18,165.11	\$12,397.60
BEAUMONT, KARIN	611-Resource Teacher Other	\$30,353.20	0.20	0	14	\$0.00	\$0.00	\$0.00	\$5,134.45
BELL, ASHLEY E	200-Teacher	\$115,019.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$25,499.87
BELLECOMO, WILLIAM	124-Dean of Students Admin (admin endorsement held)	\$171,768.00	1.00	0	14	\$0.00	\$1,100.00	\$17,091.69	\$20,565.06
BELLITO, MATTHEW	200-Teacher	\$154,377.00	1.00	0	14	\$0.00	\$1,092.63	\$0.00	\$25,599.50
BENSON, LYNNE A	125-Head of Gen Ed (Depart chair admin endorsement held)	\$83,867.40	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
BENSON, LYNNE A	208-Career and Technical Educator (CTE)	\$55,911.60	0.40	0	14	\$0.00	\$600.00	\$5,588.92	\$10,268.91
BENTON, ANDREW J	200-Teacher	\$95,584.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$11,755.18
BIZOSKY, THOMAS	200-Teacher	\$159,477.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
BLACK, TAMMIE L	125-Head of Gen Ed (Depart chair admin endorsement held)	\$111,756.60	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
BLACK, TAMMIE L	200-Teacher	\$74,504.40	0.40	0	14	\$0.00	\$600.00	\$7,427.91	\$4,702.07
BOLSINGER, KRISTIN S	200-Teacher	\$145,873.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
BRANDTSTOPPEK, LAURA	125-Head of Gen Ed (Depart chair admin endorsement held)	\$108,427.20	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
BRANDTSTOPPEK, LAURA	200-Teacher	\$72,284.80	0.40	0	14	\$0.00	\$440.00	\$7,192.11	\$10,268.91
BRETTNER, PAUL	200-Teacher	\$173,608.00	1.00	0	14	\$0.00	\$1,498.87	\$0.00	\$25,661.20
BROWN, ERYN M	200-Teacher	\$139,248.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
BROWN, JEFFREY	200-Teacher	\$170,851.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$21,240.83
BRUM, JAMES E	250-Special Education Teacher	\$157,897.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
BUDGE, TIM	125-Head of Gen Ed (Depart chair admin endorsement held)	\$103,513.20	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
BUDGE, TIM	200-Teacher	\$69,008.80	0.40	0	14	\$0.00	\$440.00	\$6,865.11	\$10,268.91
BUESING, MARK	200-Teacher	\$168,379.00	1.00	0	14	\$0.00	\$1,497.90	\$0.00	\$21,684.06
BURNS, CORY	250-Special Education Teacher	\$81,580.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
BUSH, MICHAEL	200-Teacher	\$171,784.00	1.00	0	14	\$0.00	\$1,497.77	\$0.00	\$26,275.10
CAMPBELL, RACHEL L	200-Teacher	\$76,845.00	1.00	0	14	\$0.00	\$1,305.73	\$0.00	\$11,565.72
CANDELA, SHOSHANNA LEAH	200-Teacher	\$100,975.20	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$69.60
CARNEY, JOHN	250-Special Education Teacher	\$77,310.60	1.00	0	14	\$0.00	\$0.00	\$0.00	\$9,600.26
CARROLL, AMANDA E	200-Teacher	\$87,523.80	0.60	0	14	\$0.00	\$660.00	\$0.00	\$15,193.90
CATON, DENISE E	200-Teacher	\$143,831.00	1.00	0	14	\$0.00	\$895.35	\$0.00	\$64.74
CATON, ROSS R	200-Teacher	\$154,377.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,599.50
CHAPMAN, JESSICA	200-Teacher	\$140,208.00	1.00	0	14	\$0.00	\$1,081.85	\$0.00	\$25,650.36
CHILLEMI, PATRICIA	250-Special Education Teacher	\$162,493.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,672.27
CHOI, YON	200-Teacher	\$109,213.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$21,240.83
CHOLIPSKI, MICHAEL J	200-Teacher	\$122,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
CHRISTIAN, AMY M	200-Teacher	\$141,278.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
CICCOLINI, LUCA	208-Career and Technical Educator (CTE)	\$96,978.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$8,430.50
CIMO, JOSHUA J	153-Special Education Supervisor	\$99,056.80	0.80	0	14	\$0.00	\$880.00	\$9,883.44	\$20,537.82
CIMO, JOSHUA J	250-Special Education Teacher	\$24,764.20	0.20	0	14	\$0.00	\$220.00	\$2,470.86	\$5,134.45
CIURA, ALLISON S	200-Teacher	\$102,134.00	1.00	0	14	\$0.00	\$1,594.41	\$0.00	\$69.54
CLARKE, ALYSSA M	200-Teacher	\$143,012.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
CLIFFORD, MATTHEW J	200-Teacher	\$137,459.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
COLOMBO, MEGAN	200-Teacher	\$143,831.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$21,240.83
COMEAX, AMANDA R	250-Special Education Teacher	\$117,320.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$25,672.27
COMPTON, ANDREW	200-Teacher	\$171,784.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,672.27
CONROY, SEAN	200-Teacher	\$147,947.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,232.21
CORTEZ, AVELINO	124-Dean of Students Admin (admin endorsement held)	\$137,303.00	1.00	0	14	\$0.00	\$605.00	\$13,639.21	\$24,332.43
CURRY, CHRISTOPHER R	200-Teacher	\$177,230.00	1.00	0	14	\$0.00	\$1,460.65	\$0.00	\$19,227.53
CUSICK-ACOSTA, JODI L	200-Teacher	\$177,185.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$11,755.18
CZARNECKI, JASON	200-Teacher	\$164,812.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$20,116.44

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
DAHLSTROM, STEFANIE	200-Teacher	\$169,381.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,240.83
DAVIS, CHRISTOPHER A	200-Teacher	\$124,501.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$69.60
DAVIS, LISA D	200-Teacher	\$77,718.60	0.60	0	14	\$0.00	\$660.00	\$0.00	\$15,403.36
DAWSON, PETER E	125-Head of Gen Ed (Depart chair admin endorsement held)	\$116,824.80	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
DAWSON, PETER E	200-Teacher	\$77,883.20	0.40	0	14	\$0.00	\$600.00	\$7,761.43	\$10,110.97
DELUCA, VINCENT	200-Teacher	\$157,333.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,672.27
DIAZ, CHRISTINA	153-Special Education Supervisor	\$127,213.60	0.80	0	14	\$0.00	\$880.00	\$12,667.46	\$20,537.82
DIAZ, CHRISTINA	250-Special Education Teacher	\$31,803.40	0.20	0	14	\$0.00	\$220.00	\$3,166.87	\$5,134.45
DIAZ, MEGAN L	203-English as a Second Language Teacher	\$61,786.92	0.60	0	14	\$0.00	\$960.00	\$0.00	\$41.20
DIAZ, MEGAN L	250-Special Education Teacher	\$41,191.28	0.40	0	14	\$0.00	\$640.00	\$0.00	\$27.47
DIBELLA, CLAIRE M	611-Resource Teacher Other	\$157,897.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
DILLON, AMY M	611-Resource Teacher Other	\$112,764.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$20,665.82
DOLL, JUSTINA A	200-Teacher	\$95,076.00	1.00	0	14	\$0.00	\$1,593.30	\$0.00	\$10,359.55
DUFFY, DENNIS J	200-Teacher	\$150,163.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
EAMES, CHARLOTTE	107-General Administrator or General Supervisor	\$173,467.00	1.00	21	18	\$0.00	\$1,600.00	\$12,034.46	\$31,778.84
EBLING, RYAN S	200-Teacher	\$104,773.00	1.00	0	14	\$0.00	\$1,097.81	\$0.00	\$21,204.51
ELLIOTT, AMY	200-Teacher	\$109,213.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
ELMORE, TERESA	200-Teacher	\$160,242.20	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,755.18
ERICKSON, KURT	200-Teacher	\$151,962.00	1.00	0	14	\$0.00	\$1,096.04	\$0.00	\$69.42
FALKSTROM, CHRISTINE	200-Teacher	\$96,978.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$25,140.95
FARRELL, ALLISON	250-Special Education Teacher	\$123,648.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
FEENEY, MONICA	200-Teacher	\$166,917.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,672.27
FEENEY, RYAN	200-Teacher	\$122,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$20,870.87
FERNANDEZ, JESSICA	125-Head of Gen Ed (Depart chair admin endorsement held)	\$149,830.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
FERRELL, SEAN	200-Teacher	\$186,387.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$26,745.84
FOWKES, ANNE	200-Teacher	\$91,732.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,240.83
FRANCHI, DENA	200-Teacher	\$69,601.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,755.18
FREICHELS, STEPHANIE	200-Teacher	\$105,492.00	0.90	0	14	\$0.00	\$1,100.00	\$0.00	\$22,644.78
FRIEDRICH, PAUL	200-Teacher	\$160,963.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,360.76
GALLIVAN, KATHRYN HYLA	208-Career and Technical Educator (CTE)	\$154,801.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,508.25
GARCIA, REBECA	250-Special Education Teacher	\$78,729.60	0.60	0	14	\$0.00	\$660.00	\$0.00	\$7,053.11
GARRISON, KELLY J	153-Special Education Supervisor	\$139,085.60	0.80	0	14	\$0.00	\$880.00	\$13,842.67	\$9,404.14
GELTNER, MEGAN ALEX	200-Teacher	\$157,897.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
GERBER, DOUGLAS	200-Teacher	\$161,262.00	1.00	0	14	\$0.00	\$1,071.58	\$0.00	\$24,464.05
GERLACH, JEREMY	208-Career and Technical Educator (CTE)	\$151,766.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,254.45
GIBBS, PAUL B	200-Teacher	\$15,611.71	0.33	0	14	\$0.00	\$0.00	\$0.00	\$6,418.07
GIERMAN, KARA S	200-Teacher	\$102,134.00	1.00	0	14	\$0.00	\$1,594.41	\$0.00	\$20,420.67

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
GLOVER, VERNELL	124-Dean of Students Admin (admin endorsement held)	\$139,089.00	1.00	0	14	\$0.00	\$1,100.00	\$13,864.09	\$25,672.27
GLUSKIN, MICHAEL D	200-Teacher	\$132,121.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
GOETTSCHKE, JENNIFER	104-Assistant Principal	\$180,000.00	1.00	20	18	\$0.00	\$1,100.00	\$17,911.03	\$32,346.68
GOHR, ADAM P	200-Teacher	\$157,897.00	1.00	0	14	\$0.00	\$1,092.00	\$0.00	\$21,240.83
GONG, ELISSA	200-Teacher	\$128,193.76	0.80	0	14	\$0.00	\$880.00	\$0.00	\$20,537.82
GONG, ELISSA	203-English as a Second Language Teacher	\$32,048.44	0.20	0	14	\$0.00	\$220.00	\$0.00	\$5,134.45
GOORIS, DANIEL N	200-Teacher	\$143,012.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
GOORIS, HILLARY	200-Teacher	\$104,949.77	0.83	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
GOURLEY, SARA	200-Teacher	\$166,846.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
GREEN, DANA	200-Teacher	\$143,831.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
GREENAWALT, KEDRIC	200-Teacher	\$163,337.20	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,499.87
GREENSWAG, SARAH E	200-Teacher	\$129,531.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,499.87
GUIARD, CHRISTOPHE	200-Teacher	\$175,223.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,348.53
GUIARD, LAURA	200-Teacher	\$175,520.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$69.60
GUILLAUME, JONATHAN L	103-Principal	\$254,565.00	1.00	25	14	\$0.00	\$1,500.00	\$25,325.04	\$32,462.68
GUSTAFSON, JARED D	200-Teacher	\$94,554.20	1.00	0	14	\$0.00	\$0.00	\$0.00	\$11,666.32
GUTZMER, ABBIE L	200-Teacher	\$91,059.60	0.60	0	14	\$0.00	\$660.00	\$0.00	\$742.22
HALL, MADELINE S	124-Dean of Students Admin (admin endorsement held)	\$179,245.00	1.00	0	14	\$0.00	\$1,500.00	\$17,870.96	\$21,240.83
HARMAN, LAUREN L	200-Teacher	\$82,613.00	1.00	0	14	\$0.00	\$900.00	\$0.00	\$11,755.18
HARRIS, ALICIA G	200-Teacher	\$82,613.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,676.27
HARTWEG, KELLI A	152-Special Education Director	\$208,971.00	1.00	24	18	\$0.00	\$1,100.00	\$20,776.14	\$32,388.44
HAUPTMANN, KRISTINA M	200-Teacher	\$97,822.20	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,554.91
HAUSMANN, NEAL	200-Teacher	\$82,613.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,676.27
HAWVER, KRISTEN L	200-Teacher	\$129,531.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$557.99
HEALEY, SHAWN	200-Teacher	\$177,072.00	1.00	0	14	\$0.00	\$1,488.83	\$0.00	\$26,723.94
HEIDEN, JEFFREY	611-Resource Teacher Other	\$93,710.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,755.18
HELVIE, DUSTIN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$109,110.00	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
HELVIE, DUSTIN	200-Teacher	\$72,740.00	0.40	0	14	\$0.00	\$440.00	\$7,236.40	\$10,268.91
HENDRICKX, MEGAN A	250-Special Education Teacher	\$141,278.00	1.00	0	22	\$0.00	\$1,100.00	\$0.00	\$25,672.27
HENRICH, STEPHANIE	250-Special Education Teacher	\$147,947.00	1.00	0	14	\$0.00	\$1,086.25	\$0.00	\$25,377.06
HERNANDEZ, HECTOR	200-Teacher	\$78,412.00	1.00	0	44	\$0.00	\$0.00	\$0.00	\$24,695.01
HERRMANN, DENISE L	100-District Superintendent	\$304,290.00	1.00	25	14	\$0.00	\$20,700.00	\$35,355.84	\$13,189.52
HERRMANN, JESSICA	107-General Administrator or General Supervisor	\$180,000.00	1.00	20	18	\$0.00	\$1,100.00	\$17,911.01	\$32,383.80
HIRONIMUS, KURT	200-Teacher	\$158,527.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
HLOUSEK, CARRIE L	611-Resource Teacher Other	\$100,131.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$19,332.56
HOFFMANN, MADELINE	200-Teacher	\$72,413.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,755.18

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
HOLDER, KIMBERLY	200-Teacher	\$107,643.00	1.00	0	14	\$0.00	\$600.00	\$0.00	\$9,268.72
HUBBARD, DONNA	200-Teacher	\$176,289.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$26,041.88
JAFFE, ERIN E	200-Teacher	\$131,216.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
JANICEK, KATHERINE	200-Teacher	\$100,290.20	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
JANSEN, KIM M	250-Special Education Teacher	\$99,475.20	0.60	0	14	\$0.00	\$660.00	\$0.00	\$15,403.36
JOE, ALEX H	200-Teacher	\$122,991.00	1.00	0	14	\$0.00	\$1,097.85	\$0.00	\$25,651.24
JONES, MICHAEL S	200-Teacher	\$176,289.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$26,745.84
KAHN, JENNIFER E	200-Teacher	\$116,925.20	1.00	0	14	\$0.00	\$1,564.29	\$0.00	\$20,884.47
KARL, STACEY A	250-Special Education Teacher	\$132,121.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$12,286.50
KARNSTEDT, MATTHEW H	200-Teacher	\$66,331.80	0.60	0	14	\$0.00	\$960.00	\$0.00	\$6,177.76
KARNSTEDT, PAUL	200-Teacher	\$112,764.00	1.00	0	14	\$0.00	\$1,546.88	\$0.00	\$25,123.41
KATZMAN, LAUREN	125-Head of Gen Ed (Depart chair admin endorsement held)	\$85,494.60	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
KATZMAN, LAUREN	200-Teacher	\$56,996.40	0.40	0	14	\$0.00	\$0.00	\$5,637.02	\$27.84
KEEFE, SARA	200-Teacher	\$12,174.25	0.17	0	14	\$0.00	\$0.00	\$0.00	\$0.00
KELCH, ROBERT F	200-Teacher	\$23,769.40	0.20	0	14	\$0.00	\$0.00	\$0.00	\$5,090.51
KELCH, ROBERT F	208-Career and Technical Educator (CTE)	\$118,847.00	0.80	0	14	\$0.00	\$0.00	\$0.00	\$25,452.53
KELLEY, THEODORE	200-Teacher	\$102,134.00	0.99	0	14	\$0.00	\$1,629.82	\$0.00	\$26,051.18
KELLY, BRIANT	101-Assistant/Associate District Superintendent	\$243,073.00	1.00	25	18	\$0.00	\$4,332.00	\$26,915.42	\$13,177.48
KELLY, SEAN	250-Special Education Teacher	\$161,421.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.17
KERTH, ALEX	200-Teacher	\$155,183.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
KESKE, CARRIE C	200-Teacher	\$137,459.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
KLEIN, AMANDA	200-Teacher	\$160,788.00	0.99	0	14	\$0.00	\$0.00	\$0.00	\$16,035.86
KLEIN, NICOLE	200-Teacher	\$83,212.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,755.18
KOERNER, EMILY J	200-Teacher	\$126,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$21,240.83
KOLLE, BRITTANY	200-Teacher	\$70,993.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$6,422.44
KOLZE, RICHARD C	250-Special Education Teacher	\$126,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
KORNEY, STEVEN H	125-Head of Gen Ed (Depart chair admin endorsement held)	\$99,255.00	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
KORNEY, STEVEN H	200-Teacher	\$66,170.00	0.40	0	14	\$0.00	\$440.00	\$6,586.20	\$9,057.91
KOSTRO, NORA K	200-Teacher	\$143,012.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
KOTLINSKI, ALLISON M	200-Teacher	\$100,131.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$22,644.78
KOULENTES, THOMAS J	101-Assistant/Associate District Superintendent	\$246,024.00	1.00	25	18	\$0.00	\$3,600.00	\$25,302.58	\$32,458.92
KREUL, ANGELICA M	200-Teacher	\$18,116.84	0.33	0	14	\$0.00	\$0.00	\$0.00	\$5,616.67
KREUTZ, DAVID L	200-Teacher	\$175,315.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$68.48
KRUPA, KURT A	200-Teacher	\$77,298.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$18,949.00
KYM, KAREN S	200-Teacher	\$142,009.00	1.00	0	14	\$0.00	\$1,466.48	\$0.00	\$11,558.49
LAVERY, MEGAN K	200-Teacher	\$117,320.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,126.45
LEAFBLAD, ALICE	250-Special Education Teacher	\$160,487.00	1.00	0	14	\$0.00	\$1,089.61	\$0.00	\$25,449.19

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
LECAROZ, PAUL LUIGIL	200-Teacher	\$79,950.00	1.00	0	14	\$0.00	\$1,182.75	\$0.00	\$19,826.56
LECHNER, HEIDI J	200-Teacher	\$109,161.92	0.80	0	14	\$0.00	\$880.00	\$0.00	\$55.13
LECHNER, HEIDI J	203-English as a Second Language Teacher	\$27,290.48	0.20	0	14	\$0.00	\$220.00	\$0.00	\$13.78
Lechner, Raymond E	100-District Superintendent	\$175,500.00	0.45	0	0	\$0.00	\$0.00	\$0.00	\$0.00
LEMAISTRE, KAREN SCHNOBEL	200-Teacher	\$162,287.00	1.00	0	14	\$0.00	\$1,051.93	\$0.00	\$25,024.37
LITTLE, JEREMY	200-Teacher	\$145,873.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
LOIKA, JENNIFER	104-Assistant Principal	\$187,500.00	1.00	20	18	\$0.00	\$1,100.00	\$18,652.67	\$32,356.36
LUEKEN, ADAM	200-Teacher	\$122,047.38	0.90	0	14	\$0.00	\$990.00	\$0.00	\$22,572.96
LUEKEN, ADAM	208-Career and Technical Educator (CTE)	\$13,560.82	0.10	0	14	\$0.00	\$110.00	\$0.00	\$2,508.11
MACIAS, ELLEN	200-Teacher	\$137,459.00	1.00	0	14	\$0.00	\$1,051.97	\$0.00	\$24,664.76
MAGNUSON, GRANT	200-Teacher	\$65,527.80	0.60	0	14	\$0.00	\$0.00	\$0.00	\$15,403.36
MANN, CHARLES	125-Head of Gen Ed (Depart chair admin endorsement held)	\$105,449.40	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
MANN, CHARLES	200-Teacher	\$70,299.60	0.40	0	14	\$0.00	\$440.00	\$6,994.26	\$10,268.91
MANSELL, MICHAEL J	250-Special Education Teacher	\$135,809.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$12,246.76
MANZ, JENNA	250-Special Education Teacher	\$100,896.00	1.00	0	14	\$0.00	\$1,070.48	\$0.00	\$68.43
MARINO, JEREMY	200-Teacher	\$161,189.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,755.18
MAROSCHER, ERIC C	104-Assistant Principal	\$219,467.00	1.00	25	14	\$0.00	\$1,500.00	\$21,853.93	\$13,144.16
MARQUEZVILLARREALSIERRA, ELIZABETH	200-Teacher	\$130,272.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$21,240.83
MARTIN, BETHANY	200-Teacher	\$108,385.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
MARTIN, GABRIELA P	125-Head of Gen Ed (Depart chair admin endorsement held)	\$76,727.40	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
MARTIN, GABRIELA P	200-Teacher	\$51,151.60	0.40	0	14	\$0.00	\$0.00	\$5,058.92	\$11,015.67
MASON, COLIN	250-Special Education Teacher	\$159,398.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,499.87
MCCARTY, MATTHEW	250-Special Education Teacher	\$159,798.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,099.89
MCCAULOU, MICHAEL	125-Head of Gen Ed (Depart chair admin endorsement held)	\$103,264.20	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
MCCAULOU, MICHAEL	200-Teacher	\$68,842.80	0.40	0	14	\$0.00	\$440.00	\$6,852.12	\$27.84
MCDONALD, BRIAN	107-General Administrator or General Supervisor	\$227,859.00	1.00	25	14	\$0.00	\$1,500.00	\$22,683.86	\$32,431.48
MCDONALD, CAROLYN M	208-Career and Technical Educator (CTE)	\$143,012.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$72.50
MCLEAN, ALLISON A	200-Teacher	\$28,988.02	0.50	0	14	\$0.00	\$0.00	\$0.00	\$34.80
MEISTER, EMILY	200-Teacher	\$27,254.88	0.40	0	14	\$0.00	\$0.00	\$0.00	\$27.84
MEISTER, EMILY	203-English as a Second Language Teacher	\$40,882.32	0.60	0	14	\$0.00	\$0.00	\$0.00	\$41.76
MEISTER-LOURIA, WENDY	203-English as a Second Language Teacher	\$179,146.20	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,099.89
MEKAELIAN, MITCHELL	200-Teacher	\$67,595.56	0.83	0	14	\$0.00	\$0.00	\$0.00	\$12,160.58
MILLER, BRIAN A	208-Career and Technical Educator (CTE)	\$128,643.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,676.27
MOELLER, SHONA	200-Teacher	\$132,121.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
MOLLOY, ALLISON PAIGE	200-Teacher	\$126,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$9,876.73
MORELLO, JEFF	200-Teacher	\$161,550.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,099.89

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MULDOON, KYLE	153-Special Education Supervisor	\$114,351.20	0.80	0	14	\$0.00	\$880.00	\$11,395.18	\$20,537.82
MULDOON, KYLE	250-Special Education Teacher	\$28,587.80	0.20	0	14	\$0.00	\$220.00	\$2,848.79	\$5,134.45
MURCHISON, BRANDON	200-Teacher	\$86,113.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,588.61
NASLUND, DYAN	200-Teacher	\$174,585.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$12,246.76
NAYLOR, ANGELA	200-Teacher	\$164,363.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$21,240.83
NELSON, BRENDA K	611-Resource Teacher Other	\$166,651.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$11,755.18
Nelson, Rebecca	100-District Superintendent	\$171,000.00	0.44	0	0	\$0.00	\$0.00	\$0.00	\$0.00
NIETO-CAMPOS, SARAI	200-Teacher	\$122,060.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$21,099.89
NIEVES, TARA R	125-Head of Gen Ed (Depart chair admin endorsement held)	\$116,405.95	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
NIEVES, TARA R	200-Teacher	\$77,603.97	0.40	0	14	\$0.00	\$600.00	\$7,734.41	\$4,505.40
OBRIEN, JOSEPH	104-Assistant Principal	\$207,445.00	1.00	25	18	\$0.00	\$0.00	\$20,516.62	\$27,068.04
ODISHOO, REGINA O	250-Special Education Teacher	\$150,163.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,755.18
OHARA, DEBRA J	250-Special Education Teacher	\$97,496.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$69.60
OLIVER, LAURA T	200-Teacher	\$134,764.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,599.50
OLSZEWSKI, NIKOL	200-Teacher	\$159,350.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
OLSZEWSKI, PETER M	200-Teacher	\$136,517.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
ONEILL, AMY S	250-Special Education Teacher	\$143,012.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
ONEILL, KEVIN	200-Teacher	\$159,398.00	1.00	0	14	\$0.00	\$1,088.83	\$0.00	\$25,528.33
ORI, JAMES F	200-Teacher	\$52,601.40	0.60	0	14	\$0.00	\$960.00	\$0.00	\$7,053.11
ORZOFF-BARANYK, EILEEN	200-Teacher	\$155,433.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
OSLAGE, SIMONE M	250-Special Education Teacher	\$160,487.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$21,240.83
PARDUN, JAMES	200-Teacher	\$172,171.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,672.27
PECHTER, ALYSSA	250-Special Education Teacher	\$76,845.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,755.18
PEDERSEN, GREGORY	200-Teacher	\$172,468.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
PHILLIPS, MAXWELL	250-Special Education Teacher	\$84,425.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
PHILLIPS, SAMANTHA M	200-Teacher	\$98,917.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$69.60
PIKEDEOLIVEIRA, REBECCA	203-English as a Second Language Teacher	\$90,436.20	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$25,672.27
POWELL, SHARRA	200-Teacher	\$157,085.00	1.00	0	14	\$0.00	\$600.00	\$0.00	\$11,755.18
PROSISE, MARK	125-Head of Gen Ed (Depart chair admin endorsement held)	\$103,377.60	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
PROSISE, MARK	200-Teacher	\$68,918.40	0.40	0	14	\$0.00	\$440.00	\$6,857.41	\$10,220.17
PURCHATZKE, LAUREN M	200-Teacher	\$96,243.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$515.54
PYLES, KAITLIN S	250-Special Education Teacher	\$57,064.34	0.79	0	14	\$0.00	\$0.00	\$0.00	\$43.50
RACIAK, KIMBERLY R	200-Teacher	\$154,377.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$1,237.04
RAFINER, TIFFANY R	200-Teacher	\$137,459.00	1.00	0	14	\$0.00	\$840.00	\$0.00	\$12,352.04
RASTRELLI, MEGAN	200-Teacher	\$64,679.00	1.00	0	14	\$0.00	\$700.00	\$0.00	\$69.60
RAVENS CRAFT, JOSHUA	200-Teacher	\$159,958.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$24,996.50
RAY, ELIZABETH	208-Career and Technical Educator (CTE)	\$89,592.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$11,309.24

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
REDIG, BRITTANY L	200-Teacher	\$143,012.00	1.00	0	14	\$0.00	\$1,075.47	\$0.00	\$20,491.86
REGAN, JOSEPH P	250-Special Education Teacher	\$109,213.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$25,672.27
REICHERT, WILLIAM	208-Career and Technical Educator (CTE)	\$169,647.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$9,902.00
REIFENBERG, ALISON	203-English as a Second Language Teacher	\$114,254.20	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$25,672.27
RENDE, TAMARA K	200-Teacher	\$85,807.20	0.60	0	14	\$0.00	\$660.00	\$0.00	\$7,053.11
REUBEN, JAMIE A	200-Teacher	\$134,764.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$8,951.94
REYMANN-GOLAT, SHANNON	250-Special Education Teacher	\$78,412.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$11,309.24
RODRIGUEZ, BENJAMIN	107-General Administrator or General Supervisor	\$155,250.00	1.00	20	18	\$0.00	\$0.00	\$11,959.41	\$32,332.20
ROGERS, ERIK	200-Teacher	\$131,216.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
ROGNER, DANIELLE	250-Special Education Teacher	\$87,170.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,755.18
ROHDE, PARKER	250-Special Education Teacher	\$130,944.59	0.73	0	14	\$0.00	\$0.00	\$0.00	\$5,580.59
ROYCHOWDHURY, HEMA	200-Teacher	\$133,340.00	1.00	0	14	\$0.00	\$1,564.24	\$0.00	\$69.06
RUKES, SHERRI	200-Teacher	\$164,812.00	1.00	0	14	\$0.00	\$1,063.54	\$0.00	\$11,413.20
RUSH, JASON R	208-Career and Technical Educator (CTE)	\$155,027.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,654.20
RUSSELL, ANDREW P	125-Head of Gen Ed (Depart chair admin endorsement held)	\$96,493.20	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
RUSSELL, ANDREW P	200-Teacher	\$64,328.80	0.40	0	14	\$0.00	\$0.00	\$6,362.20	\$4,702.07
SANCHO, JAN	208-Career and Technical Educator (CTE)	\$76,211.20	1.00	0	14	\$0.00	\$1,419.17	\$0.00	\$11,584.51
SCHINTO, SCOTT	200-Teacher	\$162,574.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$9,487.20
SCHMIDT, CRAIG	200-Teacher	\$164,553.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$8,499.74
SCHOENBECK, MARYKATE C	200-Teacher	\$132,121.00	1.00	0	14	\$0.00	\$600.00	\$0.00	\$25,672.27
SCHROEDER, JASON R	124-Dean of Students Admin (admin endorsement held)	\$156,668.00	1.00	0	14	\$0.00	\$1,100.00	\$15,603.41	\$11,755.18
SCHROETTER, DAVID	200-Teacher	\$165,685.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,672.27
SCHWARZ, KRISTIN J	125-Head of Gen Ed (Depart chair admin endorsement held)	\$83,052.00	0.60	0	0	\$0.00	\$0.00	\$0.00	\$0.00
SCHWARZ, KRISTIN J	208-Career and Technical Educator (CTE)	\$55,368.00	0.40	0	14	\$0.00	\$440.00	\$4,828.98	\$10,268.91
SHARP, MEGAN L	200-Teacher	\$100,290.20	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$10,368.40
SHUM, JEAN	250-Special Education Teacher	\$86,573.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$9,612.22
SIERENS, CHRISTEE A	200-Teacher	\$126,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
SILVERBERG, MEAGAN	124-Dean of Students Admin (admin endorsement held)	\$134,610.00	1.00	0	14	\$0.00	\$1,100.00	\$13,418.16	\$22,451.56
SINGLETON, ANNE M	200-Teacher	\$146,717.20	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
SMITH, CORY S	200-Teacher	\$73,794.60	0.60	0	14	\$0.00	\$960.00	\$0.00	\$15,403.36
SMITH, JULIE C	203-English as a Second Language Teacher	\$95,200.20	1.00	0	14	\$0.00	\$0.00	\$0.00	\$20,116.44
STANLEY, DANIEL C	114-Chief School Business Official	\$243,566.00	1.00	25	18	\$0.00	\$4,287.00	\$26,964.20	\$32,451.96
STEINER, CHRISTINA	153-Special Education Supervisor	\$132,074.00	0.92	21	18	\$0.00	\$1,100.00	\$13,171.05	\$29,821.66
STEVENS, SONYA	250-Special Education Teacher	\$165,755.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$12,607.48
STILLING, GREGORY	104-Assistant Principal	\$205,246.00	1.00	25	14	\$0.00	\$1,500.00	\$20,440.99	\$27,065.16
STUART, ADAM T	200-Teacher	\$104,300.16	0.80	0	14	\$0.00	\$880.00	\$0.00	\$20,537.82

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
SULLIVAN, JOHN BRADY	200-Teacher	\$145,873.00	1.00	0	14	\$0.00	\$1,060.58	\$0.00	\$24,831.46
SUNDELL, RANDOLPH W	200-Teacher	\$177,262.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$12,246.76
SUTIC, DANILO	200-Teacher	\$80,824.20	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,648.54
SZABO, SIOBHAN K	200-Teacher	\$159,350.00	1.00	0	14	\$0.00	\$1,094.41	\$0.00	\$25,552.34
SZABO, STEVEN J	200-Teacher	\$104,773.00	1.00	0	14	\$0.00	\$1,094.87	\$0.00	\$69.33
TAMAYO, JORGE E	200-Teacher	\$106,260.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,610.81
TANGORRA, LAUNA	250-Special Education Teacher	\$110,553.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$11,755.18
TARCZYNSKI, MEREDITH	200-Teacher	\$165,656.20	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
TARRANT, KRISTIN A	208-Career and Technical Educator (CTE)	\$152,610.20	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,499.87
TAYLOR, EMILY	250-Special Education Teacher	\$48,948.00	0.60	0	14	\$0.00	\$0.00	\$0.00	\$7,322.41
TAYLOR, IAN G	200-Teacher	\$84,876.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,499.87
TAYLOR, JOHNATHAN M	200-Teacher	\$85,807.20	0.60	0	14	\$0.00	\$631.16	\$0.00	\$14,898.92
THOMAS, CHRISTOPHER D	200-Teacher	\$149,925.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
THOMPSON, MATTHEW	200-Teacher	\$143,012.00	1.00	0	14	\$0.00	\$1,085.48	\$0.00	\$24,367.44
THOMSON, ANDREW R	208-Career and Technical Educator (CTE)	\$167,748.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,240.83
TODORIC, MARY	107-General Administrator or General Supervisor	\$165,419.00	1.00	25	14	\$0.00	\$1,500.00	\$16,508.43	\$32,345.20
TOOLEY, MATTHEW D	200-Teacher	\$128,643.00	1.00	0	14	\$0.00	\$1,007.86	\$0.00	\$18,853.73
TORRENCE, SUZANNE	200-Teacher	\$176,888.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
TWADELL, BRIAN	200-Teacher	\$156,511.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$0.00
TYE-SPYTEK, JENNIFER	200-Teacher	\$176,833.00	1.00	0	14	\$0.00	\$1,466.50	\$0.00	\$11,558.34
ULIKS, JENNIFER	107-General Administrator or General Supervisor	\$189,540.00	1.00	0	14	\$0.00	\$0.00	\$18,745.69	\$25,499.87
VARN, LARRY D	107-General Administrator or General Supervisor	\$198,020.00	1.00	21	18	\$0.00	\$1,600.00	\$12,135.64	\$32,389.64
VOGG, LAUREN	208-Career and Technical Educator (CTE)	\$82,424.20	0.60	0	14	\$0.00	\$0.00	\$0.00	\$10,368.40
VOSS, BRIAN D	200-Teacher	\$129,531.00	1.00	0	14	\$0.00	\$1,096.58	\$0.00	\$25,599.45
VUKOVICS, PAMELA M	200-Teacher	\$49,527.42	0.66	0	14	\$0.00	\$0.00	\$0.00	\$69.60
WAHL, MATTHEW R	200-Teacher	\$124,501.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,239.09
WALGREN, JAY N	200-Teacher	\$177,185.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,672.27
WALL, KEVIN	208-Career and Technical Educator (CTE)	\$96,978.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
WARFIELD, AMANDA	200-Teacher	\$185,064.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$21,099.89
WASSERMAN, KATHRYN	250-Special Education Teacher	\$104,773.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$25,672.27
WATTERS, BRANDON N	200-Teacher	\$76,194.60	0.60	0	14	\$0.00	\$579.43	\$0.00	\$14,874.45
WELLINGTON, AARON C	200-Teacher	\$89,592.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
WHITESCARVER, KELLEY	208-Career and Technical Educator (CTE)	\$160,194.20	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,499.87
WIECZOREK, CAMERON J	200-Teacher	\$87,417.20	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,676.27
WIESEN, KATHRYN	200-Teacher	\$87,669.00	1.00	0	14	\$0.00	\$0.00	\$0.00	\$17,340.99
WIETRZAK, ELIZABETH K	250-Special Education Teacher	\$135,792.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
WIGGINS, MATTHEW R	200-Teacher	\$151,766.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60
WILCOX, BRYAN	200-Teacher	\$187,940.00	1.00	0	14	\$0.00	\$1,500.00	\$0.00	\$25,140.95

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
WILKIN, ALLISON M	250-Special Education Teacher	\$87,050.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,499.87
WILSON, ROBERT P	200-Teacher	\$152,924.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,548.39
WOLF, CHRISTOPHER S	200-Teacher	\$151,766.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
WOLTER, JESSE	200-Teacher	\$109,213.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$11,592.01
WOODIE, SHAWN	200-Teacher	\$109,778.00	1.00	0	14	\$0.00	\$1,493.22	\$0.00	\$8,966.19
WOODS, JOHN R	107-General Administrator or General Supervisor	\$214,166.00	1.00	23	14	\$0.00	\$0.00	\$21,181.19	\$32,411.76
YOUNG, RICHARD A	104-Assistant Principal	\$199,846.00	1.00	24	18	\$0.00	\$1,100.00	\$19,873.74	\$32,392.84
YOUNG, TARA L	200-Teacher	\$84,766.80	0.60	0	14	\$0.00	\$660.00	\$0.00	\$41.36
ZAHER, SARA N	200-Teacher	\$76,845.00	1.00	0	14	\$0.00	\$1,600.00	\$0.00	\$11,676.27
ZYRKOWSKI, BRIAN M	200-Teacher	\$126,991.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$25,672.27
ZYRKOWSKI, MERISSA MERCIL	200-Teacher	\$132,121.00	1.00	0	14	\$0.00	\$1,100.00	\$0.00	\$69.60

Totals

Distinct Employee Count: 305	Distinct Positions Count: 330	Total Positions Count: 330	Vacation Days: 489	Sick Days: 4448
Base Salary: \$41,059,286.78	Bonuses: \$0.00	Annuities: \$328,598.05	Retirement Enhancements: \$719,657.60	Other Benefits: \$5,150,793.76