



Sandwich Community Unit Schools District 430

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

**BOARD OF EDUCATION OF
SANDWICH CUSD #430**

and

**SANDWICH CLASSROOM TEACHERS' ASSOCIATION
(SCTA)**

for the

SCHOOL YEARS

2023 - 2024

2024 - 2025

2025- 2026

2026 - 2027



TABLE OF CONTENTS

		<u>PAGE</u>
ARTICLE 1	RECOGNITION	3
ARTICLE 2	NEGOTIATION PROCEDURE	3
ARTICLE 3	EFFECT OF AGREEMENT	3
ARTICLE 4	MANAGEMENT RIGHTS	4
ARTICLE 5	ASSOCIATION RIGHTS	4
ARTICLE 6	PAY PERIODS	5
ARTICLE 7	VACANCIES	6
ARTICLE 8	TRANSFERS	6
ARTICLE 9	MEMBER WORKDAY	6
ARTICLE 10	SCHOOL YEAR	7
ARTICLE 11	SICK LEAVE	7
ARTICLE 12	PERSONAL DAYS	8
ARTICLE 13	CONTINUING EDUCATION	9
ARTICLE 14	GRIEVANCE PROCEDURE	10
ARTICLE 15	NO STRIKE CLAUSE	13
ARTICLE 16	SUBCONTRACTING	14
ARTICLE 17	EVALUATION	14
ARTICLE 18	REDUCTION IN FORCE	15
ARTICLE 19	SEPARABILITY	16
ARTICLE 20	DUES CHECK OFF	16
ARTICLE 21	ZERO HOUR	16
ARTICLE 22	UNPAID LEAVE	17
ARTICLE 23	IN SERVICE CREDIT	17
ARTICLE 24	EXTRA DUTY PAY	17
ARTICLE 25	WORKSHOPS	18
ARTICLE 26	DURATION OF AGREEMENT	18
APPENDIX “A”	SCHEDULE OF INSURANCE BENEFITS	20
SPECIAL PROVISIONS		22
	TRS	22
	RETIREMENT	22
	NBCT	23
	403(b) INVESTMENTS	24
	STIPEND COMMITTEE	24
APPENDIX “B”	EXTRA-CURRICULAR STIPENDS	25
APPENDIX “C”	SALARY SCHEDULES	42

ARTICLE 1

RECOGNITION

1.1

The Board of Education of Sandwich Community Unit School District Number 430, hereinafter referred to as the “Board”, hereby recognizes the Sandwich Classroom teacher Association IEA/NEA, hereinafter referred to as the “Association”, is the sole bargaining agent for all regularly employed SCTA Members.

1.2

The Board agrees not to negotiate with any other certified teachers’ association with regards to items contained in this Agreement unless provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement. It is understood and agreed, however, that the Board, Administration, individual employees or group of employees in the district retain their right to discuss problems relating to educational matters which are beyond the scope of salaries and the terms covered by this Agreement.

ARTICLE 2

NEGOTIATION PROCEDURE

2.1

The parties agree that every effort will be made to reach an Agreement through good faith collective bargaining prior to mandatory mediation as set forth in Illinois Educational Labor Relations Act. A bargaining organizational meeting will be held no later than November 15th prior to the expiration date of the contract to establish IBB training dates and bargaining dates.

2.2

It is agreed that the parties will jointly request Federal Mediation and Conciliation Service if either party to this Agreement declares an impasse. In the event the Federal Mediation and Conciliation Service turns down a request for its services in an impasse situation, the parties shall immediately commence discussions as to a replacement. The replacement will be mutually agreed upon by the parties.

2.3

It is understood the Interest Based Bargaining model will only be utilized if both parties agree to do so.

ARTICLE 3

EFFECT OF AGREEMENT

3.1

The parties acknowledge that during the negotiations which resulted in this Agreement and its appendices, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law or by specific agreement of the parties from the area of collective bargaining, and that the

understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement.

3.2

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood that all rights, powers, and authority of the Board not specifically limited by the language of this Agreement are retained by the Board. The Board shall take no action, which will violate any of the specific provisions of this Agreement.

ARTICLE 4 **MANAGEMENT RIGHTS**

4.1

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

- A) To maintain executive management and administrative control of the Sandwich School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
- B) To hire all employees and, subject to the provisions of the law and this Agreement, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion, their assignment, and to promote and transfer all such employees.
- C) To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.
- D) To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.
- E) To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of members and non-classroom assignments.

ARTICLE 5 **ASSOCIATION RIGHTS**

5.1

The Association may use school mailboxes or teacher lounge bulletin boards for the purpose of posting or distributing information to its members. Materials posted on the bulletin board or placed in the mailboxes must be signed and not be abusive or defamatory, and the building principal shall be given a copy of the communication

prior to posting. The Association shall assume all legal responsibility for their communications. Material placed on the bulletin board must be dated and not removed prior to seven (7) school days.

The Association may use school buildings for meetings to transact official business for reasonable time periods outside of the regular school day. Requests for use of buildings must be made to the building principal in advance of the proposed meeting date and must be cleared through the Master Calendar by the Superintendent. The Association will be permitted to duplicate notices of meetings and distribute them to members of the bargaining unit. If special custodial service is required or utilities are used, the Board may make reasonable charges for this service.

5.2

Within Thirty (30) days after the Agreement is signed, copies of this Agreement shall be duplicated by the Association and presented by the Association to each bargaining unit member now employed and hereafter employed. The Board will be responsible for the cost of the copies.

5.3

If a member or members of the Association desires to attend a regional, state, or national meeting, they will be allowed a total of two (2) consecutive work days with pay per meeting, and the Association shall reimburse the district for the cost of substitute teachers when substitute teachers are needed. Total Association Leave days for the membership will not exceed six (6) days per academic year, and no more than two people from one attendance center will be utilizing leave days at the same time. Such leave shall be arranged and approved in advance by the Administration. No allowances will be made for financial support.

5.4

An IBB committee will meet at mutually agreeable times but at least two times per school year to discuss the interests of either party. For informal bi-annual meetings, participation will be limited to a maximum of twelve Association members and twelve Board/Administration members unless previously agreed upon by the Board President and the SCTA President. For formal contract bargaining meetings, participation shall not exceed twelve members on either side. Only people who attend IBB training can participate in bargaining.

ARTICLE 6

PAY PERIODS

Pay periods shall be twice a month on the 15th and 30th of each month and continuing for 24 pay periods through direct deposit procedures established by the District.

6.1

Stipend pay for coaching/sponsors/music will be paid on a monthly basis and limited

to a total of three (3) pay periods. Payment for coaching/sponsors/music will not be included in the employee's regular teaching pay.

6.2

All other pay including but not limited to detention duty, internal substitution, Behind the Wheel (BTW), tutoring, etc. will be included within the employee's regular paycheck.

ARTICLE 7
VACANCIES

7.1

When the Board/Administration determines that a job opening exists in a teaching, administrative, or supervisory position, such openings will be emailed to bargaining unit members and posted externally. Interviews will be given to qualified applicants from the existing faculty for such positions.

7.2

For informational purposes, should the association member not be selected for the the position they applied for, they may request a conference with the appropriate administrator to discuss the decision.

ARTICLE 8
TRANSFERS

8.1

Before a change in member assignment is made a conference between the member and the appropriate administrator will be held. Involuntary assignments resulting in substantially different teaching situations from those designated by May 15 shall provide said member the right of resignation, providing said member resigns within ten (10) business days after notification of reassignment, provided a regularly scheduled board meeting occurs within the 10-day period. If not, the 10 days will be extended to the next scheduled board meeting.

8.2

Involuntary transfers will be made only as a result of real educational needs. Staff members may appeal involuntary transfer assignments to the Board of Education after following the chain of communication.

ARTICLE 9
MEMBER WORKDAY

9.1

The intended normal member workday will be a seven- (7) hour and thirty-five (35) minute day. It is not the intent of the Administration to schedule split hours except in emergency situations. During each workday, members will be entitled to a duty-free lunch period as specified in the School Code of Illinois, Section 24-9.

9.2

Except in extenuating circumstances such as field trips or assemblies or emergency situations, all members will be provided 250 minutes each week of non-student contact planning time excluding before and after school and duty-free lunch.

9.3

Each member will be required to serve on a committee for two (2) hours a month outside the normal work day.

9.4

High school members who are required to teach a sixth subject in a seven-period school day will be paid an overload stipend. The amount of the stipend will be 20% of the base salary (beginning salary). For example, the amount of the stipend for the 2023-2024 school year will be \$8701 (\$43,508 x .20). Teaching assignments excluded from receiving overload compensation are special education resources, study hall supervision, and driver education behind the wheel.

ARTICLE 10
SCHOOL YEAR

10.1

The Board shall establish for the coming year, a school calendar that does not exceed 185 days, with a maximum of 180 Member Duty Days.

ARTICLE 11
SICK LEAVE

11.1

Association members will be entitled to the following sick leave days per school term with full pay: Eight years or less of service to the District, members will be granted 12 sick days. Nine to nineteen years of service to the District, members will be granted 16 sick days. Twenty years or more years of service to the District, members will be granted 21 sick days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family, for purposes of this section, shall include spouse, parents or legal guardian, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brother-in-law, and sisters-in-law. A member must notify his/her supervisor as soon as possible when using sick leave. Sick leave pay shall be computed at one-one hundred eightieths (1/180) of gross pay per certified staff.

11.2

Unused Sick leave shall accumulate and carry over to the following school year. When a member's unused sick leave has accumulated 360 days, any newly allocated days

shall be utilized before the utilization of the 360 days. At no time shall an individual carry more than 360 accumulated days into the next school year.

Example: If an SCTA member has 353 days, at the start of the year, they would be awarded 7 days on August 1. They would start at 360 days in that year (Personal days would still accumulate per the contract).

ARTICLE 12

PERSONAL DAYS

12.1

Each employee covered under this agreement will receive two (2) personal days per year. Unused personal days must accumulate until an employee has at least four days, but the maximum number of personal days at any point in time is six days. When the number of accumulated personal days is five or six at the end of the school year, the employee may choose to:

- a) convert the fifth and/or sixth personal day(s) to sick leave days;
- b) be paid the current substitute pay for the fifth and or sixth day(s); or
- c) choose to convert one personal day to a sick day and get paid the substitute rate for the other day. Option C will apply only if the employee has six (6) accumulated personal days.

Employees will choose from the above options at the conclusion of each school year, with any payment(s) being made in June.

12.2

Personal Days must be requested in writing on an approval form at least three (3) days in advance unless an emergency is involved. In case of said emergency; the written request must be filed at least one hour prior to any absence. Approval will be determined within two- (2) work days after the request is made.

12.3

Personal Days may be granted only on amounts of half days or full days and shall not be granted for purposes which, in the judgment of the building administrator, are contrary to the interests of the school district. Personal Days may not be granted at the beginning or end of the school year nor dates immediately adjacent to school holidays without the approval of the Superintendent.

12.4

The Building Principal may limit the number of personal days to two (2) persons on any one day in his/her building.

ARTICLE 13
CONTINUING EDUCATION

13.1

An interest-free loan will be given for approved courses from an accredited college or university. The amount of the loan will be \$75 per semester hour for all classes thereafter. The District will fund up to \$20,000 each year of this Agreement for the benefit of SCTA members using this provision.

Courses must be approved by the Principal and Superintendent. Approval criteria should consist of the following factors:

- A) Credits shall be in an approved advanced degree or endorsement program less the Administration grants an exception.
- B) Credits shall be related to the teaching field of the individual requesting the interest-free loan.
- C) Approval must be granted prior to enrolling in a course.
- D) Application for approval must be submitted on a Sandwich School district form at least fifteen (15) school days prior to the start of the course.
- E) This loan will be available at the time of course registration with the following terms and conditions:
 - 1. After completing three full years of employment from course completion, the loan will be considered to be paid.
 - 2. If an employee chooses to leave the district prior to three years of employment for any reason other than termination of employment due to illness, the loan is repayable to the district in full.
 - 3. If the course is not completed with a grade of C or better or a "Pass" for a pass/fail course, the loan becomes due immediately.
 - 4. The loan shall be for not more than 12 semester hours of approved coursework per school year (September 1 through August 31).

13.2

Waivers are sometimes granted to the District by a University when the District agrees to host student teachers, allow observation hours, or otherwise accommodate students from the University. It is understood that the practice of universities granting waivers is subject to change at any time.

The following examples are ways waivers can be used by SCTA members (also subject to approval criteria stated in 13.1)

- A) If a member supervises a student teacher and a University grants waiver credit hours to the supervising member for this student-teacher assignment, then the supervising District member will have the right to use those waiver credit hours. The supervising member has until the end of the class term following

completion of the student teacher assignment (generally fall, spring, or summer) to declare his/her intent to use the waiver and has until the end of the following term to actually use the credit. If the supervising member chooses to use the waiver, the waiver does not have to be used as indicated in 13.1 (A) but it must be used for a class related to the member's current teaching assignments or duties. If the supervising member declines the use of the waiver then the waiver will go into a waiver pool to be used by another SCTA member.

Example 1: Member Jones supervises a student teacher during the fall semester and the University grants the District 3 credit hours for Member Jones supervising the student teacher. Member Jones will have until the end of the spring semester to notify the superintendent in writing that he/she plans to use the 3 semester hours granted by the University and will have until the end of the summer semester to use the waiver credits before they will go into the pool to be used by other SCTA members.

Example 2: Member Jones supervises a student teacher during the spring semester and the University grants the District 2 credit hours for Member Jones supervising the student teacher. Member Jones will have until the end of the summer break to notify the superintendent in writing that he/she plans to use the 2 semester hours granted by the University and will have until the end of the fall semester to use the waiver credits before they will go into the pool to be used by other SCTA members.

ARTICLE 14

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is defined as a written complaint or written claim by a member that there has been an alleged violation, misinterpretation, or misapplication of any provisions of this Agreement, which complaint or claim must include a plain and concise statement of the facts constituting the violation, misinterpretation or misapplication.
2. A business day is defined as a member employment day except during summer recess when it is a day on which the District Administration Office is open for business.

B. Procedures

The parties acknowledge that it is usually most desirable for an employee and his or her immediately involved supervisor to resolve problems through free and informal communications. When requested by the member, the building representative may attend to assist in this resolution.

Informal step: The member shall attempt to resolve any issue prior to filing a written grievance by informal discussion with his or her supervisor within ten (10) business days of the occurrence of a matter which is the subject of the grievance.

Step 1: The member and association shall present the grievance in writing to the immediately involved supervisor who will arrange for a meeting to take place within five (5) days after the receipt of the grievance. The grievance shall set forth the specific clause or clauses of the Agreement which have allegedly been violated, and shall specify fully the remedy sought. The grievance must be filed within twenty-one (21) calendar days after the occurrence of the event giving rise to the grievance. The Association's representative, the aggrieved member and the immediately involved supervisor shall be present for the meeting. The immediately involved supervisor must provide the aggrieved member and the Association with a written answer on the grievance within seven (7) days after the meeting. Such answer shall include the reasons upon which the decision is based.

A grievance involving the act of any administrator above the building level shall initially be filed at Step 2 of the grievance procedure after the grievant has first consulted the administrator involved.

Step 2: If the grievance involves the act of an administrator above the building level the grievance shall be filed with the superintendent within 14 days as provided in Step 1, or, if the grievance is not resolved in Step No. 1, then the grievant and the association shall refer the grievance to the superintendent or his official designee within seven (7) days after receipt of the Step No. 1 answer. The superintendent shall schedule a meeting within seven (7) days of receipt of the grievance at which time each party shall have the right to include in its representation such witnesses and counselors, as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the superintendent shall have seven (7) days in which to provide a written decision to the Association and grievant.

Step 3: If the grievant and association are not satisfied with the disposition of the grievance at Step 2, or if Step 2 time limits expire without the issuance of the superintendent's decision, the grievant and the association may refer the grievance in writing to the Board of Education within seven (7) days of the issuance of the superintendent's decision or the expiration of the time for the issuance of a decision. Upon receipt of the request, the Board of Education, within thirty (30) days, shall schedule a closed session hearing on the grievance and shall render its decision in writing within twenty-one (21) business days after the close of the hearing. Each party to the grievance shall have the right to include in its presentation a counselor if so desired.

Step 4: If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The grievant and the Association shall submit, in writing, a request for arbitration to the superintendent within seven (7) days from the issuance of the Step 3 answer, and submit a demand for arbitration with the American Arbitration Association with fourteen (14) days from the issuance of the Step 3 answer. The arbitrator shall be selected from the

American Arbitration Association in accordance with their voluntary labor tribunal rules.

The Board, the Grievant, and the Association will not be permitted to assert grounds not previously asserted when entering into arbitration. Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to amend, modify, nullify, ignore, add or alter the terms of this Agreement, nor to make any award prohibited by law, whether statutory or by court decision.

The cost of the arbitrator shall be borne equally between the aggrieved party and the District. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript. The arbitrator's decision shall be final and binding upon the parties. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

A. General Provisions-

1. Should the investigation of any grievance require, in the sole judgment of the Superintendent or designee that an employee and representative (if represented by an Association member) be released from his/her regular assignment, he/she will be released without loss of pay or benefits.
2. The Board and Administration agree not to take any action in reprisal against any person for his/her participation in the grievance process. The Association agrees to take no reprisals against any person because of his or her participation or refusal to participate in the grievance process.
3. Furthermore, should any member of the bargaining unit commence an action against the Board and/or any of its members individually or collectively, before any State or Federal Administrative Agency, court or Tribunal, charging the Board or any of its members, agents, or employees with any alleged violations of any of the rights granted to or enumerated herein, said proceeding shall act as a bar to the commencement or further proceeding of any grievance filed herein which alleges as its subject matter any violation of any rights specifically enumerated herein.
4. Failure of any employee or the Association to act on a grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual consent.
5. At any stage of the grievance procedure, the grievant may be represented by a representative of his or her choice. When an employee is not represented by the Association, the Association shall reserve the right to have its representative present.

ARTICLE 15
NO STRIKE CLAUSE

15.1

During the term of this Agreement, the Association agrees not to strike, not to participate in any work stoppage or slow down, and not to in any way engage in any concerted job action, which would materially interfere with the administration of the Sandwich School District.

15.2

It is agreed that the grievance machinery of this Agreement, the dispute settlement machinery provided by the judicial and administrative remedies provided by law are the sole and exclusive means for settling any dispute between the bargaining unit members and/or the Association and district relating to the application of the Agreement.

15.3

In the event of a work stoppage or interference during this Agreement, the district shall take whatever affirmative action is necessary and within its authority to prevent and bring about the termination of such action or interference. Such affirmative action shall include the immediate disavowal and refusal to recognize any such action or interference and the district immediately shall instruct any and all bargaining unit members to cease their misconduct and inform them that their misconduct is a violation of the Agreement subjecting them to disciplinary action including discharge.

15.4

It is understood that in the event this Article is violated during this Agreement, the the district shall be entitled to withdraw district policy, any rights, privileges, salary, or services provided for in this Agreement from any bargaining unit member or the Association including automatic payroll deduction for dues purposes to the Association.

15.5

In the event of a violation of this Section during this Agreement, the district may terminate any right granted by this Agreement or by other provisions of district rules, regulations or policy to a member of the bargaining unit, and may take steps to appropriately discipline the bargaining unit member which may include termination.

15.6

It is agreed and understood that any member of the bargaining unit violating this Article during this Agreement may at the sole discretion of the Board of Education be deemed to have resigned from the district and that position shall be considered vacated.

15.7

Any violation of this Article during this Agreement shall mean that the Association and/or bargaining unit members involved may be held accountable for all damages, injuries or expenses incurred or suffered by the Board. Furthermore, any bargaining

with unit members involved may be subject to disciplinary action without recourse to the grievance procedure.

15.8

The Board and the Association recognize that strikes and other forms of a work stoppage by members of the exclusive bargaining unit are contrary to the continuity of educational programs. The Board and Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means, and agreements shall result from negotiating in good faith. The Association, therefore, agrees that there shall be no strikes, work stoppages, or other refusals to perform work during this Agreement by the employees covered by Agreement.

ARTICLE 16

SUBCONTRACTING

16.1

The Board of Education retains the non-reviewable right to subcontract work assignment positions held by and duties performed by members of the bargaining unit. However, prior to the institution of any subcontracting relationships, the Board agrees to impanel a committee to meet with the Association to discuss both the needs to subcontract and the terms and conditions of such subcontracting relationship. Nothing shall be deemed a requirement to reach an agreement on such topics as a precondition for the institution of subcontracting.

16.2

Any subcontracting relationships formed by the Board shall not be interpreted to invest in such subcontractors, the status of assignees of the rights of this Agreement, nor shall the same be deemed to invest in such subcontracting agencies the status of co-employer with the Board of Education.

16.3

Work assignments subject to subcontracting include but are not limited to, the following:

- A) Special Education baseline services
- B) Private Placement Special Education Services
- C) Home and Hospital Tutoring
- D) Summer School
- E) Duties prior to the instructional day and following the instructional day

ARTICLE 17

EVALUATION

17.1

The Board, in cooperation with the Association, developed a professional practice and student growth evaluation instrument per the Performance Evaluation Reform Act (PERA). The PERA-adopted instrument will be filed with the ISBE. All parties will adhere to the procedures and timelines as stated within the evaluation plan. The

current evaluation plan will remain in place until the District's PERA Joint Committee formally approves changes.

ARTICLE 18

REDUCTION IN FORCE

18.1

Reductions in force shall be accomplished in accordance with the applicable provisions of Section 24-12 of the School Code. When seniority is required to be considered it shall be determined by the length of continuous service with the district. Where continuous service is equal among employees, the District lot shall determine seniority.

18.2

Insurance protection shall continue through the following August 31 from the date of dismissal for any honorably-dismissed member, including the option to continue the family insurance plan. Honorably-dismissed members may purchase medical and dental insurance through the district at group rates as long as they are on the legal recall list.

COBRA rights for such member shall be effective at the end of a recall period if a member is not reemployed.

18.3

In order to qualify for reinstatement, the honorably-dismissed member shall maintain a current address, email address, and phone number at the personnel office of the district.

18.4

Following a Reduction-in-force, members will retain recall rights for a period of one (1) calendar year from the beginning of the next school year.

18.5

Recall following a reduction in force shall be in accordance with Section 24-12 of the School Code. A recalled member shall be notified of a vacancy by certified mail at their last known address as well as the email address provided in 25.3. The member shall have seven (7) days from the date of mailing to inform the Superintendent in writing whether or not he/she will accept the position. Failure to respond within this time shall constitute a waiver of reemployment rights within the district.

18.6

An honorably-dismissed member recalled in accordance with 25.4 hereof shall not lose seniority which had accrued to the date of said dismissal and shall advance as appropriate on the salary schedule.

18.7

Any honorably-dismissed member shall be offered priority as a substitute teacher in the district.

ARTICLE 19
SEPARABILITY

19.1

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect.

ARTICLE 20
DUES CHECK OFF

20.1

The Board shall deduct from the regular paycheck of each Association member, from whom it received written authorization to do so, the required amount of Union dues. The dues of a list of employees from whom the dues have been deducted, and the amount deducted from each shall be forwarded to the proper Union officer no later than ten (10) days after such deduction was made. Deductions shall continue unless and until authorization is withdrawn by the employee in accordance with the law and the terms of the deduction authorization. If the Board shall comply with the foregoing, the Union shall defend and hold the Board harmless for all such actions.

ARTICLE 21
ZERO HOUR

21.1

When the Board determines that the need for a fifty (50) minute class exists, either prior to or following the regular school day, the such opening will be described and emailed to bargaining unit members. Interviews will be given to all certified applicants from the existing faculty for such a position before considering applicants from outside the existing faculty.

21.2

For informational purposes, should the association member not be selected for the position they applied for, they may request a conference with the appropriate administrator to discuss the decision.

21.3

Payment for the class shall be 1/7 additional salary.

21.4

This agreement shall not be extended to cover Behind the Wheel Driver Education, Extramural, Intramural Activities, or any other activity covered elsewhere in this agreement.

ARTICLE 22
UNPAID LEAVE

22.1

A non-probationary member will be granted up to five (5) consecutive days of unpaid leave after each block of seven (7) years of continuous employment service. A written application for such leave, without pay, shall be submitted to the Superintendent at least twenty (20) working days prior to the beginning of the leave. The member's pay will be deducted by 1/180 of his/her gross salary for each day of leave.

ARTICLE 23
IN SERVICE CREDIT

23.1

The district may provide inservice activities that are scheduled for Saturday or after the normal workday.

23.2

District in-service classes shall be subject to approval by the Superintendent. The class shall meet for a minimum of 15 clock hours in order to satisfy one (1) semester hour of credit. Should the member elect to successfully complete a graduate class of similar material, as approved by the Superintendent, District 430 shall also grant salary schedule credit, as per this article, for in-district in-service credit.

ARTICLE 24
EXTRA DUTY PAY

24.1

When a SCTA member agrees to substitute during his/her preparation and/or instructional time, that member will be compensated at the rate of \$0.55 per minute.

If two SCTA members are assigned to a classroom, and one is reassigned or absent without a substitute, the remaining teacher will be compensated at the rate of \$0.55 per minute.

If a substitute teacher is assigned to a cooperatively taught classroom, that substitute may be moved to a different room without cost to the district. Considerations will be made to avoid negatively impacting students' academic progress, i.e. testing for special education students.

Regarding study hall; no more than three additional classes (4 total) will be placed under the supervision of one member, regardless of location. **When more than one class is added to a study hall, the (SCTA Member) supervisor will be paid for the first additional class only. The supervisor is not able to reject supervising any assigned classes during a study hall assignment (teachers may be expected to**

relocate, if needed, to accommodate additional class size). Extra duty pay will not be applied to Drivers Education students (classroom, ‘behind the wheel’), or classes covered by intergovernmental curriculum agreements (ie. IVVC or “Agricultural”) when being placed in a study hall. The expectation of the SCTA member during study hall is to supervise not instruct.

24.2

SCTA members will have the right of first refusal regarding detention, extended duty, or extracurricular duties before it is opened to others.

24.3

When a member agrees to monitor an extended detention that is held after school or on a Saturday, that member will be paid at the rate of \$0.55 per minute.

24.4

When a SCTA member volunteers or is assigned to monitor school detentions (detentions assigned by an administrator that are served before or after school), that member will be paid at the rate of \$0.55 per minute

ARTICLE 25
WORKSHOPS

25.1

Requests to attend workshops or seminars will be evaluated by the board and/or administration. Compensation for approved workshops will be made based on registration fees, travel involved, etc.

ARTICLE 26
DURATION OF AGREEMENT

26.1

The terms of this agreement shall begin upon ratification and approval and shall remain in full effect through the last day of summer vacation before the first new teachers’ institute in August of 2027.

26.2

This Agreement may be extended beyond its termination date if mutually agreed to in writing by both parties.

26.3

No item agreed to shall be deemed capable of re-negotiation to be effective during the terms of this Agreement, unless mutually agreed to in writing by the parties.

This Agreement is signed this _____ day of May 2023.
In Witness thereof:

BOARD OF EDUCATION
SANDWICH CUSD 430

President

Secretary

SANDWICH CLASSROOM
TEACHERS ASSOCIATION (SCTA)

Co-President

Co-President

Secretary

SCHEDULE OF INSURANCE BENEFITS APPENDIX “A”

Life Insurance Benefit

Term Life	\$10,000
Accidental Death & Dismemberment	\$10,000

Health/Dental/Vision Insurance Benefit

It is the intent of the Board of Education, subject to the terms described below, to provide each covered eligible employee with medical, dental and vision insurance for each year of this Agreement based on the cost of participation of such employee in the PPO 500 health plan, plus the combined cost of participation in the single dental and vision insurance (the “Actual Amount”). The cost of adding family coverage, or other insurance costs in excess of the Actual Amount provided by the District shall be the responsibility of the employee.

For the 2023-2024 school year, the Actual Amount has been determined to be \$1034.20. The Board of Education will provide eligible employees a monthly insurance benefit equal to the Actual Amount to be applied toward single insurance coverage under the District approved medical and dental and vision insurance plan.

For each year of the contract for employees choosing family insurance (single + 1; family), any insurance costs above the Actual Amount shall be the responsibility of the employee. For example, if the monthly PPO 500 family insurance cost for medical, plus dental and vision insurance is \$2709.95, the employee is responsible for the monthly difference of \$1675.75. Only the Actual Amount of the monthly single PPO 500 medical insurance cost, plus the combined monthly insurance cost of dental and vision may be applied toward family insurance.

For each year of the contract, the Board will allow employees who are spouses and who are each employed by the District to combine and apply the Actual Amount for that year towards family coverage. For example, for the 2023-2024 school year, the combined Actual Amount monthly total would equal \$2068.40.

Starting with the 2024-2025 school year, and for each subsequent year of this Agreement, in the event the costs comprising the Actual Amount should decrease from the Actual Amount of the prior year, then such new costs will become the Actual Amount for that year. Starting with the 2024-2025 school year, and for each subsequent year of this Agreement, in the event the Actual Amount should increase over the Actual Amount of the prior year then such increase shall be the Board’s responsibility up to a maximum amount of 7%. For Example, based on the current Actual Amount: Year 2 (2024-2025) \$1106.60; Year 3 (2025-2026) \$1184.06; and Year 4 (2026-2027) \$1266.94.

Starting with the 2023-2024 school year, and for each year of this Agreement, should the total increase of the costs comprising the Actual Amount be greater than 7% over the Actual Amount of the prior year, then any amount greater than 7% and less than 17% shall be paid by the employee. Any amount greater than 17% will be split evenly by the Board and the employee. Only a portion of the Actual Amount paid by the District may be applied toward family insurance.

It is agreed that an insurance committee will be created by January 1st of each year for the purpose of developing an insurance plan regarding Medical/Dental/Vision insurance plan options.

It is agreed there will be a total of 11 members with no less than 6 members being SCTA members, 1 member being an administrator or non-union employee, and 1 member being a Board member. The Association will select the teachers who will be members, the Superintendent shall select the administrator or non-union employee, and the Board shall select the Board member.

The Superintendent will be an ex officio member of the committee with no voting rights.

It is agreed that the insurance committee will decide on the insurance carrier; however, the selection of an insurance broker remains the right of the Board.

It is agreed the committee must select and submit plan options in writing to the Superintendent on or before May 15th each year. It is further agreed that should said selection not be made on or before May 15th, the Board of Education shall reserve the right to select plan options for the following school year. Participants may then select from the approved available options and apply the District's contribution towards the total premium.

Upon a request from the association, any time bids are solicited for the insurance plan(s), the quoted rates will be shared with the insurance committee.

It is agreed that the committee will determine the procedures for the committee including, but not limited to, the voting procedure (provided matters shall be adopted by majority vote), setting of an agenda, and committee protocol.

The following examples are sample situations for insurance over the next four years:

Example 1: Insurance goes up 7% each year with base covered						
	Year 1		Year 2		Year 3	
	2023-2024		2024-2025		2025-2026	
	\$1,034.20		\$1,106.60		\$1,184.06	
	Board covers All		Board covers All		Board covers All	

Example 2: Insurance fluctuates down and spikes up but still below 7% of base						
	Year 1		Year 2		Year 3	
	2023-2024		2024-2025		2025-2026	
	\$1,034.20		\$1,000.00		\$1,065.00	
	Board covers All		Board covers All		Board covers up to \$1,070.00	
					Board covers up to \$1,139.55	

Example 3: Insurance goes up, but less than 7% for consecutive years						
	Year 1		Year 2		Year 3	
	2023-2024		2024-2025		2025-2026	
	\$1,034.20		\$1,100.00		\$1,170.00	
	Board covers All		Board covers up to \$1,106.60 (all)		Board covers up to \$1,177.00 (all)	
					Board covers up to \$1,251.90 (all)	

SPECIAL PROVISIONS:

1. The schedules apply for 2023-2024, 2024-2025, 2025-2026, 2026-2027 school terms only.
2. Employment experience means the number of years of successful employment completed and credited before this schedule applies.
3. For each year of the contract, the Board shall contribute 9% towards the employee's TRS contribution.
4. A member who provides a written irrevocable retirement resignation notice by August 1st of any year during the term hereof announcing his/her retirement from the District at the end of a school year not more than four (4) years later, shall receive annual increases in his/her creditable compensation (including, but not limited to, vertical and horizontal salary schedule movements or adjustments, stipends, salary increases, retirement incentives, sick & personal day bonus, etc.) in accordance with the following schedule over each immediate preceding year for a maximum of four (4) years: 6% for the first year after the notice is received, 5% for the second year after notice is received, 5% for the third year after notice is received, and 4% for the last year after notice is received. For example, a teacher giving notice of his/her retirement to take effect two years after the year of notice would receive a 6% increase for the first year and a 5% increase for the second year.

For purposes of this Section, a member's TRS "creditable compensation" means the member's base salary together with all other amounts from all sources which are creditable earnings under TRS rules. This means that a teacher retiree's TRS creditable earnings shall not increase from one school year to the next by more than 6% or otherwise be increased or changed so as to create Board liability for any portion of the retirement annuity or result in any Board paid penalty to TRS. Notwithstanding any contrary or other provision of this contract, including but not limited to any salary schedules, in the event a member retiree TRS creditable earnings would increase by more than the applicable percentage shown above in any given year of this contract, excluding earnings that are expressly exempt under state law from the TRS calculation for creditable earnings, or decrease due to a change in non-Board paid creditable earnings, that employee shall only receive the maximum increase allowed under this provision, and/or TRS rules, as applicable. The district shall endeavor to spread the increase throughout the school year. However, the district retains the right to make necessary adjustments to monthly or bi-monthly pay at any time to insure that the total received by the member is consistent with this Section.

Should a member electing retirement discontinue any extra-duty assignment (*e.g.* no longer coach or sponsor after announcing retirement), or their creditable earnings otherwise increase or decrease, the applicable percentage increase in salary will be adjusted accordingly to reflect the member's new creditable earnings status.

Examples:

- A. Member, having given retirement notice, accepts a new extra-duty assignment. The stipend for the new extra-duty assignment increases the member's creditable earnings and will be credited against the applicable percentage increase so that the total increase received for that year is capped at the applicable percentage increase.
- B. Member, having given retirement notice, for whatever reason no longer serves in an extra-duty assignment/paid stipend position, The member's creditable earnings are reduced by the amount of the reduction, and the retirement increase of the applicable percentage will be calculated on the new downward adjusted creditable earnings reportable for that year.
5. New hires employed for the 2023-2024 school year and beyond, must work as a certified teacher in the District for at least ten (10) years before being eligible to apply for a 6%, 5%, 5%, 4% retirement option bonus.
 6. It is mutually agreed SCTA members earning and maintaining National Board Certificates (NBCT) shall be granted a one-time adjustment of a vertical lane change to the right, and said adjustment does not provide additional hours to be applied towards the salary schedule *e.g.* staff members desiring to move to the

MS+45 lane must have earned an MS degree plus the additional 45 semester hours of approved credit. SCTA members not maintaining NBCT status shall no longer receive a one-time adjustment of a vertical lane change to the right.

7. 403(b) Investments - The District and the SCTA agree that the SCTA may form an ad-hoc committee to choose up to four different additional brokers of 403(b)'s for employee investments. The district and SCTA are not responsible for any fees associated with the members 403(b). In addition, the SCTA agrees to indemnify and hold harmless the District, its employees, board members, or agents, from all suits, claims, losses, damages, or demands, including reasonable attorney's fees and costs arising from or relating to any investment by an employee with any broker by an employee in working with the custodian/plan provider of their choosing.
8. Stipends: An employee requesting a change in an existing co-curricular responsibility or the creation of a new co-curricular responsibility shall submit a written request, using the proper "Stipend Request for Co-curricular Activity Form." Prior to submission, this form must be shared with the building administrator, and a SCTA officer. This form will be formulated by the Stipend Committee.

A district stipend committee consisting of no more than four Association members, two administrators, and two board of education members will meet to discuss each stipend addition/change request submitted by an Association member or building administrator. The committee will meet a minimum of 2 times annually. All requests will be reviewed to determine if the stipend addition/change request will impact the existing equity relationship with other stipends within the same category (e.g. athletic, non-athletic, drama, music, etc.). The stipend committee will submit all proposals to the Board for final approval.

The final committee recommendation will be given to the board of education. The sole approval of what stipend programs will be offered rests entirely on the Board of Education.

**EXTRA CURRICULAR STIPEND SCHEDULE &
PROPOSING EXTRACURRICULAR ACTIVITIES FORM**

APPENDIX “B”

ATTACHED

SALARY SCHEDULES

APPENDIX “C”

ATTACHED

2023 -2024 SHS-EXTRACURRICULAR STIPENDS				
Base Salary				
\$43,508				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
SHS Band	14.50%	\$6,309	\$757	\$1,577
Renegade Regiment	11.00%	\$4,786	\$574	\$1,196
Renegade Regiment	11.00%	\$4,786	\$574	\$1,196
Asst. Renegade Regiment	4.50%	\$1,958	\$235	\$489
District Music Cord.	10.50%	\$4,568	\$548	\$1,142
Year Book	8.00%	\$3,481	\$418	\$870
Head Speech	9.00%	\$3,916	\$470	\$979
Student Council	8.00%	\$3,481	\$418	\$870
District Web Site	10.00%	\$4,351	\$522	\$1,088
Asst. Speech (2)	5.00%	\$2,175	\$261	\$544
Musical (4)	4.50%	\$1,958	\$235	\$489
Madrigals	4.50%	\$1,958	\$235	\$489
Chorus	5.00%	\$2,175	\$261	\$544
Scholastic Bowl (2)	4.00%	\$1,740	\$209	\$435
Fall Play (3)	4.50%	\$1,958	\$235	\$489
Fine Arts Club	4.00%	\$1,740	\$209	\$435
SLIP	3.50%	\$1,523	\$183	\$381
TALK	3.50%	\$1,523	\$183	\$381
Fr. Class Sponsor	2.50%	\$1,088	\$131	\$272
So. Class Sponsor	2.50%	\$1,088	\$131	\$272
Jr. Class Sponsor	5.00%	\$2,175	\$261	\$544
Sr. Class Sponsor	3.50%	\$1,523	\$183	\$381
Writing Club	2.50%	\$1,088	\$131	\$272
Science Club	2.50%	\$1,088	\$131	\$272
NHS	2.50%	\$1,088	\$131	\$272
French Club	2.00%	\$870	\$104	\$218
Celebration Assem.	2.00%	\$870	\$104	\$218
Spanish Club	2.00%	\$870	\$104	\$218
Art Club	2.00%	\$870	\$104	\$218
History Club	2.00%	\$870	\$104	\$218
Speech Judge	2.00%	\$870	\$104	\$218
Media Club	2.00%	\$870	\$104	\$218
Dept. Head History	2.50%	\$1,088	\$131	\$272

Dept. Head P.E.	2.50%	\$1,088	\$131	\$272
Dept. Head Math	2.50%	\$1,088	\$131	\$272
Dept. Head For. Lang.	2.50%	\$1,088	\$131	\$272
Dept. Head English	2.50%	\$1,088	\$131	\$272
Dept. Head Science	2.50%	\$1,088	\$131	\$272
Dept. Head CTE	2.50%	\$1,088	\$131	\$272
Dept. Head Sp. Ed.	2.50%	\$1,088	\$131	\$272
Dept. Head Guidance	2.50%	\$1,088	\$131	\$272
I-8 Math Contest	2.00%	\$870	\$104	\$218
DCP Safe	6.50%	\$2,828	\$339	\$707
Thespian	2.50%	\$1,088	\$131	\$272
READ Club	2.00%	\$870	\$104	\$218
Chess Club	1.50%	\$653	\$78	\$163
WYSE	1.50%	\$653	\$78	\$163

2023 -2024 SMS-ELEMENTARY EXTRACURRICULAR STIPENDS				
Base Salary				
\$43,508				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	
SMS Band	7.00%	\$3,046	\$365	\$761
SMS Chorus	5.00%	\$2,175	\$261	\$544
Student Council	7.00%	\$3,046	\$365	\$761
SMS Year Book	4.00%	\$1,740	\$209	\$435
Elementary Band	3.00%	\$1,305	\$157	\$326
HED Newspaper	2.50%	\$1,088	\$131	\$272
Wellness Walking Club (4)	2.00%	\$870	\$104	\$218
Young Authors	2.00%	\$870	\$104	\$218
HED Yearbook	1.50%	\$653	\$78	\$163
HED Art Club	2.50%	\$1,088	\$131	\$272
SMS Summer Band	14.50%	\$6,309	\$757	\$1,577
SMS Art Club	3.00%	\$1,305	\$157	\$326
SMS Speech Club	3.00%	\$1,305	\$157	\$326
SMS Spelling Bee	\$200			
Elementary Play	\$200			
Elementary Newspaper	\$200			

2023 -2024 SHS-SPORTS STIPENDS				
Base Salary				
\$43,508				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Football	14.50%	\$6,309	\$757	\$1,577
Head Boys B-Ball	14.50%	\$6,309	\$757	\$1,577
Head Wrestling	14.50%	\$6,309	\$757	\$1,577
Head Girls B-Ball	14.50%	\$6,309	\$757	\$1,577
Head Girls V-Ball	12.00%	\$5,221	\$627	\$1,305
Head Baseball	11.00%	\$4,786	\$574	\$1,196
Head Softball	11.00%	\$4,786	\$574	\$1,196
Head Girls Track	11.00%	\$4,786	\$574	\$1,196
Head Boys Track	11.00%	\$4,786	\$574	\$1,196
Head Boys x-country	9.00%	\$3,916	\$470	\$979
Head Girls x-country	9.00%	\$3,916	\$470	\$979
Asst. Football (7)	11.00%	\$4,786	\$574	\$1,196
Head Soccer	9.00%	\$3,916	\$470	\$979
Assistant Soccer	8.00%	\$3,481	\$418	\$870
Asst. Boys B-Ball (2)	10.00%	\$4,351	\$522	\$1,088
Asst. Girls B-Ball (2)	10.00%	\$4,351	\$522	\$1,088
Asst. Wrestling (2)	10.00%	\$4,351	\$522	\$1,088
Head Golf	9.00%	\$3,916	\$470	\$979
Asst. x-Country	8.00%	\$3,481	\$418	\$870
Asst. V-Ball (2)	9.00%	\$3,916	\$470	\$979
Asst. Boys Track (2)	8.00%	\$3,481	\$418	\$870
Asst. Girls Track (2)	8.00%	\$3,481	\$418	\$870
Asst. Softball- (3)	9.00%	\$3,916	\$470	\$979
Asst. Baseball (3)	9.00%	\$3,916	\$470	\$979
Asst. Golf (1)	8.00%	\$3,481	\$418	\$870
Bass Fishing - Fall	4.00%	\$1,740	\$209	\$435
Bass Fishing - Spring	4.00%	\$1,740	\$209	\$435
Pom Pom - Fall	5.00%	\$2,175	\$261	\$544
Pom Pom - Winter	5.00%	\$2,175	\$261	\$544
Winter Cheerleader	5.00%	\$2,175	\$261	\$544
Competitive Cheerleading	5.00%	\$2,175	\$261	\$544
Football Cheerleader	6.00%	\$2,610	\$313	\$653
Cheerleading Coord.	2.50%	\$1,088	\$131	\$272

2023 -2024 SMS-SPORTS STIPENDS				
Base Salary				
\$43,508				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Wrestling	10.00%	\$4,351	\$522	\$1,088
Head V-Ball	8.00%	\$3,481	\$418	\$870
Head Soccer	8.00%	\$3,481	\$418	\$870
8th Boys Basketball	8.00%	\$3,481	\$418	\$870
8th Girls Basketball	8.00%	\$3,481	\$418	\$870
Head Boys Track	8.00%	\$3,481	\$418	\$870
Head Girls Track	8.00%	\$3,481	\$418	\$870
Asst. Wrestling (3)	8.00%	\$3,481	\$418	\$870
Head X-Country	8.00%	\$3,481	\$418	\$870
Asst. X-Country	5.00%	\$2,175	\$261	\$544
Asst. V-Ball 7th grade	7.50%	\$3,263	\$392	\$816
Asst. V-Ball 6th grade	7.00%	\$3,046	\$365	\$761
Asst. Soccer	7.00%	\$3,046	\$365	\$761
7th Boys Basketball	7.00%	\$3,046	\$365	\$761
7th Girls Basketball	7.00%	\$3,046	\$365	\$761
6th Boys Basketball	5.00%	\$2,175	\$261	\$544
6th Girls Basketball	5.00%	\$2,175	\$261	\$544
Asst. Track (2)	5.00%	\$2,175	\$261	\$544
Cheerleading (2)	3.00%	\$1,305	\$157	\$326
Pom Pom	3.00%	\$1,305	\$157	\$326

2024-2025 SHS-EXTRACURRICULAR STIPENDS				
Base Salary				
\$44,226				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
SHS Summer Band	14.50%	\$6,413	\$770	\$1,603
Renegade Regiment	11.00%	\$4,865	\$584	\$1,216
Renegade Regiment	11.00%	\$4,865	\$584	\$1,216
Asst. Renegade Regiment	4.50%	\$1,990	\$239	\$498
District Music Cord.	10.50%	\$4,644	\$557	\$1,161
Year Book	8.00%	\$3,538	\$425	\$885
Head Speech	9.00%	\$3,980	\$478	\$995
Student Council	8.00%	\$3,538	\$425	\$885
District Web Site	10.00%	\$4,423	\$531	\$1,106
Asst. Speech (2)	5.00%	\$2,211	\$265	\$553
Musical (4)	4.50%	\$1,990	\$239	\$498
Madrigals	4.50%	\$1,990	\$239	\$498
Chorus	5.00%	\$2,211	\$265	\$553
Scholastic Bowl (2)	4.00%	\$1,769	\$212	\$442
Fall Play (3)	4.50%	\$1,990	\$239	\$498
Fine Arts Club	4.00%	\$1,769	\$212	\$442
SLIP	3.50%	\$1,548	\$186	\$387
TALK	3.50%	\$1,548	\$186	\$387
Fr. Class Sponsor	2.50%	\$1,106	\$133	\$276
So. Class Sponsor	2.50%	\$1,106	\$133	\$276
Jr. Class Sponsor	5.00%	\$2,211	\$265	\$553
Sr. Class Sponsor	3.50%	\$1,548	\$186	\$387
Writing Club	2.50%	\$1,106	\$133	\$276
Science Club	2.50%	\$1,106	\$133	\$276
NHS	2.50%	\$1,106	\$133	\$276
French Club	2.00%	\$885	\$106	\$221
Celebration Assem.	2.00%	\$885	\$106	\$221
Spanish Club	2.00%	\$885	\$106	\$221
Art Club	2.00%	\$885	\$106	\$221
History Club	2.00%	\$885	\$106	\$221
Speech Judge	2.00%	\$885	\$106	\$221
Media Club	2.00%	\$885	\$106	\$221
Dept. Head History	2.50%	\$1,106	\$133	\$276

Dept. Head P.E.	2.50%	\$1,106	\$133	\$276
Dept. Head Math	2.50%	\$1,106	\$133	\$276
Dept. Head For. Lang.	2.50%	\$1,106	\$133	\$276
Dept. Head English	2.50%	\$1,106	\$133	\$276
Dept. Head Science	2.50%	\$1,106	\$133	\$276
Dept. Head CTE	2.50%	\$1,106	\$133	\$276
Dept. Head Sp. Ed.	2.50%	\$1,106	\$133	\$276
Dept. Head Guidance	2.50%	\$1,106	\$133	\$276
I-8 Math Contest	2.00%	\$885	\$106	\$221
DCP Safe	6.50%	\$2,875	\$345	\$719
Thespian	2.50%	\$1,106	\$133	\$276
READ Club	2.00%	\$885	\$106	\$221
Chess Club	1.50%	\$663	\$80	\$166
WYSE	1.50%	\$663	\$80	\$166

2024 -2025 SMS-ELEMENTARY EXTRACURRICULAR STIPENDS				
Base Salary				
\$44,226				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
SMS Band	7.00%	\$3,096	\$371	\$774
SMS Chorus	5.00%	\$2,211	\$265	\$553
Student Council	7.00%	\$3,096	\$371	\$774
SMS Year Book	4.00%	\$1,769	\$212	\$442
Elementary Band	3.00%	\$1,327	\$159	\$332
HED Newspaper	2.50%	\$1,106	\$133	\$276
Wellness Walking Club (4)	2.00%	\$885	\$106	\$221
Young Authors	2.00%	\$885	\$106	\$221
HED Yearbook	1.50%	\$663	\$80	\$166
HED Art Club	2.50%	\$1,106	\$133	\$276
SMS Summer Band	14.50%	\$6,519	\$782	\$1,630
SMS Art Club	3.00%	\$1,349	\$162	\$337
SMS Speech Club	3.00%	\$1,349	\$162	\$337
SMS Spelling Bee	\$200			
Elementary Play	\$200			
Elementary Newspaper	\$200			

2024 -2025 SHS-SPORTS STIPENDS				
Base Salary				
\$44,226				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Football	14.50%	\$6,413	\$770	\$1,603
Head Boys B-Ball	14.50%	\$6,413	\$770	\$1,603
Head Wrestling	14.50%	\$6,413	\$770	\$1,603
Head Girls B-Ball	14.50%	\$6,413	\$770	\$1,603
Head Girls V-Ball	12.00%	\$5,307	\$637	\$1,327
Head Baseball	11.00%	\$4,865	\$584	\$1,216
Head Softball	11.00%	\$4,865	\$584	\$1,216
Head Girls Track	11.00%	\$4,865	\$584	\$1,216
Head Boys Track	11.00%	\$4,865	\$584	\$1,216
Head Boys x-country	9.00%	\$3,980	\$478	\$995
Head Girls x-country	9.00%	\$3,980	\$478	\$995
Asst. Football (7)	11.00%	\$4,865	\$584	\$1,216
Head Soccer	9.00%	\$3,980	\$478	\$995
Assistant Soccer	8.00%	\$3,538	\$425	\$885
Asst. Boys B-Ball (2)	10.00%	\$4,423	\$531	\$1,106
Asst. Girls B-Ball (2)	10.00%	\$4,423	\$531	\$1,106
Asst. Wrestling (2)	10.00%	\$4,423	\$531	\$1,106
Head Golf	9.00%	\$3,980	\$478	\$995
Asst. x-Country	8.00%	\$3,538	\$425	\$885
Asst. V-Ball (2)	9.00%	\$3,980	\$478	\$995
Asst. Boys Track (2)	8.00%	\$3,538	\$425	\$885
Asst. Girls Track (2)	8.00%	\$3,538	\$425	\$885
Asst. Softball- (3)	9.00%	\$3,980	\$478	\$995
Asst. Baseball (3)	9.00%	\$3,980	\$478	\$995
Asst. Golf (1)	8.00%	\$3,538	\$425	\$885
Bass Fishing - Fall	4.00%	\$1,769	\$212	\$442
Bass Fishing - Spring	4.00%	\$1,769	\$212	\$442
Pom Pom - Fall	5.00%	\$2,211	\$265	\$553
Pom Pom - Winter	5.00%	\$2,211	\$265	\$553
Winter Cheerleader	5.00%	\$2,211	\$265	\$553
Competitive Cheerleading	5.00%	\$2,211	\$265	\$553
Football Cheerleader	6.00%	\$2,654	\$318	\$663
Cheerleading Coord.	2.50%	\$1,106	\$133	\$276

2024 -2025 SMS-SPORTS STIPENDS				
Base Salary				
\$44,226				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Wrestling	10.00%	\$4,423	\$531	\$1,106
Head V-Ball	8.00%	\$3,538	\$425	\$885
Head Soccer	8.00%	\$3,538	\$425	\$885
8th Boys Basketball	8.00%	\$3,538	\$425	\$885
8th Girls Basketball	8.00%	\$3,538	\$425	\$885
Head Boys Track	8.00%	\$3,538	\$425	\$885
Head Girls Track	8.00%	\$3,538	\$425	\$885
Asst. Wrestling (3)	8.00%	\$3,538	\$425	\$885
Head X-Country	8.00%	\$3,538	\$425	\$885
Asst. X-Country	5.00%	\$2,211	\$265	\$553
Asst. V-Ball 7th grade	7.50%	\$3,317	\$398	\$829
Asst. V-Ball 6th grade	7.00%	\$3,096	\$371	\$774
Asst. Soccer	7.00%	\$3,096	\$371	\$774
7th Boys Basketball	7.00%	\$3,096	\$371	\$774
7th Girls Basketball	7.00%	\$3,096	\$371	\$774
6th Boys Basketball	5.00%	\$2,211	\$265	\$553
6th Girls Basketball	5.00%	\$2,211	\$265	\$553
Asst. Track (2)	5.00%	\$2,211	\$265	\$553
Cheerleading (2)	3.00%	\$1,327	\$159	\$332
Pom Pom	3.00%	\$1,327	\$159	\$332

2025-2026 SHS-EXTRACURRICULAR STIPENDS				
Base Salary				
\$44,956				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
SHS Band	14.50%	\$6,519	\$782	\$1,630
Renegade Regiment	11.00%	\$4,945	\$593	\$1,236
Renegade Regiment	11.00%	\$4,945	\$593	\$1,236
Asst. Renegade Regiment	4.50%	\$2,023	\$243	\$506
District Music Cord.	10.50%	\$4,720	\$566	\$1,180
Year Book	8.00%	\$3,596	\$432	\$899
Head Speech	9.00%	\$4,046	\$486	\$1,012
Student Council	8.00%	\$3,596	\$432	\$899
District Web Site	10.00%	\$4,496	\$539	\$1,124
Asst. Speech (2)	5.00%	\$2,248	\$270	\$562
Musical (4)	4.50%	\$2,023	\$243	\$506
Madrigals	4.50%	\$2,023	\$243	\$506
Chorus	5.00%	\$2,248	\$270	\$562
Scholastic Bowl (2)	4.00%	\$1,798	\$216	\$450
Fall Play (3)	4.50%	\$2,023	\$243	\$506
Fine Arts Club	4.00%	\$1,798	\$216	\$450
SLIP	3.50%	\$1,573	\$189	\$393
TALK	3.50%	\$1,573	\$189	\$393
Fr. Class Sponsor	2.50%	\$1,124	\$135	\$281
So. Class Sponsor	2.50%	\$1,124	\$135	\$281
Jr. Class Sponsor	5.00%	\$2,248	\$270	\$562
Sr. Class Sponsor	3.50%	\$1,573	\$189	\$393
Writing Club	2.50%	\$1,124	\$135	\$281
Science Club	2.50%	\$1,124	\$135	\$281
NHS	2.50%	\$1,124	\$135	\$281
French Club	2.00%	\$899	\$108	\$225
Celebration Assem.	2.00%	\$899	\$108	\$225
Spanish Club	2.00%	\$899	\$108	\$225
Art Club	2.00%	\$899	\$108	\$225
History Club	2.00%	\$899	\$108	\$225
Speech Judge	2.00%	\$899	\$108	\$225
Media Club	2.00%	\$899	\$108	\$225
Dept. Head History	2.50%	\$1,124	\$135	\$281

Dept. Head P.E.	2.50%	\$1,124	\$135	\$281
Dept. Head Math	2.50%	\$1,124	\$135	\$281
Dept. Head For. Lang.	2.50%	\$1,124	\$135	\$281
Dept. Head English	2.50%	\$1,124	\$135	\$281
Dept. Head Science	2.50%	\$1,124	\$135	\$281
Dept. Head CTE	2.50%	\$1,124	\$135	\$281
Dept. Head Sp. Ed.	2.50%	\$1,124	\$135	\$281
Dept. Head Guidance	2.50%	\$1,124	\$135	\$281
I-8 Math Contest	2.00%	\$899	\$108	\$225
DCP Safe	6.50%	\$2,922	\$351	\$731
Thespian	2.50%	\$1,124	\$135	\$281
READ Club	2.00%	\$899	\$108	\$225
Chess Club	1.50%	\$674	\$81	\$169
WYSE	1.50%	\$674	\$81	\$169

2025 -2026 SMS-ELEMENTARY EXTRACURRICULAR STIPENDS				
Base Salary				
\$44,956				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
SMS Band	7.00%	\$3,147	\$378	\$787
SMS Chorus	5.00%	\$2,248	\$270	\$562
Student Council	7.00%	\$3,147	\$378	\$787
SMS Year Book	4.00%	\$1,798	\$216	\$450
Elementary Band	3.00%	\$1,349	\$162	\$337
HED Newspaper	2.50%	\$1,124	\$135	\$281
Wellness Walking Club (4)	2.00%	\$899	\$108	\$225
Young Authors	2.00%	\$899	\$108	\$225
HED Yearbook	1.50%	\$674	\$81	\$169
HED Art Club	2.50%	\$1,124	\$135	\$281
SMS Summer Band	14.50%	\$6,519	\$782	\$1,630
SMS Art Club	3.00%	\$1,349	\$162	\$337
SMS Speech Club	3.00%	\$1,349	\$162	\$337
SMS Spelling Bee	\$200			
Elementary Play	\$200			
Elementary Newspaper	\$200			

2025 -2026 SHS-SPORTS STIPENDS				
Base Salary				
\$44,226				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Football	14.50%	\$6,519	\$782	\$1,630
Head Boys B-Ball	14.50%	\$6,519	\$782	\$1,630
Head Wrestling	14.50%	\$6,519	\$782	\$1,630
Head Girls B-Ball	14.50%	\$6,519	\$782	\$1,630
Head Girls V-Ball	12.00%	\$5,395	\$647	\$1,349
Head Baseball	11.00%	\$4,945	\$593	\$1,236
Head Softball	11.00%	\$4,945	\$593	\$1,236
Head Girls Track	11.00%	\$4,945	\$593	\$1,236
Head Boys Track	11.00%	\$4,945	\$593	\$1,236
Head Boys x-country	9.00%	\$4,046	\$486	\$1,012
Head Girls x-country	9.00%	\$4,046	\$486	\$1,012
Asst. Football (7)	11.00%	\$4,945	\$593	\$1,236
Head Soccer	9.00%	\$4,046	\$486	\$1,012
Assistant Soccer	8.00%	\$3,596	\$432	\$899
Asst. Boys B-Ball (2)	10.00%	\$4,496	\$539	\$1,124
Asst. Girls B-Ball (2)	10.00%	\$4,496	\$539	\$1,124
Asst. Wrestling (2)	10.00%	\$4,496	\$539	\$1,124
Head Golf	9.00%	\$4,046	\$486	\$1,012
Asst. x-Country	8.00%	\$3,596	\$432	\$899
Asst. V-Ball (2)	9.00%	\$4,046	\$486	\$1,012
Asst. Boys Track (2)	8.00%	\$3,596	\$432	\$899
Asst. Girls Track (2)	8.00%	\$3,596	\$432	\$899
Asst. Softball- (3)	9.00%	\$4,046	\$486	\$1,012
Asst. Baseball (3)	9.00%	\$4,046	\$486	\$1,012
Asst. Golf (1)	8.00%	\$3,596	\$432	\$899
Bass Fishing - Fall	4.00%	\$1,798	\$216	\$450
Bass Fishing - Spring	4.00%	\$1,798	\$216	\$450
Pom Pom - Fall	5.00%	\$2,248	\$270	\$562
Pom Pom - Winter	5.00%	\$2,248	\$270	\$562
Winter Cheerleader	5.00%	\$2,248	\$270	\$562
Competitive Cheerleading	5.00%	\$2,248	\$270	\$562
Football Cheerleader	6.00%	\$2,697	\$324	\$674
Cheerleading Coord.	2.50%	\$1,124	\$135	\$281

2025 -2026 SMS-SPORTS STIPENDS				
Base Salary				
\$44,956				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Wrestling	10.00%	\$4,496	\$539	\$1,124
Head V-Ball	8.00%	\$3,596	\$432	\$899
Head Soccer	8.00%	\$3,596	\$432	\$899
8th Boys Basketball	8.00%	\$3,596	\$432	\$899
8th Girls Basketball	8.00%	\$3,596	\$432	\$899
Head Boys Track	8.00%	\$3,596	\$432	\$899
Head Girls Track	8.00%	\$3,596	\$432	\$899
Asst. Wrestling (3)	8.00%	\$3,596	\$432	\$899
Head X-Country	8.00%	\$3,596	\$432	\$899
Asst. X-Country	5.00%	\$2,248	\$270	\$562
Asst. V-Ball 7th grade	7.50%	\$3,372	\$405	\$843
Asst. V-Ball 6th grade	7.00%	\$3,147	\$378	\$787
Asst. Soccer	7.00%	\$3,147	\$378	\$787
7th Boys Basketball	7.00%	\$3,147	\$378	\$787
7th Girls Basketball	7.00%	\$3,147	\$378	\$787
6th Boys Basketball	5.00%	\$2,248	\$270	\$562
6th Girls Basketball	5.00%	\$2,248	\$270	\$562
Asst. Track (2)	5.00%	\$2,248	\$270	\$562
Cheerleading (2)	3.00%	\$1,349	\$162	\$337
Pom Pom	3.00%	\$1,349	\$162	\$337

2026-2027 SHS-EXTRACURRICULAR STIPENDS				
Base Salary				
\$45,248				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
SHS Band	14.50%	\$6,561	\$787	\$1,640
Renegade Regiment	11.00%	\$4,977	\$597	\$1,244
Renegade Regiment	11.00%	\$4,977	\$597	\$1,244
Asst. Renegade Regiment	4.50%	\$2,036	\$244	\$509
District Music Cord.	10.50%	\$4,751	\$570	\$1,188
Year Book	8.00%	\$3,620	\$434	\$905
Head Speech	9.00%	\$4,072	\$489	\$1,018
Student Council	8.00%	\$3,620	\$434	\$905
District Web Site	10.00%	\$4,525	\$543	\$1,131
Asst. Speech (2)	5.00%	\$2,262	\$271	\$566
Musical (4)	4.50%	\$2,036	\$244	\$509
Madrigals	4.50%	\$2,036	\$244	\$509
Chorus	5.00%	\$2,262	\$271	\$566
Scholastic Bowl (2)	4.00%	\$1,810	\$217	\$452
Fall Play (3)	4.50%	\$2,036	\$244	\$509
Fine Arts Club	4.00%	\$1,810	\$217	\$452
SLIP	3.50%	\$1,584	\$190	\$396
TALK	3.50%	\$1,584	\$190	\$396
Fr. Class Sponsor	2.50%	\$1,131	\$136	\$283
So. Class Sponsor	2.50%	\$1,131	\$136	\$283
Jr. Class Sponsor	5.00%	\$2,262	\$271	\$566
Sr. Class Sponsor	3.50%	\$1,584	\$190	\$396
Writing Club	2.50%	\$1,131	\$136	\$283
Science Club	2.50%	\$1,131	\$136	\$283
NHS	2.50%	\$1,131	\$136	\$283
French Club	2.00%	\$905	\$109	\$226
Celebration Assem.	2.00%	\$905	\$109	\$226
Spanish Club	2.00%	\$905	\$109	\$226
Art Club	2.00%	\$905	\$109	\$226
History Club	2.00%	\$905	\$109	\$226
Speech Judge	2.00%	\$905	\$109	\$226
Media Club	2.00%	\$905	\$109	\$226
Dept. Head History	2.50%	\$1,131	\$136	\$283

Dept. Head P.E.	2.50%	\$1,131	\$136	\$283
Dept. Head Math	2.50%	\$1,131	\$136	\$283
Dept. Head For. Lang.	2.50%	\$1,131	\$136	\$283
Dept. Head English	2.50%	\$1,131	\$136	\$283
Dept. Head Science	2.50%	\$1,131	\$136	\$283
Dept. Head CTE	2.50%	\$1,131	\$136	\$283
Dept. Head Sp. Ed.	2.50%	\$1,131	\$136	\$283
Dept. Head Guidance	2.50%	\$1,131	\$136	\$283
I-8 Math Contest	2.00%	\$905	\$109	\$226
DCP Safe	6.50%	\$2,941	\$353	\$735
Thespian	2.50%	\$1,131	\$136	\$283
READ Club	2.00%	\$905	\$109	\$226
Chess Club	1.50%	\$679	\$81	\$170
WYSE	1.50%	\$679	\$81	\$170

2026 -2027 SMS-ELEMENTARY EXTRACURRICULAR STIPENDS				
Base Salary				
\$45,248				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
SMS Band	7.00%	\$3,167	\$380	\$792
SMS Chorus	5.00%	\$2,262	\$271	\$566
Student Council	7.00%	\$3,167	\$380	\$792
SMS Year Book	4.00%	\$1,810	\$217	\$452
Elementary Band	3.00%	\$1,357	\$163	\$339
HED Newspaper	2.50%	\$1,131	\$136	\$283
Wellness Walking Club (4)	2.00%	\$905	\$109	\$226
Young Authors	2.00%	\$905	\$109	\$226
HED Yearbook	1.50%	\$679	\$81	\$170
HED Art Club	2.50%	\$1,131	\$136	\$283
SMS Summer Band	14.50%	\$6,561	\$787	\$1,640
SMS Art Club	3.00%	\$1,357	\$163	\$339
SMS Speech Club	3.00%	\$1,357	\$163	\$339
SMS Spelling Bee	\$200			
Elementary Play	\$200			
Elementary Newspaper	\$200			

2026 -2027 SHS-SPORTS STIPENDS				
Base Salary				
\$44,226				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Football	14.50%	\$6,561	\$787	\$1,640
Head Boys B-Ball	14.50%	\$6,561	\$787	\$1,640
Head Wrestling	14.50%	\$6,561	\$787	\$1,640
Head Girls B-Ball	14.50%	\$6,561	\$787	\$1,640
Head Girls V-Ball	12.00%	\$5,430	\$652	\$1,357
Head Baseball	11.00%	\$4,977	\$597	\$1,244
Head Softball	11.00%	\$4,977	\$597	\$1,244
Head Girls Track	11.00%	\$4,977	\$597	\$1,244
Head Boys Track	11.00%	\$4,977	\$597	\$1,244
Head Boys x-country	9.00%	\$4,072	\$489	\$1,018
Head Girls x-country	9.00%	\$4,072	\$489	\$1,018
Asst. Football (7)	11.00%	\$4,977	\$597	\$1,244
Head Soccer	9.00%	\$4,072	\$489	\$1,018
Assistant Soccer	8.00%	\$3,620	\$434	\$905
Asst. Boys B-Ball (2)	10.00%	\$4,525	\$543	\$1,131
Asst. Girls B-Ball (2)	10.00%	\$4,525	\$543	\$1,131
Asst. Wrestling (2)	10.00%	\$4,525	\$543	\$1,131
Head Golf	9.00%	\$4,072	\$489	\$1,018
Asst. x-Country	8.00%	\$3,620	\$434	\$905
Asst. V-Ball (2)	9.00%	\$4,072	\$489	\$1,018
Asst. Boys Track (2)	8.00%	\$3,620	\$434	\$905
Asst. Girls Track (2)	8.00%	\$3,620	\$434	\$905
Asst. Softball- (3)	9.00%	\$4,072	\$489	\$1,018
Asst. Baseball (3)	9.00%	\$4,072	\$489	\$1,018
Asst. Golf (1)	8.00%	\$3,620	\$434	\$905
Bass Fishing - Fall	4.00%	\$1,810	\$217	\$452
Bass Fishing - Spring	4.00%	\$1,810	\$217	\$452
Pom Pom - Fall	5.00%	\$2,262	\$271	\$566
Pom Pom - Winter	5.00%	\$2,262	\$271	\$566
Winter Cheerleader	5.00%	\$2,262	\$271	\$566
Competitive Cheerleading	5.00%	\$2,262	\$271	\$566
Football Cheerleader	6.00%	\$2,715	\$326	\$679
Cheerleading Coord.	2.50%	\$1,131	\$136	\$283

2026 -2027 SMS-SPORTS STIPENDS				
Base Salary				
\$45,248				
TRS will be paid by the district				
		Initial	4-8 yrs.	9+ yrs.
Position	%	Stipend	Experience	Experience
			(add 12 %)	(add 25 %)
Head Wrestling	10.00%	\$4,525	\$543	\$1,131
Head V-Ball	8.00%	\$3,620	\$434	\$905
Head Soccer	8.00%	\$3,620	\$434	\$905
8th Boys Basketball	8.00%	\$3,620	\$434	\$905
8th Girls Basketball	8.00%	\$3,620	\$434	\$905
Head Boys Track	8.00%	\$3,620	\$434	\$905
Head Girls Track	8.00%	\$3,620	\$434	\$905
Asst. Wrestling (3)	8.00%	\$3,620	\$434	\$905
Head X-Country	8.00%	\$3,620	\$434	\$905
Asst. X-Country	5.00%	\$2,262	\$271	\$566
Asst. V-Ball 7th grade	7.50%	\$3,394	\$407	\$848
Asst. V-Ball 6th grade	7.00%	\$3,167	\$380	\$792
Asst. Soccer	7.00%	\$3,167	\$380	\$792
7th Boys Basketball	7.00%	\$3,167	\$380	\$792
7th Girls Basketball	7.00%	\$3,167	\$380	\$792
6th Boys Basketball	5.00%	\$2,262	\$271	\$566
6th Girls Basketball	5.00%	\$2,262	\$271	\$566
Asst. Track (2)	5.00%	\$2,262	\$271	\$566
Cheerleading (2)	3.00%	\$1,357	\$163	\$339
Pom Pom	3.00%	\$1,357	\$163	\$339

Step	0.0235
Factor	0.0235 (Lane)
Base	\$43,508

2023-2024

YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	YRS
1	\$43,508	\$44,530	\$45,577	\$46,648	\$49,377	\$50,538	\$51,725	\$52,941	1
2	\$44,530	\$45,577	\$46,648	\$47,744	\$50,538	\$51,725	\$52,941	\$54,185	2
3	\$45,577	\$46,648	\$47,744	\$48,866	\$51,725	\$52,941	\$54,185	\$55,458	3
4	\$46,648	\$47,744	\$48,866	\$50,015	\$52,941	\$54,185	\$55,458	\$56,761	4
5	\$47,744	\$48,866	\$50,015	\$51,190	\$54,185	\$55,458	\$56,761	\$58,095	5
6	\$48,866	\$50,015	\$51,190	\$52,393	\$55,458	\$56,761	\$58,095	\$59,461	6
7	\$50,015	\$51,190	\$52,393	\$53,624	\$56,761	\$58,095	\$59,461	\$60,858	7
8	\$51,190	\$52,393	\$53,624	\$54,884	\$58,095	\$59,461	\$60,858	\$62,288	8
9					\$59,461	\$60,858	\$62,288	\$63,752	9
10					\$60,858	\$62,288	\$63,752	\$65,250	10
11					\$62,288	\$63,752	\$65,250	\$66,783	11
12					\$63,752	\$65,250	\$66,783	\$68,353	12
13					\$65,250	\$66,783	\$68,353	\$69,959	13
14					\$66,783	\$68,353	\$69,959	\$71,603	14
15					\$68,353	\$69,959	\$71,603	\$73,286	15
16					\$69,959	\$71,603	\$73,286	\$75,008	16
17					\$71,603	\$73,286	\$75,008	\$76,771	17
18					\$73,286	\$75,008	\$76,771	\$78,575	18
19					\$75,008	\$76,771	\$78,575	\$80,421	19
20					\$76,771	\$78,575	\$80,421	\$82,311	20
21					\$78,575	\$80,421	\$82,311	\$84,246	21
22					\$80,421	\$82,311	\$84,246	\$86,225	22
23					\$82,311	\$84,246	\$86,225	\$88,252	23
24					\$84,246	\$86,225	\$88,252	\$90,325	24
25						\$88,252	\$90,325	\$92,448	25
26								\$94,621	26

SALARY ONLY

Step "0" was intentionally removed. New staff members with no experience will be placed on step "1"

Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).

Members who stepped off (MA+45/CAS Only) the schedule prior to the 2023-2024 will receive a one time 1.65% increase plus 2.35% cost of living increase to balance a cost of living discrepancy.

Step	0.0235	
Factor	0.0235	(Lane)
Base	\$44,226	

2024-2025

YRS	BA	BA + 8	BA + 16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	YRS
1	\$44,226	\$45,266	\$46,330	\$47,418	\$50,185	\$51,364	\$52,571	\$53,807	1
2	\$45,266	\$46,330	\$47,418	\$48,533	\$51,364	\$52,571	\$53,807	\$55,071	2
3	\$46,330	\$47,418	\$48,533	\$49,673	\$52,571	\$53,807	\$55,071	\$56,365	3
4	\$47,418	\$48,533	\$49,673	\$50,840	\$53,807	\$55,071	\$56,365	\$57,690	4
5	\$48,533	\$49,673	\$50,840	\$52,035	\$55,071	\$56,365	\$57,690	\$59,046	5
6	\$49,673	\$50,840	\$52,035	\$53,258	\$56,365	\$57,690	\$59,046	\$60,433	6
7	\$50,840	\$52,035	\$53,258	\$54,510	\$57,690	\$59,046	\$60,433	\$61,853	7
8	\$52,035	\$53,258	\$54,510	\$55,791	\$59,046	\$60,433	\$61,853	\$63,307	8
9					\$60,433	\$61,853	\$63,307	\$64,795	9
10					\$61,853	\$63,307	\$64,795	\$66,317	10
11					\$63,307	\$64,795	\$66,317	\$67,876	11
12					\$64,795	\$66,317	\$67,876	\$69,471	12
13					\$66,317	\$67,876	\$69,471	\$71,103	13
14					\$67,876	\$69,471	\$71,103	\$72,774	14
15					\$69,471	\$71,103	\$72,774	\$74,485	15
16					\$71,103	\$72,774	\$74,485	\$76,235	16
17					\$72,774	\$74,485	\$76,235	\$78,026	17
18					\$74,485	\$76,235	\$78,026	\$79,860	18
19					\$76,235	\$78,026	\$79,860	\$81,737	19
20					\$78,026	\$79,860	\$81,737	\$83,658	20
21					\$79,860	\$81,737	\$83,658	\$85,624	21
22					\$81,737	\$83,658	\$85,624	\$87,636	22
23					\$83,658	\$85,624	\$87,636	\$89,695	23
24					\$85,624	\$87,636	\$89,695	\$91,803	24
25						\$89,695	\$91,803	\$93,960	25
26								\$96,168	26
27								\$96,844	27

SALARY ONLY

←2.35%
from
23-24
step 26

Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).

Step	0.0235	
Factor	0.0235	(Lane)
Base	\$44,956	

2025-2026

YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	YRS
1	\$44,956	\$46,013	\$47,094	\$48,201	\$51,004	\$52,203	\$53,430	\$54,685	1
2	\$46,013	\$47,094	\$48,201	\$49,333	\$52,203	\$53,430	\$54,685	\$55,971	2
3	\$47,094	\$48,201	\$49,333	\$50,493	\$53,430	\$54,685	\$55,971	\$57,286	3
4	\$48,201	\$49,333	\$50,493	\$51,679	\$54,685	\$55,971	\$57,286	\$58,632	4
5	\$49,333	\$50,493	\$51,679	\$52,894	\$55,971	\$57,286	\$58,632	\$60,010	5
6	\$50,493	\$51,679	\$52,894	\$54,137	\$57,286	\$58,632	\$60,010	\$61,420	6
7	\$51,679	\$52,894	\$54,137	\$55,409	\$58,632	\$60,010	\$61,420	\$62,864	7
8	\$52,894	\$54,137	\$55,409	\$56,711	\$60,010	\$61,420	\$62,864	\$64,341	8
9					\$61,420	\$62,864	\$64,341	\$65,853	9
10					\$62,864	\$64,341	\$65,853	\$67,400	10
11					\$64,341	\$65,853	\$67,400	\$68,984	11
12					\$65,853	\$67,400	\$68,984	\$70,605	12
13					\$67,400	\$68,984	\$70,605	\$72,265	13
14					\$68,984	\$70,605	\$72,265	\$73,963	14
15					\$70,605	\$72,265	\$73,963	\$75,701	15
16					\$72,265	\$73,963	\$75,701	\$77,480	16
17					\$73,963	\$75,701	\$77,480	\$79,301	17
18					\$75,701	\$77,480	\$79,301	\$81,164	18
19					\$77,480	\$79,301	\$81,164	\$83,072	19
20					\$79,301	\$81,164	\$83,072	\$85,024	20
21					\$81,164	\$83,072	\$85,024	\$87,022	21
22					\$83,072	\$85,024	\$87,022	\$89,067	22
23					\$85,024	\$87,022	\$89,067	\$91,160	23
24					\$87,022	\$89,067	\$91,160	\$93,302	24
25					\$89,067	\$91,160	\$93,302	\$95,495	25
26								\$97,739	26
27								\$98,428	27

SALARY ONLY

← 2.35%
from
24-25
step 26

Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).

Step	0.0235	
Factor	0.0235	(Lane)
Base	\$45,248	

2026-2027

YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	YRS
1	\$45,248	\$46,311	\$47,400	\$48,513	\$51,332	\$52,538	\$53,773	\$55,037	1
2	\$46,311	\$47,400	\$48,513	\$49,654	\$52,538	\$53,773	\$55,037	\$56,330	2
3	\$47,400	\$48,513	\$49,654	\$50,820	\$53,773	\$55,037	\$56,330	\$57,654	3
4	\$48,513	\$49,654	\$50,820	\$52,015	\$55,037	\$56,330	\$57,654	\$59,009	4
5	\$49,654	\$50,820	\$52,015	\$53,237	\$56,330	\$57,654	\$59,009	\$60,395	5
6	\$50,820	\$52,015	\$53,237	\$54,488	\$57,654	\$59,009	\$60,395	\$61,815	6
7	\$52,015	\$53,237	\$54,488	\$55,769	\$59,009	\$60,395	\$61,815	\$63,267	7
8	\$53,237	\$54,488	\$55,769	\$57,079	\$60,395	\$61,815	\$63,267	\$64,754	8
9					\$61,815	\$63,267	\$64,754	\$66,276	9
10					\$63,267	\$64,754	\$66,276	\$67,833	10
11					\$64,754	\$66,276	\$67,833	\$69,427	11
12					\$66,276	\$67,833	\$69,427	\$71,059	12
13					\$67,833	\$69,427	\$71,059	\$72,729	13
14					\$69,427	\$71,059	\$72,729	\$74,438	14
15					\$71,059	\$72,729	\$74,438	\$76,187	15
16					\$72,729	\$74,438	\$76,187	\$77,978	16
17					\$74,438	\$76,187	\$77,978	\$79,810	17
18					\$76,187	\$77,978	\$79,810	\$81,686	18
19					\$77,978	\$79,810	\$81,686	\$83,605	19
20					\$79,810	\$81,686	\$83,605	\$85,570	20
21					\$81,686	\$83,605	\$85,570	\$87,581	21
22					\$83,605	\$85,570	\$87,581	\$89,639	22
23					\$85,570	\$87,581	\$89,639	\$91,746	23
24					\$87,581	\$89,639	\$91,746	\$93,902	24
25						\$91,746	\$93,902	\$96,108	25
26								\$98,367.....	26
27								\$100,036	27

SALARY ONLY

←2.35%
from
25-26
step 26

Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).

Salary and District Paid TRS Contribution

Step		0.0235							
Factor		0.0235							
Base		\$43,508							
2023-2024									
YRS	BA	BA + 8	BA + 16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	YRS
1	\$47,811	\$48,935	\$50,084	\$51,261	\$54,260	\$55,536	\$56,841	\$58,177	1
2	\$48,935	\$50,085	\$51,261	\$52,466	\$55,536	\$56,841	\$58,177	\$59,544	2
3	\$50,085	\$51,261	\$52,466	\$53,699	\$56,841	\$58,177	\$59,544	\$60,943	3
4	\$51,261	\$52,466	\$53,699	\$54,961	\$58,177	\$59,544	\$60,943	\$62,375	4
5	\$52,466	\$53,699	\$54,961	\$56,253	\$59,544	\$60,943	\$62,375	\$63,841	5
6	\$53,699	\$54,961	\$56,253	\$57,575	\$60,943	\$62,375	\$63,841	\$65,341	6
7	\$54,961	\$56,253	\$57,575	\$58,928	\$62,375	\$63,841	\$65,341	\$66,877	7
8	\$56,253	\$57,575	\$58,928	\$60,312	\$63,841	\$65,341	\$66,877	\$68,448	8
9					\$65,341	\$66,877	\$68,448	\$70,057	9
10					\$66,877	\$68,448	\$70,057	\$71,703	10
11					\$68,448	\$70,057	\$71,703	\$73,388	11
12					\$70,057	\$71,703	\$73,388	\$75,113	12
13					\$71,703	\$73,388	\$75,113	\$76,878	13
14					\$73,388	\$75,113	\$76,878	\$78,685	14
15					\$75,113	\$76,878	\$78,685	\$80,534	15
16					\$76,878	\$78,685	\$80,534	\$82,426	16
17					\$78,685	\$80,534	\$82,426	\$84,363	17
18					\$80,534	\$82,426	\$84,363	\$86,346	18
19					\$82,426	\$84,363	\$86,346	\$88,375	19
20					\$84,363	\$86,346	\$88,375	\$90,452	20
21					\$86,346	\$88,375	\$90,452	\$92,577	21
22					\$88,375	\$90,452	\$92,577	\$94,753	22
23					\$90,452	\$92,577	\$94,753	\$96,980	23
24					\$92,577	\$94,753	\$96,980	\$99,259	24
25						\$96,980	\$99,259	\$101,591	25
26								\$103,979	26
SALARY WITH DISTRICT PAID TRS									
Step "0" was intentionally removed. New staff members with no experience will be placed on step "1"									
Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).									
Members who stepped off (MA+45/CAS Only) the schedule prior to the 2023-2024 will receive a one time 1.65% increase plus 2.35% cost of living increase to balance a cost of living discrepancy.									

Salary and District Paid TRS Contribution

Step		0.0235											
Factor		0.0235		(Lane)									
Base		\$44,226											
2024-2025													
YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	M5+45/CAS	YRS				
1	\$48,600	\$49,743	\$50,912	\$52,108	\$55,148	\$56,444	\$57,771	\$59,128	1				
2	\$49,743	\$50,912	\$52,108	\$53,333	\$56,444	\$57,771	\$59,128	\$60,518	2				
3	\$50,912	\$52,108	\$53,333	\$54,586	\$57,771	\$59,128	\$60,518	\$61,940	3				
4	\$52,108	\$53,333	\$54,586	\$55,869	\$59,128	\$60,518	\$61,940	\$63,395	4				
5	\$53,333	\$54,586	\$55,869	\$57,182	\$60,518	\$61,940	\$63,395	\$64,885	5				
6	\$54,586	\$55,869	\$57,182	\$58,525	\$61,940	\$63,395	\$64,885	\$66,410	6				
7	\$55,869	\$57,182	\$58,525	\$59,901	\$63,395	\$64,885	\$66,410	\$67,971	7				
8	\$57,182	\$58,525	\$59,901	\$61,308	\$64,885	\$66,410	\$67,971	\$69,568	8				
9					\$66,410	\$67,971	\$69,568	\$71,203	9				
10					\$67,971	\$69,568	\$71,203	\$72,876	10				
11					\$69,568	\$71,203	\$72,876	\$74,589	11				
12					\$71,203	\$72,876	\$74,589	\$76,342	12				
13					\$72,876	\$74,589	\$76,342	\$78,136	13				
14					\$74,589	\$76,342	\$78,136	\$79,972	14				
15					\$76,342	\$78,136	\$79,972	\$81,851	15				
16					\$78,136	\$79,972	\$81,851	\$83,775	16				
17					\$79,972	\$81,851	\$83,775	\$85,743	17				
18					\$81,851	\$83,775	\$85,743	\$87,758	18				
19					\$83,775	\$85,743	\$87,758	\$89,821	19				
20					\$85,743	\$87,758	\$89,821	\$91,931	20				
21					\$87,758	\$89,821	\$91,931	\$94,092	21				
22					\$89,821	\$91,931	\$94,092	\$96,303	22				
23					\$91,931	\$94,092	\$96,303	\$98,566	23				
24					\$94,092	\$96,303	\$98,566	\$100,882	24				
25						\$98,566	\$100,882	\$103,253	25				
26								\$105,680	26				
27								\$106,422	27				
										-2.35% from 23-24 step 26			
SALARY WITH DISTRICT PAID TRS													

Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).

Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).

Salary and District Paid TRS Contribution

Step		0.0235		2025-2026										-2.35% from 24-25 step 26			
Factor	Base	0.0235	(Lane)														
		\$44,956															
YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	YRS								
1	\$49,402	\$50,563	\$51,752	\$52,968	\$56,049	\$57,366	\$58,714	\$60,094	1								
2	\$50,563	\$51,752	\$52,968	\$54,213	\$57,366	\$58,714	\$60,094	\$61,506	2								
3	\$51,752	\$52,968	\$54,213	\$55,487	\$58,714	\$60,094	\$61,506	\$62,952	3								
4	\$52,968	\$54,213	\$55,487	\$56,790	\$60,094	\$61,506	\$62,952	\$64,431	4								
5	\$54,213	\$55,487	\$56,790	\$58,125	\$61,506	\$62,952	\$64,431	\$65,945	5								
6	\$55,487	\$56,790	\$58,125	\$59,491	\$62,952	\$64,431	\$65,945	\$67,495	6								
7	\$56,790	\$58,125	\$59,491	\$60,889	\$64,431	\$65,945	\$67,495	\$69,081	7								
8	\$58,125	\$59,491	\$60,889	\$62,320	\$65,945	\$67,495	\$69,081	\$70,704	8								
9					\$67,495	\$69,081	\$70,704	\$72,366	9								
10					\$69,081	\$70,704	\$72,366	\$74,066	10								
11					\$70,704	\$72,366	\$74,066	\$75,807	11								
12					\$72,366	\$74,066	\$75,807	\$77,588	12								
13					\$74,066	\$75,807	\$77,588	\$79,412	13								
14					\$75,807	\$77,588	\$79,412	\$81,278	14								
15					\$77,588	\$79,412	\$81,278	\$83,188	15								
16					\$79,412	\$81,278	\$83,188	\$85,143	16								
17					\$81,278	\$83,188	\$85,143	\$87,144	17								
18					\$83,188	\$85,143	\$87,144	\$89,192	18								
19					\$85,143	\$87,144	\$89,192	\$91,288	19								
20					\$87,144	\$89,192	\$91,288	\$93,433	20								
21					\$89,192	\$91,288	\$93,433	\$95,629	21								
22					\$91,288	\$93,433	\$95,629	\$97,876	22								
23					\$93,433	\$95,629	\$97,876	\$100,176	23								
24					\$95,629	\$97,876	\$100,176	\$102,530	24								
25						\$100,176	\$102,530	\$104,939	25								
26								\$107,406	26								
27								\$108,163	27								
										Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).							

Salary and District Paid TRS Contribution

Step	0.0235	2026-2027									
Factor	0.0235	(Lane)									
Base	\$45,248										

YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	YRS
1	\$49,723	\$50,891	\$52,087	\$53,311	\$56,409	\$57,735	\$59,091	\$60,480	1
2	\$50,891	\$52,087	\$53,311	\$54,564	\$57,735	\$59,091	\$60,480	\$61,901	2
3	\$52,087	\$53,311	\$54,564	\$55,847	\$59,091	\$60,480	\$61,901	\$63,356	3
4	\$53,311	\$54,564	\$55,847	\$57,159	\$60,480	\$61,901	\$63,356	\$64,845	4
5	\$54,564	\$55,847	\$57,159	\$58,502	\$61,901	\$63,356	\$64,845	\$66,369	5
6	\$55,847	\$57,159	\$58,502	\$59,877	\$63,356	\$64,845	\$66,369	\$67,928	6
7	\$57,159	\$58,502	\$59,877	\$61,284	\$64,845	\$66,369	\$67,928	\$69,525	7
8	\$58,502	\$59,877	\$61,284	\$62,724	\$66,369	\$67,928	\$69,525	\$71,158	8
9					\$67,928	\$69,525	\$71,158	\$72,831	9
10					\$69,525	\$71,158	\$72,831	\$74,542	10
11					\$71,158	\$72,831	\$74,542	\$76,294	11
12					\$72,831	\$74,542	\$76,294	\$78,087	12
13					\$74,542	\$76,294	\$78,087	\$79,922	13
14					\$76,294	\$78,087	\$79,922	\$81,800	14
15					\$78,087	\$79,922	\$81,800	\$83,722	15
16					\$79,922	\$81,800	\$83,722	\$85,690	16
17					\$81,800	\$83,722	\$85,690	\$87,703	17
18					\$83,722	\$85,690	\$87,703	\$89,765	18
19					\$85,690	\$87,703	\$89,765	\$91,874	19
20					\$87,703	\$89,765	\$91,874	\$94,033	20
21					\$89,765	\$91,874	\$94,033	\$96,243	21
22					\$91,874	\$94,033	\$96,243	\$98,504	22
23					\$94,033	\$96,243	\$98,504	\$100,819	23
24					\$96,243	\$98,504	\$100,819	\$103,189	24
25						\$100,819	\$103,189	\$105,614	25
26								\$108,095	26
27								\$109,930	27

—2.35% from 25-26 step 26

SALARY WITH DISTRICT PAID TRS

Members stepping off the schedule will receive a cost of living increase of 2.35% (MA+45/CAS Only).

EIS Administrator and Teacher Salary and Benefits Report - School Year 2023

10/6/2023 11:59 am

Sandwich CUSD 430
720 S Wells St, Sandwich, IL 60548
160194300260000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
ADEOTI, BETHANY R	250-Special Education Teacher	\$57,943.00	1.00	0	11	\$0.00	\$0.00	\$5,730.62	\$0.00
Adeoti, Bolaji L	200-Teacher	\$55,313.00	1.00	0	11	\$0.00	\$0.00	\$5,470.51	\$21,264.36
Anderson, Chad James	601-Resource Teacher Arts(Visual Art, Music, Drama, and Theatre)	\$69,776.00	1.00	0	15	\$0.00	\$0.00	\$6,900.92	\$10,801.98
Anderson, Margaret M	200-Teacher	\$72,391.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$13,738.68
Arendt, Daniel P	200-Teacher	\$84,025.00	1.00	0	20	\$0.00	\$0.00	\$8,310.16	\$10,801.98
Aska, Mark D	200-Teacher	\$57,943.00	1.00	0	11	\$0.00	\$0.00	\$5,730.62	\$14,322.06
BAGGETT, MELISSA A	202-Bilingual Education Teacher	\$66,608.00	1.00	0	11	\$0.00	\$0.00	\$6,587.60	\$8,101.56
Baldy, Kanaka	605-Resource Teacher Reading	\$57,943.00	1.00	0	11	\$0.00	\$0.00	\$5,730.62	\$8,101.56
BALLARD, TIMOTHY S	104-Assistant Principal	\$77,108.00	1.00	0	15	\$0.00	\$0.00	\$7,626.06	\$28,352.40
Behringer, Charles D	200-Teacher	\$80,210.00	1.00	0	20	\$0.00	\$0.00	\$7,932.85	\$21,264.36
Bieber, Sydney	200-Teacher	\$47,012.00	1.00	0	11	\$0.00	\$0.00	\$4,649.53	\$0.00
BOLS, COURTNEY T	200-Teacher	\$42,385.00	1.00	0	11	\$0.00	\$0.00	\$4,191.92	\$0.00
Bonneau, Rebecca A	200-Teacher	\$82,095.00	1.00	0	15	\$0.00	\$0.00	\$8,119.28	\$21,264.36
Boyer, Rebecca L	200-Teacher	\$62,125.00	1.00	0	11	\$0.00	\$0.00	\$6,144.22	\$10,801.98
Bright, Linda M	200-Teacher	\$74,811.00	1.00	0	15	\$0.00	\$0.00	\$7,398.88	\$8,101.56
Bryant-Keown, Pamela S	201-Reading Teacher	\$107,345.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$8,101.56
Butler, Elizabeth L	200-Teacher	\$85,999.00	1.00	0	20	\$0.00	\$0.00	\$8,505.39	\$13,750.89
Butler, Michael W	200-Teacher	\$76,569.00	1.00	0	15	\$0.00	\$0.00	\$7,572.75	\$13,750.89
Cameron, Teresa A	605-Resource Teacher Reading	\$82,095.00	1.00	0	15	\$0.00	\$0.00	\$8,119.28	\$10,801.98
Cassie, Kristian R	200-Teacher	\$80,210.00	1.00	0	20	\$0.00	\$0.00	\$7,932.85	\$21,264.36
Cervantes, Kristie S	250-Special Education Teacher	\$76,569.00	1.00	0	15	\$0.00	\$0.00	\$7,572.75	\$13,738.68
CLAY, SHANNON D	250-Special Education Teacher	\$63,585.00	1.00	0	11	\$0.00	\$0.00	\$6,288.62	\$13,738.68
Connell, William S	200-Teacher	\$76,569.00	1.00	0	20	\$0.00	\$0.00	\$7,572.75	\$8,101.56
Corbin, Sara K	200-Teacher	\$94,373.00	1.00	0	20	\$0.00	\$0.00	\$9,333.58	\$10,801.98
Crawley, Jeri L	200-Teacher	\$78,369.00	1.00	0	20	\$0.00	\$0.00	\$7,750.77	\$10,801.98
Cryer, Bernadine Jo	200-Teacher	\$68,173.00	1.00	0	11	\$0.00	\$0.00	\$6,742.38	\$13,738.68
DARNELL, SHANE P	103-Principal	\$113,850.00	1.00	0	15	\$0.00	\$0.00	\$11,259.88	\$28,352.40
Davis, Justine V	200-Teacher	\$47,605.00	1.00	0	11	\$0.00	\$0.00	\$4,708.18	\$0.00
Devereaux, Nichole J	200-Teacher	\$65,079.00	1.00	0	11	\$0.00	\$0.00	\$6,436.38	\$10,801.98

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
DeWitt, Heather L	200-Teacher	\$49,869.00	1.00	0	11	\$0.00	\$0.00	\$4,932.09	\$8,101.56
Dougherty, Sharon M	200-Teacher	\$88,033.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$8,101.56
Dunne, Marta R	202-Bilingual Education Teacher	\$110,073.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$14,322.06
Duvick, Jamie L	200-Teacher	\$91,254.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$10,801.98
Emerson, Stephanie M	200-Teacher	\$76,569.00	1.00	0	15	\$0.00	\$0.00	\$7,572.75	\$10,801.98
Espino, ALICIA A	250-Special Education Teacher	\$49,869.00	1.00	0	11	\$0.00	\$0.00	\$4,932.09	\$10,801.98
Fancher, Abby	207-Speech Language Pathology Teacher	\$40,985.00	1.00	0	11	\$0.00	\$0.00	\$4,053.46	\$0.00
Ford, Kendy A	250-Special Education Teacher	\$85,999.00	1.00	0	20	\$0.00	\$0.00	\$8,505.39	\$10,801.98
Ford, Lynette E	103-Principal	\$128,201.74	1.00	0	20	\$0.00	\$0.00	\$0.00	\$28,352.40
Forester, Amanda Pauline	200-Teacher	\$57,943.00	1.00	0	11	\$0.00	\$0.00	\$5,730.62	\$8,101.56
Futrell, Jacquie S	200-Teacher	\$80,210.00	1.00	0	20	\$0.00	\$0.00	\$7,932.85	\$8,101.56
Garcia, Ryann A	250-Special Education Teacher	\$68,173.00	1.00	0	15	\$0.00	\$0.00	\$6,742.38	\$13,738.68
Gipe, Timothy J	104-Assistant Principal	\$126,384.52	1.00	0	20	\$0.00	\$0.00	\$0.00	\$28,352.40
Gomes, Amy C	200-Teacher	\$80,210.00	1.00	0	20	\$0.00	\$0.00	\$7,932.85	\$13,738.68
Gregory, Jenai L	200-Teacher	\$80,210.00	1.00	0	15	\$0.00	\$0.00	\$7,932.85	\$5,578.50
GUDEWICZ, JODI L	200-Teacher	\$54,043.00	1.00	0	11	\$0.00	\$0.00	\$5,344.91	\$4,648.75
Gudmunson, Kimberly A	200-Teacher	\$62,125.00	1.00	0	11	\$0.00	\$0.00	\$6,144.22	\$14,322.06
Gullinger, Mark	200-Teacher	\$47,012.00	1.00	0	11	\$0.00	\$0.00	\$4,649.53	\$2,789.28
Haick, Natalie R	250-Special Education Teacher	\$42,385.00	1.00	0	11	\$0.00	\$0.00	\$4,191.92	\$0.00
HALLMAN, BRYNN N	200-Teacher	\$60,698.00	1.00	0	11	\$0.00	\$0.00	\$6,003.09	\$27,501.78
Hamer, Joshua P	200-Teacher	\$73,094.00	1.00	0	15	\$0.00	\$0.00	\$7,229.07	\$10,801.98
Hannig, Angela D	200-Teacher	\$94,373.00	1.00	0	20	\$0.00	\$0.00	\$9,333.58	\$13,738.68
Harmon, Amber W	200-Teacher	\$69,776.00	1.00	0	15	\$0.00	\$0.00	\$6,742.38	\$9,071.96
Hartman, Christine M	250-Special Education Teacher	\$78,369.00	1.00	0	15	\$0.00	\$0.00	\$7,750.77	\$10,801.98
Heilemeier, Andrew J	103-Principal	\$106,191.00	1.00	0	20	\$0.00	\$0.00	\$10,502.40	\$0.00
Heilemeier, Debra L	200-Teacher	\$93,678.00	1.00	0	20	\$0.00	\$0.00	\$9,264.85	\$28,352.40
Heinekamp, Justin E	200-Teacher	\$62,125.00	1.00	0	15	\$0.00	\$0.00	\$6,144.22	\$8,101.56
Hernandez, Pamela I	250-Special Education Teacher	\$71,415.00	1.00	0	15	\$0.00	\$0.00	\$7,063.01	\$8,101.56
Herzog, Michael S	104-Assistant Principal	\$104,535.00	1.00	0	15	\$0.00	\$0.00	\$10,338.62	\$28,352.40
Hester, Dorcas M	200-Teacher	\$52,240.00	1.00	0	11	\$0.00	\$0.00	\$5,166.59	\$0.00
Hicks, Chad M	200-Teacher	\$71,415.00	1.00	0	15	\$0.00	\$0.00	\$7,063.01	\$8,101.56
Hill, Kaylee M	200-Teacher	\$49,869.00	1.00	0	11	\$0.00	\$0.00	\$4,932.09	\$9,060.82
Hong, Beckie L	200-Teacher	\$84,512.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$10,801.98
Howard, Cara L	250-Special Education Teacher	\$88,020.00	1.00	0	15	\$0.00	\$0.00	\$8,705.27	\$19,096.14
Janisch, Ryan J	101-Assistant/Associate District Superintendent	\$130,000.00	1.00	0	11	\$0.00	\$0.00	\$12,857.13	\$14,642.16
Johnson, Christopher J	200-Teacher	\$92,206.00	1.00	0	20	\$0.00	\$0.00	\$9,119.27	\$10,801.98
Johnson, Georgia D	200-Teacher	\$84,025.00	1.00	0	20	\$0.00	\$0.00	\$8,310.16	\$10,801.98
Johnson, Jamie L	200-Teacher	\$51,589.00	1.00	0	11	\$0.00	\$0.00	\$5,102.20	\$13,738.68

Name	Position	Base Salary		Vacation		Sick		Retirement		Other Benefits
		FTE	Days	FTE	Days	Bonuses	Annuities	Enhancements		
Jones, Derek W	250-Special Education Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$5,166.59	\$8,101.56	
Jordan, Jennifer L	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$6,144.22	\$8,101.56	
Justice, Madeline	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$5,470.51	\$10,801.98	
Kafka, Marisa K	200-Teacher	1.00	0	1.00	20	\$0.00	\$0.00	\$7,750.77	\$13,738.68	
Kedzierski, Yvonne D	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,229.07	\$10,801.98	
Kern, Jennifer L	103-Principal	1.00	0	1.00	15	\$0.00	\$0.00	\$9,878.03	\$28,352.40	
Kern, Selynda S	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$6,003.09	\$10,801.98	
Killey, Erin G	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$6,144.22	\$10,801.98	
Knezevich, Angela	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$5,470.51	\$18,318.30	
Kocurek, Rachel D	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$5,048.01	\$10,801.98	
Kotalik, Julia E	202-Bilingual Education Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$0.00	\$19,096.14	
Kummer, Amy L	200-Teacher	1.00	0	1.00	20	\$0.00	\$0.00	\$8,505.39	\$10,801.98	
Lavery, Tina M	250-Special Education Teacher	1.00	0	1.00	20	\$0.00	\$0.00	\$8,119.28	\$17,768.76	
Lay, Jeffrey C	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,398.88	\$10,801.98	
Lee, Megan Renee	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$5,048.01	\$0.00	
Lee, Michael T	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$6,288.62	\$10,801.98	
Loess, Vicki	250-Special Education Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$6,003.09	\$8,101.56	
Loux, Rylie	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$4,290.42	\$10,801.98	
Love, Kathy A	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$6,436.38	\$14,322.06	
Lumsden, Ashli	610-Resource Teacher Elementary	1.00	0	1.00	11	\$0.00	\$0.00	\$4,391.30	\$10,801.98	
Lundin, Emily Dawn	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$5,730.62	\$9,931.40	
Lusk, Andrea J	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$4,391.30	\$0.00	
Malloy, Randy W	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,398.88	\$24,897.76	
Malone, Jennifer M	605-Resource Teacher Reading	1.00	0	1.00	11	\$0.00	\$0.00	\$5,730.62	\$9,151.33	
Marshall, Taylor M	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$4,191.92	\$0.00	
Martin, Caroline A	250-Special Education Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,063.01	\$10,478.04	
Martin, Malynnda K	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$6,144.22	\$13,738.68	
Mathis, Kim A	200-Teacher	1.00	0	1.00	20	\$0.00	\$0.00	\$0.00	\$19,096.14	
Mavec, Melanie A	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,063.01	\$9,031.44	
McCarty, Amber L	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$6,144.22	\$10,632.11	
McCarty, Joshua	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,750.77	\$10,632.11	
McGregory, Barbara C	201-Reading Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$0.00	\$0.00	
McGuire, Matilda L	200-Teacher	1.00	0	1.00	11	\$0.00	\$0.00	\$5,599.08	\$10,801.98	
Miller, Stephen D	200-Teacher	1.00	0	1.00	20	\$0.00	\$0.00	\$0.00	\$10,478.04	
Minter, Joann	250-Special Education Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$6,474.46	\$10,801.98	
Misener, Sarah L	200-Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,063.01	\$10,801.98	
Mitchell, Kristen A	200-Teacher	1.00	0	1.00	20	\$0.00	\$0.00	\$9,333.58	\$10,801.98	
Mlot, Aaron F	201-Reading Teacher	1.00	0	1.00	15	\$0.00	\$0.00	\$7,398.88	\$10,632.11	

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
Mlot, Alison L	200-Teacher	\$78,369.00	1.00	0	15	\$0.00	\$0.00	\$7,750.77	\$10,632.18
Moline, Laura M	250-Special Education Teacher	\$69,776.00	1.00	0	15	\$0.00	\$0.00	\$6,900.92	\$10,801.98
Morgan, Doni S	200-Teacher	\$112,484.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$8,101.56
Morgan, Shelly	250-Special Education Teacher	\$62,125.00	1.00	0	11	\$0.00	\$0.00	\$6,144.22	\$0.00
Mullen, Laurie B	200-Teacher	\$71,415.00	1.00	0	15	\$0.00	\$0.00	\$7,063.01	\$10,801.98
Nelle, April M	200-Teacher	\$78,369.00	1.00	0	20	\$0.00	\$0.00	\$7,750.77	\$10,801.98
Ness, Lisa M	250-Special Education Teacher	\$63,585.00	1.00	0	11	\$0.00	\$0.00	\$6,288.62	\$10,801.98
Pajor, Kevin C	200-Teacher	\$59,305.00	1.00	0	15	\$0.00	\$0.00	\$5,865.32	\$10,801.98
Pogliano, BLYTHE C	200-Teacher	\$49,869.00	1.00	0	11	\$0.00	\$0.00	\$4,932.09	\$10,801.98
Procopos, Harry C	200-Teacher	\$56,613.00	1.00	0	15	\$0.00	\$0.00	\$5,599.08	\$10,801.98
Prucha, Lori A	200-Teacher	\$89,337.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$8,101.56
Reed, Amy L	200-Teacher	\$74,811.00	1.00	0	15	\$0.00	\$0.00	\$7,398.88	\$10,801.98
Reiff, Tracy K	200-Teacher	\$69,776.00	1.00	0	15	\$0.00	\$0.00	\$6,900.92	\$10,801.98
Reinbold, Jaime	250-Special Education Teacher	\$56,613.00	1.00	0	11	\$0.00	\$0.00	\$5,599.08	\$4,648.75
REUTER, JENNIFER	200-Teacher	\$59,305.00	1.00	0	15	\$0.00	\$0.00	\$5,865.32	\$17,768.76
Rhoades, Charles V	200-Teacher	\$76,569.00	1.00	0	15	\$0.00	\$0.00	\$7,572.75	\$21,264.36
Ricci, Allyn C	200-Teacher	\$68,173.00	1.00	0	15	\$0.00	\$0.00	\$6,742.38	\$14,003.58
Rogowski, Sarah N	200-Teacher	\$71,415.00	1.00	0	15	\$0.00	\$0.00	\$7,063.01	\$27,501.78
Ryan, Cara M	200-Teacher	\$71,415.00	1.00	0	15	\$0.00	\$0.00	\$7,063.01	\$0.00
Ryan, Garrett A	103-Principal	\$85,698.00	1.00	0	15	\$0.00	\$0.00	\$8,475.62	\$21,264.36
Sam, Laura S	200-Teacher	\$80,210.00	1.00	0	20	\$0.00	\$0.00	\$7,932.85	\$0.00
Sartori, Monica S	201-Reading Teacher	\$84,025.00	1.00	0	15	\$0.00	\$0.00	\$8,310.16	\$10,478.04
Schielein, Ian	200-Teacher	\$44,401.00	1.00	0	11	\$0.00	\$0.00	\$4,391.30	\$15,753.84
Schmitt, Jill R	200-Teacher	\$95,172.00	1.00	0	20	\$0.00	\$0.00	\$9,412.61	\$21,264.36
Sellers, Kris K	200-Teacher	\$80,210.00	1.00	0	20	\$0.00	\$0.00	\$7,932.85	\$10,801.98
Sgiers, Kathie W	200-Teacher	\$92,206.00	1.00	0	20	\$0.00	\$0.00	\$9,119.27	\$21,264.36
Shimp, Katherine E	200-Teacher	\$73,094.00	1.00	0	15	\$0.00	\$0.00	\$7,229.07	\$10,801.98
Shimp, Katherine J	200-Teacher	\$63,585.00	1.00	0	15	\$0.00	\$0.00	\$6,288.62	\$10,801.98
Sodaro, Thomas C	100-District Superintendent	\$166,103.00	1.00	0	20	\$0.00	\$0.00	\$16,427.75	\$0.00
STAHL, SHANNON L	200-Teacher	\$56,613.00	1.00	0	11	\$0.00	\$0.00	\$5,599.08	\$21,264.36
Steimel, David J	200-Teacher	\$74,811.00	1.00	0	20	\$0.00	\$0.00	\$7,398.88	\$10,801.98
Stewart, Ian R	200-Teacher	\$62,125.00	1.00	0	15	\$0.00	\$0.00	\$6,144.22	\$8,101.56
Stout, Krista E	200-Teacher	\$82,095.00	1.00	0	20	\$0.00	\$0.00	\$8,119.28	\$10,801.98
SwanGravatt, Crystal L	152-Special Education Director	\$152,826.39	1.00	0	15	\$0.00	\$0.00	\$0.00	\$28,352.40
Thorson, Chandra L	200-Teacher	\$76,569.00	1.00	0	15	\$0.00	\$0.00	\$7,572.75	\$10,801.98
Tripp, Michaela M	200-Teacher	\$95,172.00	1.00	0	20	\$0.00	\$0.00	\$9,412.61	\$10,801.98
Trupiano, Katherine B	250-Special Education Teacher	\$63,585.00	1.00	0	15	\$0.00	\$0.00	\$6,288.62	\$10,801.98
Turus, Kelly A	250-Special Education Teacher	\$69,776.00	1.00	0	15	\$0.00	\$0.00	\$6,900.92	\$13,738.68

Name	Position	Base Salary		Vacation		Sick		Retirement		Other
		FTE	Days	FTE	Days	Days	Days	Annunities	Enhancements	
Van Pelt, Jason A	250-Special Education Teacher	1.00	0	1.00	0	11	11	\$0.00	\$6,003.09	\$8,101.56
Venetucci, Martha Mary	103-Principal	1.00	0	1.00	0	11	11	\$0.00	\$8,109.99	\$9,460.20
Vick, Elizabeth F	200-Teacher	1.00	0	1.00	0	11	11	\$0.00	\$5,102.20	\$10,801.98
Volpp, Elizabeth A	200-Teacher	1.00	0	1.00	0	15	15	\$0.00	\$7,063.01	\$10,801.98
Waldvogel, Katherine A	200-Teacher	1.00	0	1.00	0	15	15	\$0.00	\$6,900.92	\$18,553.19
Warner, Juley L	200-Teacher	1.00	0	1.00	0	20	20	\$0.00	\$8,119.28	\$28,352.40
WEGENER, JACOB C	200-Teacher	1.00	0	1.00	0	11	11	\$0.00	\$4,818.85	\$10,801.98
Wells, Malia K	200-Teacher	1.00	0	1.00	0	20	20	\$0.00	\$8,705.27	\$8,101.56
Winckler, Monica R	200-Teacher	1.00	0	1.00	0	15	15	\$0.00	\$7,932.85	\$10,801.98
Wise, Catherine C	250-Special Education Teacher	1.00	0	1.00	0	20	20	\$0.00	\$9,264.85	\$10,801.98
Wiskur, Tanya	208-Career and Technical Educator (CTE)	1.00	0	1.00	0	15	15	\$0.00	\$6,144.22	\$10,801.98
Young, Sarah M	200-Teacher	1.00	0	1.00	0	15	15	\$0.00	\$7,572.75	\$10,801.98
Totals		Total Positions Count: 155		Vacation Days: 0		Sick Days: 2322		Other Benefits: \$1,829,138.08		
Distinct Employee Count: 155		Distinct Positions Count: 155		Retirement Enhancements: \$978,002.83		Bonuses: \$0.00		Annuities: \$0.00		
Base Salary: \$11,464,578.14										

EIS Administrator and Teacher Salary and Benefits Report - School Year 2022

4/2/2024 10:39 am

Sandwich CUSD 430
720 S Wells St, Sandwich, IL 60548
160194300260000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
ADEOTI, BETHANY R	250-Special Education Teacher	\$56,196.00	1.00	0	11	\$0.00	\$0.00	\$5,557.92	\$9,090.26
Adcoiti, Bolaji L	200-Teacher	\$67,671.00	1.00	0	11	\$0.00	\$0.00	\$5,305.44	\$9,143.01
Anderson, Chad James	200-Teacher	\$67,671.00	1.00	0	15	\$0.00	\$0.00	\$11,471.28	\$0.00
Anderson, Margaret M	200-Teacher	\$61,667.00	1.00	0	15	\$0.00	\$0.00	\$6,098.88	\$15,157.98
Arendt, Daniel P	200-Teacher	\$81,491.00	1.00	0	20	\$0.00	\$0.00	\$8,059.44	\$11,537.52
Aska, Mark D	200-Teacher	\$56,196.00	1.00	0	11	\$0.00	\$0.00	\$5,557.92	\$15,663.87
BAGGETT, MELISSA A	202-Bilingual Education Teacher	\$56,196.00	1.00	0	11	\$0.00	\$0.00	\$6,353.56	\$8,902.16
Baldy, Kanaka	200-Teacher	\$56,196.00	1.00	0	11	\$0.00	\$0.00	\$5,557.92	\$454.63
BALLARD, TIMOTHY S	104-Assistant Principal	\$74,500.00	1.00	0	15	\$0.00	\$0.00	\$7,368.12	\$16,287.58
Behringer, Charles D	200-Teacher	\$77,791.00	1.00	0	20	\$0.00	\$0.00	\$7,693.68	\$22,581.30
BOLS, COURTNEY T	200-Teacher	\$41,104.00	1.00	0	11	\$0.00	\$0.00	\$4,065.12	\$360.54
Bonneau, Rebecca A	250-Special Education Teacher	\$79,620.00	1.00	0	15	\$0.00	\$0.00	\$7,874.40	\$19,899.78
Boyer, Rebecca L	200-Teacher	\$60,251.00	1.00	0	11	\$0.00	\$0.00	\$5,958.96	\$11,379.28
Bright, Linda M	200-Teacher	\$72,555.00	1.00	0	15	\$0.00	\$0.00	\$7,175.76	\$8,947.87
Bryant-Kcown, Pamela S	200-Teacher	\$104,058.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$9,114.43
Butler, Elizabeth L	200-Teacher	\$83,406.00	1.00	0	20	\$0.00	\$0.00	\$8,249.04	\$12,757.49
Butler, Michael W	200-Teacher	\$74,260.00	1.00	0	15	\$0.00	\$0.00	\$7,344.48	\$28,393.92
Cameron, Teresa A	201-Reading Teacher	\$79,620.00	1.00	0	15	\$0.00	\$0.00	\$7,874.40	\$11,528.83
Cassie, Kristian R	200-Teacher	\$77,791.00	1.00	0	20	\$0.00	\$0.00	\$7,693.68	\$22,620.03
Cervantes, Kristie S	250-Special Education Teacher	\$74,620.00	1.00	0	15	\$0.00	\$0.00	\$7,344.48	\$13,984.28
CLAY, SHANNON D	250-Special Education Teacher	\$61,667.00	1.00	0	11	\$0.00	\$0.00	\$6,098.88	\$15,168.42
Connell, William S	200-Teacher	\$74,260.00	1.00	0	20	\$0.00	\$0.00	\$7,344.48	\$8,955.34
Corbin, Sara K	200-Teacher	\$87,372.00	1.00	0	20	\$0.00	\$0.00	\$8,641.20	\$11,581.36
Crawley, Jeri L	200-Teacher	\$76,005.00	1.00	0	20	\$0.00	\$0.00	\$7,517.04	\$11,495.44
Cryer, Bernadine Jo	200-Teacher	\$66,118.00	1.00	0	11	\$0.00	\$0.00	\$6,539.00	\$14,762.48
DARNELL, SHANE P	103-Principal	\$110,000.00	1.00	0	15	\$0.00	\$0.00	\$10,879.11	\$16,548.30
Davis, Justine V	200-Teacher	\$32,187.84	1.00	0	11	\$0.00	\$0.00	\$3,183.36	\$267.14
Devereaux, Nichole J	200-Teacher	\$63,116.00	1.00	0	11	\$0.00	\$0.00	\$5,652.69	\$11,367.34
DeWitt, Heather L	200-Teacher	\$48,361.00	1.00	0	11	\$0.00	\$0.00	\$4,782.96	\$8,836.09
Dougherty, Sharon M	200-Teacher	\$83,731.00	1.00	0	15	\$0.00	\$0.00	\$7,535.79	\$8,976.46

Name	Position	Vacation			Sick			Retirement			Other
		Base Salary	FTE	Days	Days	Days	Bonuses	Annuities	Enhancements	Benefits	
Dunne, Marta R	202-Bilingual Education Teacher	\$106,867.00	1.00	0	0	20	\$0.00	\$0.00	\$0.00	\$15,964.71	
Duvick, Jamie L	200-Teacher	\$88,596.00	1.00	0	0	20	\$0.00	\$0.00	\$0.00	\$18,971.55	
Enerson, Stephanie M	200-Teacher	\$74,260.00	1.00	0	0	15	\$0.00	\$0.00	\$7,344.48	\$11,483.95	
Espino, ALICIA A	250-Special Education Teacher	\$48,361.00	1.00	0	0	11	\$0.00	\$0.00	\$4,782.96	\$11,291.92	
Ford, Kendy A	610-Resource Teacher Elementary	\$85,366.00	1.00	0	0	20	\$0.00	\$0.00	\$8,442.72	\$2,332.07	
Ford, Lynette E	103-Principal	\$109,500.00	1.00	0	0	20	\$0.00	\$0.00	\$10,829.66	\$29,369.53	
Forester, Amanda Pauline	200-Teacher	\$56,196.00	1.00	0	0	11	\$0.00	\$0.00	\$5,557.92	\$8,826.06	
Futrell, Jacquie S	200-Teacher	\$77,791.00	1.00	0	0	20	\$0.00	\$0.00	\$7,693.68	\$8,983.91	
Garcia, Ryann A	250-Special Education Teacher	\$66,118.00	1.00	0	0	15	\$0.00	\$0.00	\$6,539.04	\$15,194.41	
Gipe, Timothy J	104-Assistant Principal	\$126,385.00	1.00	0	0	20	\$0.00	\$0.00	\$0.00	\$29,426.01	
Gomes, Amy C	200-Teacher	\$76,005.00	1.00	0	0	20	\$0.00	\$0.00	\$7,517.04	\$15,260.93	
Greenacre, Dawn M	103-Principal	\$140,314.27	1.00	0	0	20	\$0.00	\$0.00	\$0.00	\$11,809.34	
Gregory, Jenai L	200-Teacher	\$77,791.00	1.00	0	0	15	\$0.00	\$0.00	\$7,693.68	\$637.97	
Gudmunson, Kimberly A	200-Teacher	\$60,251.00	1.00	0	0	11	\$0.00	\$0.00	\$5,958.96	\$15,684.49	
Haick, Natalie R	250-Special Education Teacher	\$41,104.00	1.00	0	0	11	\$0.00	\$0.00	\$4,065.12	\$349.03	
HALLMAN, BRYNN N	200-Teacher	\$58,868.00	1.00	0	0	11	\$0.00	\$0.00	\$5,822.16	\$28,205.06	
Hamer, Joshua P	200-Teacher	\$70,889.00	1.00	0	0	15	\$0.00	\$0.00	\$7,011.08	\$11,480.46	
Hannig, Angela D	200-Teacher	\$87,372.00	1.00	0	0	20	\$0.00	\$0.00	\$8,641.20	\$15,340.73	
Harmon, Amber W	200-Teacher	\$66,118.00	1.00	0	0	15	\$0.00	\$0.00	\$6,539.04	\$8,900.69	
Hartman, Christine M	200-Teacher	\$76,005.00	1.00	0	0	15	\$0.00	\$0.00	\$7,517.04	\$11,500.67	
Heilemeier, Andrew J	103-Principal	\$102,600.00	1.00	0	0	20	\$0.00	\$0.00	\$10,147.24	\$15,298.12	
Heilemeier, Debra L	200-Teacher	\$91,527.00	1.00	0	0	20	\$0.00	\$0.00	\$9,865.08	\$15,806.86	
Heinekamp, Justin E	200-Teacher	\$60,251.00	1.00	0	0	15	\$0.00	\$0.00	\$6,492.48	\$9,008.84	
Hernandez, Pamela I	250-Special Education Teacher	\$69,262.00	1.00	0	0	15	\$0.00	\$0.00	\$6,850.08	\$8,937.03	
Herzog, Michael S	104-Assistant Principal	\$101,000.00	1.00	0	0	15	\$0.00	\$0.00	\$9,989.00	\$29,303.24	
Hester, Dorcas M	200-Teacher	\$50,661.00	1.00	0	0	11	\$0.00	\$0.00	\$5,010.48	\$11,325.65	
HIATT, ANDREW	200-Teacher	\$5,034.32	0.09	0	0	101	\$0.00	\$0.00	\$497.91	\$2,611.74	
Hicks, Chad M	200-Teacher	\$66,118.00	1.00	0	0	15	\$0.00	\$0.00	\$6,539.04	\$9,043.50	
Hill, Kaylee M	610-Resource Teacher Elementary	\$26,195.75	0.54	0	0	11	\$0.00	\$0.00	\$2,590.77	\$11,128.63	
Hoag, Beckie L	200-Teacher	\$80,317.00	1.00	0	0	15	\$0.00	\$0.00	\$7,228.00	\$11,480.50	
Howard, Cara L	250-Special Education Teacher	\$87,372.00	1.00	0	0	15	\$0.00	\$0.00	\$8,641.20	\$20,359.71	
Johnson, Christopher J	208-Career and Technical Educator (CTE)	\$89,425.00	1.00	0	0	20	\$0.00	\$0.00	\$9,657.12	\$11,664.26	
Johnson, Georgia D	200-Teacher	\$58,636.00	1.00	0	0	20	\$0.00	\$0.00	\$5,799.12	\$11,368.11	
Johnson, Jamie L	200-Teacher	\$45,106.00	1.00	0	0	11	\$0.00	\$0.00	\$4,460.99	\$15,056.42	
Johnson, Jerilyn G	200-Teacher	\$103,003.00	1.00	0	0	20	\$0.00	\$0.00	\$0.00	\$11,634.52	
Jones, Derek W	250-Special Education Teacher	\$48,361.00	1.00	0	0	11	\$0.00	\$0.00	\$4,782.96	\$8,859.81	
Jordan, Jennifer L	200-Teacher	\$51,851.00	1.00	0	0	11	\$0.00	\$0.00	\$5,128.08	\$10,012.35	
Justice, Madeline	200-Teacher	\$49,472.58	0.92	0	0	11	\$0.00	\$0.00	\$4,892.83	\$11,303.44	

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
Kafka, Marisa K	200-Teacher	\$76,005.00	1.00	0	20	\$0.00	\$0.00	\$7,517.04	\$15,297.04
Kedzierski, Yvonne D	200-Teacher	\$70,889.00	1.00	0	15	\$0.00	\$0.00	\$7,011.08	\$11,482.53
Keller, Paige J	200-Teacher	\$56,196.00	1.00	0	11	\$0.00	\$0.00	\$5,557.92	\$4,723.04
Kennedy, Tonya N	207-Speech Language Pathology Teacher	\$58,868.00	1.00	0	15	\$0.00	\$0.00	\$5,822.16	\$16,130.28
Kern, Jennifer L	103-Principal	\$96,500.00	1.00	0	15	\$0.00	\$0.00	\$9,543.95	\$29,272.57
Kern, Selynda S	200-Teacher	\$58,868.00	1.00	0	11	\$0.00	\$0.00	\$5,822.16	\$11,412.82
Killey, Erin G	200-Teacher	\$60,251.00	1.00	0	15	\$0.00	\$0.00	\$5,958.96	\$11,502.22
Knezevich, Angela	200-Teacher	\$53,495.98	1.00	0	11	\$0.00	\$0.00	\$5,290.72	\$7,126.28
Kocurek, Rachel D	200-Teacher	\$50,661.00	1.00	0	15	\$0.00	\$0.00	\$5,823.36	\$11,392.56
Kotalik, Julia E	202-Bilingual Education Teacher	\$111,568.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$16,713.36
Kummer, Amy L	200-Teacher	\$83,406.00	1.00	0	20	\$0.00	\$0.00	\$8,249.04	\$11,551.99
Lavery, Tina M	250-Special Education Teacher	\$81,491.00	1.00	0	20	\$0.00	\$0.00	\$8,059.44	\$19,079.28
Lay, Jeffrey C	200-Teacher	\$72,555.00	1.00	0	15	\$0.00	\$0.00	\$7,175.76	\$11,487.95
Lee, Megan Renee	200-Teacher	\$50,661.00	1.00	0	11	\$0.00	\$0.00	\$5,010.48	\$10,108.80
Lee, Michael T	200-Teacher	\$61,667.00	1.00	0	15	\$0.00	\$0.00	\$6,098.88	\$11,484.55
Loess, Vicki	250-Special Education Teacher	\$58,868.00	1.00	0	11	\$0.00	\$0.00	\$5,822.16	\$3,872.90
Loux, Rylie	200-Teacher	\$42,070.00	1.00	0	11	\$0.00	\$0.00	\$4,160.80	\$11,260.61
Love, Kathy A	200-Teacher	\$63,116.00	1.00	0	15	\$0.00	\$0.00	\$6,242.16	\$18,865.66
Lumsden, Ashli	610-Resource Teacher Elementary	\$43,058.00	1.00	0	11	\$0.00	\$0.00	\$4,258.40	\$11,267.30
Lundin, Emily Dawn	200-Teacher	\$36,240.51	0.60	0	6	\$0.00	\$0.00	\$2,995.02	\$258.33
Lusk, Andrea J	200-Teacher	\$36,240.51	1.00	0	11	\$0.00	\$0.00	\$3,584.24	\$320.91
Malloy, Randy W	200-Teacher	\$72,555.00	1.00	0	15	\$0.00	\$0.00	\$7,175.76	\$29,202.18
Marshall, Taylor M	200-Teacher	\$41,104.00	1.00	0	11	\$0.00	\$0.00	\$4,065.12	\$390.15
Martin, Caroline A	250-Special Education Teacher	\$69,262.00	1.00	0	15	\$0.00	\$0.00	\$6,850.08	\$11,143.61
Martin, Malynda K	200-Teacher	\$60,251.00	1.00	0	11	\$0.00	\$0.00	\$5,958.96	\$18,547.59
Mathis, Kim A	200-Teacher	\$103,348.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$20,408.55
Mavee, Melanie A	200-Teacher	\$69,262.00	1.00	0	15	\$0.00	\$0.00	\$6,850.08	\$8,921.51
McCarty, Amber L	200-Teacher	\$60,251.00	1.00	0	15	\$0.00	\$0.00	\$5,958.96	\$12,263.99
McCarty, Joshua	200-Teacher	\$76,005.00	1.00	0	15	\$0.00	\$0.00	\$7,517.04	\$12,343.11
McGregory, Barbara C	201-Reading Teacher	\$52,288.00	0.73	0	11	\$0.00	\$0.00	\$5,245.00	\$2,218.24
McGuire, Matilda L	200-Teacher	\$54,905.00	1.00	0	11	\$0.00	\$0.00	\$5,430.24	\$11,404.61
Miller, Stephen D	200-Teacher	\$108,295.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$11,112.18
Minter, Joann	250-Special Education Teacher	\$67,671.00	1.00	0	15	\$0.00	\$0.00	\$6,692.64	\$11,451.92
Misener, Sarah L	200-Teacher	\$67,671.00	1.00	0	15	\$0.00	\$0.00	\$6,692.64	\$10,108.00
Mitchell, Kristen A	200-Teacher	\$87,372.00	1.00	0	20	\$0.00	\$0.00	\$8,641.20	\$11,041.97
Mlot, Aaron E	201-Reading Teacher	\$72,555.00	1.00	0	15	\$0.00	\$0.00	\$7,175.76	\$11,344.83
Mlot, Alison L	200-Teacher	\$76,005.00	1.00	0	15	\$0.00	\$0.00	\$7,517.04	\$11,342.71
Moline, Laura M	250-Special Education Teacher	\$67,671.00	1.00	0	15	\$0.00	\$0.00	\$6,692.64	\$11,437.10

Name	Position	Base Salary		Vacation		Sick		Retirement		Other	
		FTE	Days	FTE	Days	Days	Days	Bonuses	Annuities	Enhancements	Benefits
Morgan, Doni S	200-Teacher	\$109,029.00	1.00	0	0	20	0	\$0.00	\$0.00	\$0.00	\$10,804.55
Morgan, Shelly	250-Special Education Teacher	\$60,251.00	1.00	0	0	11	0	\$0.00	\$0.00	\$5,958.96	\$10,510.63
Mullen, Laurie B	200-Teacher	\$69,262.00	1.00	0	0	15	0	\$0.00	\$0.00	\$6,850.08	\$11,453.63
Nelle, April M	200-Teacher	\$76,005.00	1.00	0	0	20	0	\$0.00	\$0.00	\$7,517.04	\$11,509.73
Ness, Lisa M	250-Special Education Teacher	\$61,667.00	1.00	0	0	11	0	\$0.00	\$0.00	\$6,098.92	\$11,391.71
Pajor, Kevin C	200-Teacher	\$57,516.00	1.00	0	0	15	0	\$0.00	\$0.00	\$5,688.48	\$11,427.21
Pogliano, BLYTHE C	200-Teacher	\$48,361.00	1.00	0	0	11	0	\$0.00	\$0.00	\$4,782.96	\$3,893.17
Procopos, Harry C	200-Teacher	\$54,905.00	1.00	0	0	15	0	\$0.00	\$0.00	\$5,430.24	\$11,423.99
Prucha, Lori A	200-Teacher	\$76,005.00	1.00	0	0	15	0	\$0.00	\$0.00	\$7,516.98	\$8,980.00
Reed, Amy L	200-Teacher	\$72,555.00	1.00	0	0	15	0	\$0.00	\$0.00	\$7,175.76	\$11,470.00
Reiff, Tracy K	200-Teacher	\$67,671.00	1.00	0	0	15	0	\$0.00	\$0.00	\$6,692.64	\$11,450.04
REUTER, JENNIFER	200-Teacher	\$56,569.41	1.00	0	0	11	0	\$0.00	\$0.00	\$5,594.84	\$18,889.95
Rhoades, Charles V	200-Teacher	\$74,260.00	1.00	0	0	15	0	\$0.00	\$0.00	\$7,344.48	\$22,483.60
Ricci, Allyn C	200-Teacher	\$64,600.00	1.00	0	0	15	0	\$0.00	\$0.00	\$6,389.04	\$18,982.93
Riley, Caitlin A	200-Teacher	\$46,666.00	1.00	0	0	15	0	\$0.00	\$0.00	\$5,958.96	\$11,379.87
Rogowski, Sarah N	200-Teacher	\$69,262.00	1.00	0	0	15	0	\$0.00	\$0.00	\$6,850.08	\$28,281.40
Ryan, Cara M	200-Teacher	\$69,262.00	1.00	0	0	15	0	\$0.00	\$0.00	\$6,850.08	\$546.78
Ryan, Garrett A	103-Principal	\$82,800.00	1.00	0	0	15	0	\$0.00	\$0.00	\$8,189.00	\$29,195.49
Sam, Laura S	200-Teacher	\$77,791.00	1.00	0	0	20	0	\$0.00	\$0.00	\$7,693.68	\$603.23
Sanders, Brandon M	200-Teacher	\$44,070.00	1.00	0	0	11	0	\$0.00	\$0.00	\$5,171.52	\$11,359.18
Sartori, Monica S	201-Reading Teacher	\$79,620.00	1.00	0	0	15	0	\$0.00	\$0.00	\$7,874.40	\$11,219.49
Schiclein, Ian	200-Teacher	\$43,058.00	1.00	0	0	11	0	\$0.00	\$0.00	\$4,258.56	\$11,289.92
Schmitt, Jill R	200-Teacher	\$92,987.00	1.00	0	0	20	0	\$0.00	\$0.00	\$6,098.88	\$11,389.84
Schmitt, Rick A	100-District Superintendent	\$205,957.00	1.00	25	0	25	0	\$0.00	\$7,000.00	\$20,369.35	\$30,109.26
Sellers, Kris K	200-Teacher	\$77,791.00	1.00	0	0	20	0	\$0.00	\$0.00	\$7,693.68	\$12,406.89
Sgiers, Kathie W	200-Teacher	\$89,425.00	1.00	0	0	20	0	\$0.00	\$0.00	\$8,844.24	\$20,708.34
Shimp, Katherine E	200-Teacher	\$70,889.00	1.00	0	0	15	0	\$0.00	\$0.00	\$7,011.08	\$11,460.56
Shimp, Katherine J	200-Teacher	\$61,667.00	1.00	0	0	15	0	\$0.00	\$0.00	\$6,098.88	\$11,389.84
Smart, Shane W	200-Teacher	\$39,811.70	0.32	0	0	73	0	\$0.00	\$0.00	\$3,937.46	\$6,964.64
Sodaro, Thomas C	101-Assistant/Associate District Superintendent	\$148,000.00	1.00	15	0	20	0	\$0.00	\$0.00	\$14,637.35	\$29,454.28
STAHL, SHANNON L	200-Teacher	\$53,645.00	1.00	0	0	11	0	\$0.00	\$0.00	\$5,305.44	\$18,822.96
Steimel, David J	200-Teacher	\$72,555.00	1.00	0	0	20	0	\$0.00	\$0.00	\$7,175.76	\$11,470.00
Stewart, Ian R	200-Teacher	\$57,516.00	1.00	0	0	15	0	\$0.00	\$0.00	\$5,688.48	\$8,885.24
Stout, Krista E	200-Teacher	\$79,620.00	1.00	0	0	20	0	\$0.00	\$0.00	\$7,874.40	\$11,525.30
SwanGravatt, Crystal L	152-Special Education Director	\$131,200.00	1.00	0	0	15	0	\$0.00	\$0.00	\$12,975.81	\$29,524.04
Thorson, Chandra L	200-Teacher	\$74,260.00	1.00	0	0	15	0	\$0.00	\$0.00	\$7,344.48	\$11,506.76
Tripp, Michaela M	200-Teacher	\$92,987.00	1.00	0	0	20	0	\$0.00	\$0.00	\$9,196.52	\$11,642.79
Trupiano, Katherine B	250-Special Education Teacher	\$61,667.00	1.00	0	0	15	0	\$0.00	\$0.00	\$6,098.88	\$11,398.37

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
Tutus, Kelly A	250-Special Education Teacher	\$67,671.00	1.00	0	15	\$0.00	\$0.00	\$6,692.64	\$15,193.38
Van Pelt, Jason A	250-Special Education Teacher	\$58,868.00	1.00	0	11	\$0.00	\$0.00	\$5,822.16	\$8,927.64
VELEZ, ELLIOT J	200-Teacher	\$45,106.00	1.00	0	11	\$0.00	\$0.00	\$4,461.12	\$11,320.40
Vick, Elizabeth F	200-Teacher	\$45,106.00	1.00	0	11	\$0.00	\$0.00	\$4,461.12	\$11,320.40
Volpp, Elizabeth A	200-Teacher	\$69,262.00	1.00	0	15	\$0.00	\$0.00	\$6,850.08	\$11,476.03
Waldvogel, Katherine A	200-Teacher	\$67,671.00	1.00	0	15	\$0.00	\$0.00	\$6,692.64	\$28,272.44
Warner, Juley L	200-Teacher	\$79,620.00	1.00	0	20	\$0.00	\$0.00	\$7,874.40	\$29,160.74
WEGENER, JACOB C	200-Teacher	\$47,251.00	1.00	0	11	\$0.00	\$0.00	\$4,673.28	\$13,012.19
Wells, Malia K	200-Teacher	\$87,372.00	1.00	0	20	\$0.00	\$0.00	\$8,641.20	\$16,212.82
Werthmann, Mark G	250-Special Education Teacher	\$99,860.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$9,085.99
Winckler, Monica R	200-Teacher	\$77,791.00	1.00	0	15	\$0.00	\$0.00	\$7,693.68	\$11,516.94
Wisc, Catherine C	250-Special Education Teacher	\$91,527.00	1.00	0	20	\$0.00	\$0.00	\$9,052.08	\$11,623.63
Wiskur, Tanya	208-Career and Technical Educator (CTE)	\$59,079.44	1.00	0	15	\$0.00	\$0.00	\$5,843.08	\$11,372.01
Young, Sarah M	200-Teacher	\$74,260.00	1.00	0	15	\$0.00	\$0.00	\$7,344.48	\$11,483.22
Totals									
Distinct Employee Count: 158		Total Positions Count: 158		Vacation Days: 40		Sick Days: 2541			
Base Salary: \$11,256,781.31		Bonuses: \$0.00		Retirement Enhancements: \$998,113.39		Other Benefits: \$2,027,456.02			

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
Adeoti, Bolaji L	200-Teacher	\$48,001.00	1.00	0	11	\$0.00	\$0.00	\$4,747.35	\$10,785.96
Anderson, Chad James	200-Teacher	\$65,631.00	1.00	0	11	\$0.00	\$0.00	\$6,490.97	\$9,457.80
Anderson, Margaret M	200-Teacher	\$59,807.00	1.00	0	15	\$0.00	\$0.00	\$5,914.97	\$8,701.26
Arendt, Daniel P	200-Teacher	\$79,033.00	1.00	0	20	\$0.00	\$0.00	\$7,816.44	\$9,191.10
Aska, Mark D	200-Teacher	\$54,501.00	1.00	0	11	\$0.00	\$0.00	\$5,390.20	\$15,079.03
Baggett, Melissa A	202-Bilingual Education Teacher	\$62,651.00	1.00	0	11	\$0.00	\$0.00	\$6,196.25	\$7,903.78
BALLARD, TIMOTHY S	104-Assistant Principal	\$72,000.00	1.00	0	15	\$0.00	\$0.00	\$7,120.87	\$12,822.66
Barone, Amy L	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$9,249.24
Behringer, Charles D	200-Teacher	\$75,446.00	1.00	0	20	\$0.00	\$0.00	\$7,461.68	\$19,654.98
Bonneau, Rebecca A	250-Special Education Teacher	\$77,219.00	1.00	0	15	\$0.00	\$0.00	\$7,634.04	\$19,697.07
Boyer, Rebecca L	200-Teacher	\$58,434.00	1.00	0	11	\$0.00	\$0.00	\$5,779.18	\$9,197.10
Bright, Linda M	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$7,903.78
Bryant-Keown, Pamela S	200-Teacher	\$100,056.15	1.00	0	15	\$0.00	\$0.00	\$0.00	\$8,399.13
Butler, Elizabeth L	200-Teacher	\$80,891.00	1.00	0	15	\$0.00	\$0.00	\$8,000.20	\$11,246.44
Butler, Michael W	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$11,246.44
Cameron, Teresa A	201-Reading Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$7,461.68	\$9,197.10
Cassie, Kristian R	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$7,461.68	\$21,568.94
Cervantes, Kristie S	250-Special Education Teacher	\$53,815.54	0.75	0	15	\$0.00	\$0.00	\$5,322.41	\$18,704.90
CLAY, SHANNON D	250-Special Education Teacher	\$59,807.00	1.00	0	11	\$0.00	\$0.00	\$5,914.97	\$10,191.54
Clenmons, Teresa A	200-Teacher	\$100,613.66	1.00	0	20	\$0.00	\$0.00	\$0.00	\$9,294.24
Connell, William S	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$7,122.95	\$7,851.44
Corbin, Sara K	200-Teacher	\$86,728.00	1.00	0	20	\$0.00	\$0.00	\$8,577.49	\$9,197.10
Crawley, Jeri L	200-Teacher	\$73,713.00	1.00	0	20	\$0.00	\$0.00	\$7,290.29	\$9,197.10
Cryer, Bernadine Jo	200-Teacher	\$62,651.00	1.00	0	11	\$0.00	\$0.00	\$6,196.25	\$7,903.78
Devereaux, Nichole J	200-Teacher	\$61,213.00	1.00	0	11	\$0.00	\$0.00	\$6,054.03	\$9,197.10
DeWitt, Heather L	200-Teacher	\$46,899.00	1.00	0	11	\$0.00	\$0.00	\$4,638.36	\$3,664.02
Dougherty, Sharon M	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$7,903.78
Drew, Robyn M	200-Teacher	\$103,353.22	1.00	0	20	\$0.00	\$0.00	\$0.00	\$17,530.75
Dunne, Marta R	202-Bilingual Education Teacher	\$102,757.18	1.00	0	20	\$0.00	\$0.00	\$0.00	\$19,173.78
Duvick, Jamie L	200-Teacher	\$85,188.62	1.00	0	15	\$0.00	\$0.00	\$0.00	\$17,530.75

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
Ernerson, Stephanie M	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$7,122.95	\$9,197.10
Espino, ALICIA A	250-Special Education Teacher	\$45,822.00	1.00	0	11	\$0.00	\$0.00	\$4,531.84	\$9,144.90
Ford, Kendy A	610-Resource Teacher Elementary	\$82,791.00	1.00	0	15	\$0.00	\$0.00	\$8,188.11	\$9,197.10
Ford, Lynette E	103-Principal	\$105,800.00	1.00	0	20	\$0.00	\$0.00	\$10,463.73	\$22,935.10
FORESTER, AMANDA PAULINE	200-Teacher	\$54,501.00	1.00	0	11	\$0.00	\$0.00	\$5,390.20	\$3,664.00
Fraser, Cynthia A	610-Resource Teacher Elementary	\$109,569.72	1.00	0	20	\$0.00	\$0.00	\$0.00	\$9,197.10
Futrell, Jacque S	200-Teacher	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29	\$7,903.70
Garcia, Ryann A	250-Special Education Teacher	\$64,124.00	1.00	0	15	\$0.00	\$0.00	\$6,341.93	\$8,328.60
Gipe, Timothy J	104-Assistant Principal	\$106,500.00	1.00	0	20	\$0.00	\$0.00	\$10,532.96	\$22,935.10
Gomes, Amy C	200-Teacher	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29	\$17,869.00
Greenacre, Dawn M	103-Principal	\$134,917.57	1.00	0	20	\$0.00	\$0.00	\$0.00	\$9,197.10
Gregory, Jenai L	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$7,461.68	\$0.00
Gudmunson, Kimberly A	200-Teacher	\$58,434.00	1.00	0	11	\$0.00	\$0.00	\$5,779.18	\$15,869.00
HALLMAN, BRYNN N	200-Teacher	\$57,093.00	1.00	0	11	\$0.00	\$0.00	\$5,646.55	\$22,492.80
Hamer, Joshua P	200-Teacher	\$68,752.00	1.00	0	15	\$0.00	\$0.00	\$6,799.64	\$9,197.10
Hannig, Angela D	200-Teacher	\$86,728.00	1.00	0	15	\$0.00	\$0.00	\$8,577.49	\$15,035.00
Harmon, Amber W	200-Teacher	\$64,124.00	1.00	0	15	\$0.00	\$0.00	\$6,341.93	\$7,903.70
Hartman, Christine M	610-Resource Teacher Elementary	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29	\$9,197.10
Heilemeier, Andrew J	103-Principal	\$99,100.00	1.00	0	20	\$0.00	\$0.00	\$9,801.09	\$11,467.50
Heilemeier, Debra L	200-Teacher	\$88,766.00	1.00	0	20	\$0.00	\$0.00	\$8,779.05	\$11,467.50
Heinekamp, Debora L	200-Teacher	\$76,628.60	0.83	0	20	\$0.00	\$0.00	\$0.00	\$9,353.52
Heinekamp, Justin E	200-Teacher	\$58,434.00	1.00	0	15	\$0.00	\$0.00	\$5,779.18	\$7,903.70
Hernandez, Pamela I	250-Special Education Teacher	\$67,173.00	1.00	0	15	\$0.00	\$0.00	\$6,643.48	\$7,903.70
Herzog, Michael S	104-Assistant Principal	\$97,600.00	1.00	0	15	\$0.00	\$0.00	\$9,652.74	\$22,935.10
Hester, Dorcas M	200-Teacher	\$49,129.00	1.00	0	11	\$0.00	\$0.00	\$4,858.91	\$9,197.10
Hliatt, Andrew	200-Teacher	\$52,675.00	1.00	0	15	\$0.00	\$0.00	\$5,209.61	\$9,197.10
Hicks, Chad M	200-Teacher	\$64,124.00	1.00	0	15	\$0.00	\$0.00	\$6,341.93	\$7,903.70
Hill, Kaylee M	610-Resource Teacher Elementary	\$46,899.00	1.00	0	0	\$0.00	\$0.00	\$4,638.36	\$9,197.10
Hoag, Beckie L	200-Teacher	\$68,752.00	1.00	0	15	\$0.00	\$0.00	\$6,799.64	\$9,197.10
Howard, Cara L	250-Special Education Teacher	\$84,737.00	1.00	0	15	\$0.00	\$0.00	\$8,380.57	\$4.00
Johnson, Christopher J	208-Career and Technical Educator (CTE)	\$86,728.00	1.00	0	15	\$0.00	\$0.00	\$8,577.49	\$9,197.10
Johnson, Georgia D	200-Teacher	\$58,636.00	1.00	0	20	\$0.00	\$0.00	\$5,799.16	\$8,993.55
Johnson, Jamie L	200-Teacher	\$42,738.00	1.00	0	11	\$0.00	\$0.00	\$4,226.83	\$8,648.92
Johnson, Jerilyn G	200-Teacher	\$100,003.32	1.00	0	15	\$0.00	\$0.00	\$0.00	\$9,197.10
Jones, Derek W	250-Special Education Teacher	\$46,899.00	1.00	0	11	\$0.00	\$0.00	\$4,638.36	\$7,903.78
Jordan, Jennifer L	200-Teacher	\$49,129.00	1.00	0	11	\$0.00	\$0.00	\$4,858.91	\$7,903.78
Justice, Madeline	200-Teacher	\$49,129.00	1.00	0	11	\$0.00	\$0.00	\$4,858.91	\$9,197.10
Kafka, Marisa K	200-Teacher	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29	\$19,129.81

Name	Position	Base Salary		FTE		Vacation		Sick	Bonuses		Annuities		Retirement		Other
						Days	Days						Enhancements		
Kedzierski, Yvonne D	200-Teacher	\$68,752.00		1.00		0		15	\$0.00		\$0.00		\$6,799.64		\$9,197.1
KERN, JENNIFER L	103-Principal	\$93,200.00		1.00		0		15	\$0.00		\$0.00		\$9,217.57		\$22,935.1
Kern, Selynda S	200-Teacher	\$55,782.00		1.00		0		11	\$0.00		\$0.00		\$5,516.90		\$9,197.1
Killey, Erin G	200-Teacher	\$58,434.00		1.00		0		15	\$0.00		\$0.00		\$5,779.18		\$9,197.1
Kocurek, Rachel D	200-Teacher	\$49,129.00		1.00		0		11	\$0.00		\$0.00		\$4,858.91		\$9,197.1
Kotalik, Julia E	202-Bilingual Education Teacher	\$107,277.30		1.00		0		15	\$0.00		\$0.00		\$0.00		\$13,401.7
Kummer, Amy L	200-Teacher	\$80,891.00		1.00		0		15	\$0.00		\$0.00		\$8,000.20		\$9,197.1
Lavery, Tina M	250-Special Education Teacher	\$79,033.00		1.00		0		15	\$0.00		\$0.00		\$7,816.44		\$9,197.1
Lay, Jeffrey C	200-Teacher	\$70,367.00		1.00		0		15	\$0.00		\$0.00		\$6,959.37		\$9,197.1
Lee, Michael T	200-Teacher	\$59,807.00		1.00		0		15	\$0.00		\$0.00		\$5,914.97		\$9,197.1
Loux, Rylie	200-Teacher	\$40,798.00		1.00		0		15	\$0.00		\$0.00		\$4,034.96		\$4,071.1
Love, Kathy A	200-Teacher	\$61,213.00		1.00		0		15	\$0.00		\$0.00		\$6,054.03		\$18,208.07
Lumsden, Ashli	610-Resource Teacher Elementary	\$40,798.00		1.00		0		11	\$0.00		\$0.00		\$4,034.96		\$4,885.32
Lusk, Andrea J	200-Teacher	\$41,757.00		1.00		0		11	\$0.00		\$0.00		\$4,129.81		\$0.00
Malloy, Randy W	200-Teacher	\$70,367.00		1.00		0		15	\$0.00		\$0.00		\$6,959.37		\$11,947.16
Marquardt, Waldemar A	107-General Administrator or General Supervisor	\$27,000.00		0.40		0		0	\$0.00		\$0.00		\$0.00		\$0.00
Martin, Caroline A	250-Special Education Teacher	\$67,173.00		1.00		0		15	\$0.00		\$0.00		\$6,643.48		\$8,837.51
Martin, Matlynda K	200-Teacher	\$52,675.00		1.00		0		11	\$0.00		\$0.00		\$5,209.61		\$19,697.07
Mathis, Kim A	200-Teacher	\$98,257.37		1.00		0		20	\$0.00		\$0.00		\$0.00		\$13,236.49
Mavec, Melanie A	200-Teacher	\$67,173.00		1.00		0		15	\$0.00		\$0.00		\$6,643.48		\$9,197.10
McAlcarny, Sheryl E	200-Teacher	\$110,652.67		1.00		0		20	\$0.00		\$0.00		\$0.00		\$9,197.10
McCarty, Amber L	200-Teacher	\$58,434.00		1.00		0		11	\$0.00		\$0.00		\$5,779.18		\$21,171.87
McCarty, Joshua	200-Teacher	\$73,713.00		1.00		0		15	\$0.00		\$0.00		\$7,290.29		\$0.00
MCGREGORY, BARBARA C	201-Reading Teacher	\$61,213.00		1.00		0		11	\$0.00		\$0.00		\$6,054.03		\$7,903.78
McGuire, Matilda L	200-Teacher	\$52,027.00		1.00		0		11	\$0.00		\$0.00		\$5,145.52		\$9,197.10
Miller, Stephen D	200-Teacher	\$86,728.00		1.00		0		15	\$0.00		\$0.00		\$8,577.49		\$8,837.51
Minter, Joann	250-Special Education Teacher	\$61,100.00		1.00		0		15	\$0.00		\$0.00		\$6,042.85		\$9,197.10
Misener, Sarah L	200-Teacher	\$65,631.00		1.00		0		15	\$0.00		\$0.00		\$6,490.97		\$9,197.10
Mitchell, Kristen A	200-Teacher	\$86,728.00		1.00		0		20	\$0.00		\$0.00		\$8,577.49		\$9,197.10
Mlot, Aaron E	201-Reading Teacher	\$70,367.00		1.00		0		15	\$0.00		\$0.00		\$6,959.37		\$19,697.07
Mlot, Alison L	200-Teacher	\$72,021.00		1.00		0		15	\$0.00		\$0.00		\$7,122.95		\$0.00
Moline, Laura M	250-Special Education Teacher	\$65,631.00		1.00		0		15	\$0.00		\$0.00		\$6,490.97		\$9,197.10
Morgan, Doni S	200-Teacher	\$104,834.85		1.00		0		20	\$0.00		\$0.00		\$0.00		\$9,144.96
MORGAN, SHELLEY	250-Special Education Teacher	\$58,434.00		1.00		0		11	\$0.00		\$0.00		\$5,779.18		\$9,144.96
Mullen, Laurie B	200-Teacher	\$67,173.00		1.00		0		11	\$0.00		\$0.00		\$6,643.48		\$9,144.96
Nelle, April M	200-Teacher	\$73,713.00		1.00		0		15	\$0.00		\$0.00		\$7,290.29		\$9,144.96
Ness, Lisa M	250-Special Education Teacher	\$59,807.00		1.00		0		11	\$0.00		\$0.00		\$5,914.97		\$9,144.96
Oest, Rebecca L	250-Special Education Teacher	\$52,675.00		1.00		0		11	\$0.00		\$0.00		\$5,209.61		\$0.00

Name	Position	Base Salary		Vacation		Sick	Retirement		Other
		FTE	Days	Days	Bonuses		Annuities	Enhancements	
Pajor, Kevin C	200-Teacher	\$55,782.00	1.00	0	11	\$0.00	\$5,516.90	\$9,144.90	
Procopos, Harry C	200-Teacher	\$53,250.00	1.00	0	11	\$0.00	\$5,266.48	\$9,144.90	
Prucha, Lori A	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$7,122.95	\$7,956.12	
Reiff, Tracy K	200-Teacher	\$65,631.00	1.00	0	15	\$0.00	\$6,490.97	\$8,550.54	
REUTER, JENNIFER	200-Teacher	\$55,782.00	1.00	0	11	\$0.00	\$5,516.90	\$0.00	
Rhoades, Charles V	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$7,122.95	\$14,189.52	
Ricci, Allyn C	200-Teacher	\$62,651.00	1.00	0	15	\$0.00	\$6,196.25	\$12,998.52	
Riley, Caitlin A	200-Teacher	\$58,434.00	1.00	0	15	\$0.00	\$5,779.18	\$9,144.90	
Rogowski, Sarah N	200-Teacher	\$67,173.00	1.00	0	15	\$0.00	\$6,643.48	\$21,781.20	
Roseberg, Gwendelyn Marie	200-Teacher	\$54,501.00	1.00	0	11	\$0.00	\$5,390.20	\$9,144.90	
Ryan, Cara M	200-Teacher	\$65,631.00	1.00	0	11	\$0.00	\$6,490.97	\$0.00	
Ryan, Garrett A	103-Principal	\$80,000.00	1.00	0	15	\$0.00	\$7,912.08	\$22,688.70	
Sam, Laura S	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$7,461.68	\$0.00	
SANDERS, BRANDON A	200-Teacher	\$42,738.00	1.00	0	11	\$0.00	\$4,226.83	\$9,144.90	
Sartori, Monica S	201-Reading Teacher	\$77,219.00	1.00	0	15	\$0.00	\$7,637.04	\$8,779.35	
Schielein, Ian	200-Teacher	\$41,757.00	1.00	0	11	\$0.00	\$4,129.81	\$9,144.90	
Schmitt, Jill R	200-Teacher	\$90,852.00	1.00	0	20	\$0.00	\$8,985.35	\$9,144.90	
Schmitt, Rick A	100-District Superintendent	\$203,918.00	1.00	25	25	\$0.00	\$20,167.69	\$22,688.70	
Sellers, Kris K	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$7,461.68	\$0.00	
Sgiers, Kathie W	200-Teacher	\$86,728.00	1.00	0	15	\$0.00	\$8,577.49	\$19,739.10	
Shimp, Katherine E	200-Teacher	\$68,752.00	1.00	0	15	\$0.00	\$6,799.64	\$9,144.90	
Shimp, Katherine J	200-Teacher	\$58,434.00	1.00	0	11	\$0.00	\$5,779.18	\$9,144.90	
Smart, Shane W	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$7,122.95	\$9,144.90	
Sodaro, Thomas C	103-Principal	\$139,900.00	1.00	0	20	\$0.00	\$13,836.25	\$17,554.20	
STAHL, SHANNON L	200-Teacher	\$52,027.00	1.00	0	11	\$0.00	\$5,145.52	\$0.00	
Steimel, David J	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$6,959.37	\$9,144.90	
Stewart, Ian R	200-Teacher	\$50,284.00	1.00	0	11	\$0.00	\$4,973.14	\$7,956.12	
Stout, Krista E	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$7,461.68	\$9,144.90	
Strothman, Nancy A	250-Special Education Teacher	\$75,895.64	1.00	0	20	\$0.00	\$0.00	\$9,144.90	
SwanGravatt, Crystal L	152-Special Education Director	\$126,800.00	1.00	0	15	\$0.00	\$12,540.65	\$22,688.70	
Thorson, Chandra L	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$7,122.95	\$9,144.90	
Tripp, Michaela M	200-Teacher	\$90,852.00	1.00	0	20	\$0.00	\$8,985.35	\$7,956.12	
Trupiano, Katherine B	250-Special Education Teacher	\$59,807.00	1.00	0	11	\$0.00	\$5,914.97	\$9,144.90	
Tutus, Kelly A	250-Special Education Teacher	\$65,631.00	1.00	0	15	\$0.00	\$6,490.97	\$11,614.14	
Van Pelt, Jason A	200-Teacher	\$57,093.00	1.00	0	11	\$0.00	\$5,646.55	\$7,956.12	
VELEZ, ELLIOT J	200-Teacher	\$52,027.00	1.00	0	11	\$0.00	\$5,145.52	\$8,550.54	
Vick, Elizabeth F	200-Teacher	\$42,738.00	1.00	0	11	\$0.00	\$4,226.83	\$9,144.90	
Volpp, Elizabeth A	200-Teacher	\$67,173.00	1.00	0	15	\$0.00	\$6,643.48	\$9,144.90	

Name	Position	Base Salary		FTE	Vacation		Sick Days	Bonuses		Annuities	Retirement Enhancements		Other Benefits
					Days			Days					
Waldvogel, Katherine A	200-Teacher		\$64,124.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$6,341.93	\$22,812.80		
Warner, Juley L	200-Teacher		\$77,219.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$7,637.04	\$22,688.76		
WEGENER, JACOB C	200-Teacher		\$45,822.00	1.00	0	11	\$0.00	\$0.00	\$0.00	\$4,531.84	\$9,144.96		
Wells, Malia K	200-Teacher		\$84,737.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$8,380.57	\$19,739.16		
Werthmann, Mark G	250-Special Education Teacher		\$96,792.12	1.00	0	15	\$0.00	\$0.00	\$0.00	\$0.00	\$7,956.12		
Winckler, Monica R	200-Teacher		\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$7,290.29	\$9,144.96		
Wise, Catherine C	250-Special Education Teacher		\$88,766.00	1.00	0	20	\$0.00	\$0.00	\$0.00	\$8,779.05	\$9,144.96		
Wiskur, Tanya	208-Career and Technical Educator (CTE)		\$52,675.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$5,209.61	\$0.00		
Young, Sarah M	200-Teacher		\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$0.00	\$7,122.95	\$9,144.96		
Totals													
Distinct Employee Count: 153		Distinct Positions Count: 153				Total Positions Count: 153		Vacation Days: 25		Sick Days: 2220			
Base Salary: \$10,924,430.53		Bonuses: \$0.00				Retirement Enhancements: \$928,739.99				Other Benefits: \$1,601,204.97			

IMRF Salaries--FY 21, FY 22, FY 23

	2021	2022	2023
Dan Ford	\$92,200	\$95,400	\$98,739
Glen Bloemke	\$92,600	\$95,900	\$99,256

2021

A		B	C	D	E	F
REPORT ON SHARED SERVICES OR OUTSOURCING						
School Code, Section 17-1.1 (Public Act 97-0357)						
Fiscal Year Ending June 30, 2021						
Complete the following for attempts to improve fiscal efficiency through shared services or outsourcing in the prior, current and next fiscal years.						
Sandwich Community Unit School 16-019-4300-26						
1	Service or Function (Check all that apply)	Check box if this schedule is not applicable.....	Prior Fiscal Year	Current Fiscal Year	Next Fiscal Year	Name of the Local Education Agency (LEA) Participating in the Joint Agreement, Cooperative or Shared Service.
2	Indicate with an (X) if Deficit Reduction Plan is Required in the Budget	→		X		(Limit text to 200 characters, for additional space use line 33 and 38)
3	Curriculum Planning					
4	Custodial Services					
5	Educational Shared Programs					
6	Employee Benefits					
7	Energy Purchasing		X	X		Constellation New Energy
8	Food Services		X	X		Arbor Management Inc
9	Grant Writing					
10	Grounds Maintenance Services					
11	Insurance					
12	Investment Pools					
13	Legal Services					
14	Maintenance Services					
15	Personnel Recruitment		X	X		DeKalb County ROE, IASA
16	Professional Development		X	X		KIDS- Rockford/ROE-DeKalb
17	Shared Personnel		X	X		Indian Creek, Hinkley Big Rock
18	Special Education Cooperatives					
19	STEM (science, technology, engineering and math) Program Offerings					
20	Supply & Equipment Purchasing					
21	Technology Services					
22	Transportation					
23	Vocational Education Cooperatives		X	X		Indian Valley Vocational Center
24	All Other Joint/Cooperative Agreements		X	X		Somonauk School District, Kendall County Outdoor Education
25	Other					
26	Additional space for Column (D) - Barriers to Implementation:					
27						
28						
29						
30						
31						
32						
33						
34						
35	Additional space for Column (E) - Name of LEA:					
36						
37						
38						
39						
40						
41						
42						
43						

2022

REPORT ON SHARED SERVICES OR OUTSOURCING
School Code, Section 17-1.1 (Public Act 97-0357)

Fiscal Year Ending June 30, 2022

Complete the following for attempts to improve fiscal efficiency through shared services or outsourcing in the prior, current and next fiscal years.

16-019-4300-26 AFR22 Sandwich CUSD

Sandwich CUSD 430
16019430026

Service or Function (Check all that apply)	Check box if this schedule is not applicable		Indicate with an (X) if Deficit Reduction Plan is Required in the Budget		Prior Fiscal Year		Current Fiscal Year		Next Fiscal Year		Name of the Local Education Agency (LEA) Participating in the Joint Agreement, Cooperative or Shared Service.	
											(Limit text to 700 characters, for additional space use line	
Curriculum Planning												
Custodial Services												
Educational Shared Programs												
Employee Benefits												
Energy Purchasing												
Food Services												
Grant Writing												
Grounds Maintenance Services												
Insurance												
Investment Pools												
Legal Services												
Maintenance Services												
Personnel Recruitment												
Professional Development												
Shared Personnel												
Special Education Cooperatives												
STEM (science, technology, engineering and math) Program Offerings												
Supply & Equipment Purchasing												
Technology Services												
Transportation												
Vocational Education Cooperatives												
All Other Joint/Cooperative Agreements												
Other												

Additional space for Column (D) - Barriers to Implementation:

Additional space for Column (E) - Name of LEA:

	A	B	C	D	E
1	REPORT ON SHARED SERVICES OR OUTSOURCING				
2	School Code, Section 17-1.1 (Public Act 97-0357)				
3	Fiscal Year Ending June 30, 2023				
5	Complete the following for attempts to improve fiscal efficiency through shared services or outsourcing in the prior, current and next fiscal years.				
6	Sandwich CUSD 430				
7	16019430026				
8	Check box if this schedule is not applicable..... ☒	Prior Fiscal Year	Current Fiscal Year	Next Fiscal Year	Name of the Local Education Agency
9	Indicate with an (X) If Deficit Reduction Plan Is Required in the Budget				
10	Service or Function (Check all that apply)				(Limit text to 200 characters)
11	Curriculum Planning				
12	Custodial Services				
13	Educational Shared Programs				
14	Employee Benefits				
15	Energy Purchasing	X	X		Constellation New Energy
16	Food Services	X	X		Arbor Management Inc
17	Grant Writing				
18	Grounds Maintenance Services				
19	Insurance				
20	Investment Pools				
21	Legal Services				
22	Maintenance Services				
23	Personnel Recruitment	X	X		Dekalb County ROE, IASA
24	Professional Development	X	X		KIDS- Rockford/ROE-DeKalb
25	Shared Personnel				
26	Special Education Cooperatives	X	X		Indian Creek, Hinkley Big Rock
27	STEM (science, technology, engineering and math) Program Offerings				
28	Supply & Equipment Purchasing				
29	Technology Services				
30	Transportation				
31	Vocational Education Cooperatives	X	X		Indian Valley Vocational Center
32	All Other Joint/Cooperative Agreements	X	X		Somonauk School District, Kenda
33	Other				
34					
35	Additional space for Column (D) - Barriers to Implementation:				

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME LYNN G HASKIN ELEMENTARY SCHOOL					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	e	b.	Replace door with properly labeled door	Number of Doors	7	2	\$11,475.00			3/31/2021	F
3	c	b.	Repair door, frame and/or hardware.	Number of Items	11	2	\$13,100.00			3/31/2021	F
4	c	b.	Repair, add or replace hardware.	Number of Items	9	2	\$9,640.00			3/31/2021	F
5	b	b.	Remove door and build 1 hour rated partition below stair.	Number of Items	2	2	\$7,430.00			3/31/2021	F
6	a	b.	Remove tops, abate ACM mastic, and install new countertops.	Linear Feet	605	2	\$167,413.00			3/31/2021	F
7	b	c.	CAN'T DELETE ITEM _____ CAN'T DELETE ITEM _____ CAN'T DELETE ITEM _____	NA	1	2	\$0.00			3/31/2021	O
8	f	b.	Install pipe insulation.	Number of Items	1	2	\$388.00			3/31/2021	F
9	f	b.	Remove hold open hardware. Patch and match door.	Number of Items	1	2	\$835.00			3/31/2021	F
10	a	b.	Replace exit sign batteries with new to provide adequate back-up time.	Number of items	25	2	\$18,000.00			3/31/2021	F
11	a	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	Number of fixtures	24	2	\$12,500.00			3/31/2021	F
12	c	b.	Install a grounding jumper across water meter.	Number of Items	1	2	\$1,000.00			3/31/2021	F
13	e	b.	Replace existing panel boards with new power panels and incorporate additional expansion.	no. of elect. panels	6	2	\$30,000.00			3/31/2021	F
14	e	b.	Replace existing panel board with new power panel with additional expansion and relocate to location with appropriate clearance and not near the sink/water source.	no. of elect. panels	1	2	\$5,500.00			3/31/2021	F
15	e	b.	Furnish and install larger capacity switchboard with a main switch and with adequate space for expansion.	no. of elect. panels	1	2	\$45,000.00			3/31/2021	F
16	f	b.	Furnish and install air handling units, ductwork and controls to provide the ventilation air to the mentioned spaces.	Number of rooms	3	2	\$65,000.00			3/31/2021	F
17	e	b.	Replace existing inoperable exhaust systems and connect to control system.	Number of rooms	2	2	\$15,000.00			3/31/2021	F
18	c	a.	Replace water shut-off enclosure and adjacent concrete sidewalk.	Number of Items	1	2	\$2,150.00			3/31/2017	F
19	e	b.	Replace concrete stoop.	Square feet	120	2	\$4,560.00			3/31/2021	F
20	f	b.	Install concrete stoop. Rebuild adjacent concrete louver light/louwer well structure in Boiler Room 301. Re-grade adjacent landscape area to drain water away from building.	Number of Items	1	2	\$12,600.00			3/31/2021	F
21	a	b.	Repair drainage tile, repair crack in foundation wall and provide waterproofing membrane on foundation wall.	Linear feet	60	2	\$25,415.00			3/31/2021	F
22	b	b.	Remove and re-install perimeter sealant	Linear feet	1150	2	\$15,711.00			3/31/2021	F
23	c	b.	Remove and re-install glazing compound (1200 lf at classrooms +300 lf at other + 170 lf at entry).	Square feet	2420	2	\$40,570.00			3/31/2021	F
24	c	b.	Replace broken glass block units and repoint areas as needed (allow for 15 broken block)	Square feet	200	2	\$25,325.00			3/31/2021	F
25	a	b.	Replace steel lintels in several locations	Number of Lintels	7	2	\$32,710.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
						Original Subtotal	\$561,322.00	Adjusted Subtotal	\$561,322.00		
						Original 10.00% Contingency	\$56,132.20	Adjusted 10.00% Contingency	\$56,132.20		
						Original 10.00% A/E Fees	\$56,132.20	Adjusted 10.00% A/E Fees	\$56,132.20		
						Original Grand Total	\$673,586.40	Adjusted Grand Total	\$673,586.40		

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430				3. FACILITY CODE/NAME PRAIRIE VIEW ELEM SCHOOL				
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	f	a.	Relocate interior doors to Multi-Purpose Room or add additional exit door in corridor.	Number of items	1	2	\$5,025.00			3/31/2017	F
2	c	b.	Adjust door and/or hardware.	Number of doors	12	2	\$4,790.00			3/31/2021	F
3	b	b.	Replace panic type door hardware.	Number of doors	2	2	\$2,250.00			3/31/2021	F
4	e	b.	Replace door & frame. New door assembly to be rated.	Number of doors	1	2	\$3,550.00			3/31/2021	F
5	e	b.	Replace louver with a dampered louver.	Number of louvers	1	2	\$1,100.00			3/31/2021	F
6	e	b.	Install smoke doors in same location. Provide new door frame.	Number of doors	2	1	\$4,900.00			3/31/2021	F
7	f	b.	Replace glazing with safety glazing.	Square feet	6	2	\$1,230.00			3/31/2021	F
8	e	b.	Replace insulation.	Linear feet	10	2	\$2,270.00			3/31/2021	F
9	f	b.	Install lighted exit sign.	Number of fixtures	1	2	\$1,050.00			3/31/2021	F
10	c	b.	Replace door closer.	Number of items	5	2	\$2,950.00			3/31/2021	F
11	c	b.	Replace door closers.	Number of doors	5	2	\$2,950.00			3/31/2021	F
12	e	b.	Replace motorized louver in kind.	Number of items	1	2	\$8,550.00			3/31/2021	F
13	c	b.	Replace sump pump cover.	Number of items	1	2	\$260.00			3/31/2021	F
14	f	b.	Install new exit signs.	Number of fixtures	2	2	\$4,000.00			3/31/2021	F
15	b	b.	Install smoke detectors in specified areas.	Number of fixtures	13	2	\$9,500.00			3/31/2021	F
16	f	b.	Furnish and install new switchboard with main switch and adequate distribution space for future expansion.	No. of devices	1	2	\$45,000.00			3/31/2021	F
17	f	b.	Replace batteries with new to provide sufficient back-up time.	Number of fixtures	16	2	\$15,000.00			3/31/2021	F
18	f	b.	Replace emergency light fixture batteries to provide sufficient amount of back-up time.	Number of fixtures	15	2	\$12,500.00			3/31/2021	F
19	f	b.	Install additional receptacles for computer stations.	No. of devices	24	2	\$4,200.00			3/31/2021	F
20	f	b.	Connect Kitchen exhaust hood fire suppression system to fire alarm system.	No. of fixtures	1	2	\$2,500.00			3/31/2021	F
21	f	b.	Install ground jumper across meter.	No. of devices	1	2	\$1,000.00			3/31/2021	F
22	b	b.	Replace inoperable exhaust systems and connect to control system.	No. of fixtures	4	2	\$15,000.00			3/31/2021	F
23	e	a.	Replace sidewalk adjacent to stoop. Dowel new sidewalk into stoop in select locations.	Square feet	350	2	\$5,450.00			3/31/2017	F
24	e	b.	Rebuild masonry wall in area of lintel. Replace broken brick and re-point area. Patch and paint entry soffit where cracked and damaged.	Square feet	30	2	\$2,325.00			3/31/2021	F
25	e	b.	Replace sealant and glazing compound.	Number of windows	31	2	\$4,000.00			3/31/2021	F
26	c	b.	Repoint masonry joints.	Square feet	106	2	\$4,275.00			3/31/2021	F
27	c	b.	Replace broken bricks and repoint listed areas of masonry.	Square feet	120	2	\$4,950.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
							Original Subtotal		Adjusted Subtotal		
							\$170,575.00		\$170,575.00		
							Original 10.00% Contingency		Adjusted 10.00% Contingency		
							\$17,057.50		\$17,057.50		
							Original 10.00% A/E Fees		Adjusted 10.00% A/E Fees		
							\$17,057.50		\$17,057.50		
							Original Grand Total		Adjusted Grand Total		
							\$204,690.00		\$204,690.00		

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430				3. FACILITY CODE/NAME W W WOODBURY ELEM SCHOOL				
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	c	a.	Repair and/or modify doors, Replace doors that can not be repaired.	Number of items	4	2	\$7,675.00			3/31/2017	F
2	f	b.	Install lavatory in toilet room.	Number of items	3	2	\$9,500.00			3/31/2021	F
3	b	b.	OPEN - CAN'T DELETE ITEM	NA	1	2	\$0.00			3/31/2021	F
4	c	b.	Remove and replace resilient floor tiles in select areas.	Square feet	75	2	\$1,925.00			3/31/2021	F
5	c	b.	Repair and/or modify doors, Replace doors that can not be repaired.	Number of doors	6	2	\$14,673.00			3/31/2021	F
6	e	b.	Replace door and frame.	Number of doors	2	2	\$4,890.00			3/31/2021	F
7	c	b.	Install new door closer	Number of doors	1	2	\$656.00			3/31/2021	F
8	e	b.	Replace doors with properly labeled doors	Number of doors	1	2	\$4,890.00			3/31/2021	F
9	b	b.	Remove abandoned and non-operational plumbing fixtures, patch floor and walls where removed.	No. of fixtures	10	2	\$23,294.00			3/31/2021	F
10	e	b.	Replace pipe insulation.	Linear feet	28	2	\$634.00			3/31/2021	F
11	e	a.	Ceiling fan power circuits shall be run with wiring in conduit and splice connections completed inside a junction box with coverplate.	number of locations	23	2	\$7,500.00			8/31/2017	F
12	c	b.	Replace existing single heating boiler with two high efficiency models and connect to existing heating piping loop. Provide boiler control panel and new circulation pumps.	Number of boilers	2	2	\$150,000.00			3/31/2021	F
13	f	b.	Furnish and install fire alarm notification devices in classrooms, offices and toilet rooms.	Number of devices	29	2	\$35,000.00			3/31/2021	F
14	f	b.	Furnish and install fire alarm pull station devices in classrooms at the exterior exit doors. Furnish and install additional fire detection devices in high risk areas.	Number of devices	16	2	\$7,500.00			3/31/2021	F
15	e	b.	Furnish and install new switchboard with main switch and adequate distribution space for future expansion.	Number of devices	1	2	\$45,000.00			3/31/2021	F
16	e	b.	Replace exit sign batteries with new to provide adequate back-up time.	Number of devices	25	2	\$15,000.00			3/31/2021	F
17	e	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	Number of devices	23	2	\$12,500.00			3/31/2021	F
18	f	b.	Connect Kitchen exhaust hood fire suppression system to fire alarm system.	Number of systems	1	2	\$2,500.00			3/31/2021	F
19	f	b.	Remove cabinet door and shelving to provide required clearance space around and in front of panel.	number of locations	1	2	\$1,500.00			3/31/2021	F
20	f	b.	Install a grounding jumper across both water meters	number of locations	1	2	\$1,000.00			3/31/2021	F
21	e	b.	Replace existing unit ventilators, piping and controls.	Number of unit vents	16	2	\$225,000.00			3/31/2021	F
22	e	b.	Replace inoperable toilet exhaust systems and connect to control system.	Number of systems	4	2	\$15,000.00			3/31/2021	F
23	f	a.	Install five 5' x 5' concrete stoops and step.	Square feet	300	2	\$5,897.00			8/31/2017	F
24	f	a.	Install one 5' x 5' concrete stoop and steps	Square feet	45	2	\$2,040.00			8/31/2017	F
25	e	b.	Replace missing roof edge coping	Linear feet	80	2	\$4,197.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
						Original Subtotal	\$597,771.00	Adjusted Subtotal	\$597,771.00		
						Original 10.00% Contingency	\$59,777.10	Adjusted 10.00% Contingency	\$59,777.10		
						Original 10.00% A/E Fees	\$59,777.10	Adjusted 10.00% A/E Fees	\$59,777.10		
						Original Grand Total	\$717,325.20	Adjusted Grand Total	\$717,325.20		

Items with a Funding Type of 'O' are not included in the cost calculation.
 35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME HERMAN E DUMMER INTERMEDIATE					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	e	a.	Remove existing vinyl nosing. Install new rubber prefabricated stair edge.	linear feet	16	2	\$762.00			3/31/2017	F
2	c	a.	Replace wall anchors to secure handrail to wall.	number of items	1	2	\$160.00			3/31/2017	F
3	c	a.	Repair downspout and patch floor. Patch walls where required for access to downspout.	number of items	1	2	\$1,625.00			3/31/2017	F
4	e	b.	Install new exit door to the exterior on the West wall	number of items	1	2	\$7,123.00			3/31/2021	F
5	e	b.	Replace doors, frame and threshold	number of items	5	2	\$11,219.00			3/31/2021	F
6	c	b.	Replace mortise lockset	number of items	1	2	\$472.00			3/31/2021	F
7	e	b.	Relocate doors at top of stair	number of items	1	2	\$9,036.00			3/31/2021	F
8	f	b.	Install handrail on both sides of stair.	linear feet	14	2	\$1,462.00			3/31/2017	F
9	c	b.	Remove damaged and loose epoxy flooring. Patch to match as needed.	square feet	60	2	\$4,954.00			3/31/2021	F
10	f	b.	Add insulation on lavatory drain and supply piping	number of items	3	2	\$456.00			3/31/2017	F
11	e	b.	Replace door closer	number of items	1	2	\$100.00			3/31/2021	F
12	f	b.	Install wall mounted handrail on each side of stair. Replace center handrail.	linear feet	18	2	\$9,345.00			3/31/2017	F
13	e	b.	Replace door and frame with properly labeled door and hardware	number of items	3	2	\$5,738.00			3/31/2021	F
14	e	c.	OPEN - CAN'T DELETE ITEM	NA	1	1	\$0.00			3/31/2017	O
15	e	b.	Replace casework in kind	linear feet	85	2	\$34,551.00			3/31/2021	F
16	e	b.	Replace door hardware	number of items	1	2	\$1,344.00			3/31/2017	F
17	c	b.	Remove finish flooring in affected area, modify concrete subflooring to be level and even. Re-set floor drain inlet. Re-install finish flooring to match.	square feet	100	2	\$3,861.00			3/31/2021	F
18	c	b.	Remove damaged concrete subfloor, repair and patch finished flooring	linear feet	15	2	\$500.00			3/31/2017	F
19	e	b.	Install ceiling mounted unit vent ducted to the exterior.	number of items	1	2	\$13,263.00			3/31/2021	F
20	e	b.	Relocate door within classroom access area. Replace door and frame. Or, relocate corridor lockers.	Number of doors	1	2	\$5,052.00			3/31/2021	F
21	c	b.	Replace door hardware (mortise)	Number of doors	1	2	\$593.00			3/31/2021	F
22	c	b.	Remove rust from frame. Replace weather-stripping, modify and/or adjust existing doors for smooth operation.	Number of doors	1	2	\$2,120.00			3/31/2021	F
23	c	b.	Remove floor in this area, modify subfloor and patch with new flooring	square feet	25	2	\$1,550.00			3/31/2021	F
24	f	b.	Install exit light.	Number of lights	1	2	\$1,475.00			3/31/2021	F
25	c	b.	Replace doors that were deteriorated and previously removed with new aluminum smoke doors in existing aluminum frame.	Number of doors	2	2	\$8,443.00			3/31/2021	F
26	c	b.	Repair or replace aluminum doors. Replace glazing with safety glazing.	Number of doors	7	2	\$53,582.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
27	f	b.	Install rated doors and frames.	Number of doors	2	2	\$11,400.00			3/31/2021	F
28	c	b.	Modify door to close properly.	Number of doors	1	2	\$656.00			3/31/2021	F
29	c	b.	Replace doors and hardware.	number of items	2	2	\$3,552.00			3/31/2021	F
30	e	b.	Reconfigure east doors to exit directly to corridor.	number of items	1	2	\$11,859.00			3/31/2021	F
31	c	b.	Adjust and/or repair door, frame and hardware. Replace if it cannot be repaired.	Number of doors	1	2	\$1,915.00			3/31/2021	F
32	c	b.	Adjust and/or repair door, frame and hardware. Replace if it cannot be repaired.	Number of doors	1	2	\$1,915.00			3/31/2021	F
33	c	b.	Adjust door and frame or replace.	Number of doors	1	2	\$1,915.00			3/31/2021	F
34	e	b.	Abate asbestos stair tread flooring and install new finish treads.	square feet	220	2	\$6,968.00			3/31/2021	F
36	f	b.	Replace glass in doors.	Number of doors	3	2	\$1,082.00			3/31/2021	F
37	c	b.	Replace exit sign batteries with new to provide adequate back-up time.	number of lights	44	2	\$15,000.00			3/31/2021	F
38	c	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	Number of lights	35	2	\$12,500.00			3/31/2021	F
39	c	b.	Install a grounding jumper across water meter	number of items	1	2	\$1,000.00			3/31/2021	F
40	c	b.	Furnish and install smoke detector and connect to fire alarm system.	number of items	17	2	\$16,000.00			3/31/2021	F
41	e	a.	Rebuild stoop with frost proof foundation	square feet	36	2	\$2,354.00			3/31/2017	F
42	e	b.	Replace concrete stairs.	square feet	300	2	\$83,872.00			3/31/2021	F
43	e	b.	Rebuild stoop with frost proof foundation	square feet	72	2	\$4,297.00			3/31/2021	F
44	e	b.	Replace the concrete stoop with a larger stoop. Regrade adjacent grade for smooth transition.	square feet	36	2	\$2,354.00			3/31/2021	F
45	f	b.	Add three painted metal pipe handrails	No. of Handrails	3	2	\$16,155.00			3/31/2021	F

	Original Subtotal	\$373,590.00	Adjusted Subtotal	\$373,590.00	
	Original 10.00% Contingency	\$37,359.00	Adjusted 10.00% Contingency	\$37,359.00	
	Original 10.00% A/E Fees	\$37,359.00	Adjusted 10.00% A/E Fees	\$37,359.00	
	Original Grand Total	\$448,308.00	Adjusted Grand Total	\$448,308.00	

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430				3. FACILITY CODE/NAME SANDWICH MIDDLE SCHOOL				
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	e	a.	Remove mat, infill concrete subfloor and install new finish floor to match existing conditions.	Square feet	120	2	\$6,230.00			3/31/2017	F
2	f	a.	Install exit light	Number of devices	2	2	\$2,268.00			3/31/2017	F
3	c	b.	Remove damaged portion of wood floor. Patch flooring as needed to match.	Square feet	5	2	\$2,033.00			3/31/2021	F
4	e	b.	Replace aluminum threshold with wider piece and apply sealant around edges.	Linear feet	6	2	\$250.00			3/31/2021	F
5	f	b.	Replace outlet with GFI receptacle	Number of devices	16	2	\$3,150.00			3/31/2021	F
6	f	b.	Install master emergency shut-off for gas. Label individual gas spigot. Label access panel to science room gas main.	Number of devices	4	2	\$22,000.00			3/31/2021	F
8	f	b.	Label individual gas spigot. Label access panel to science room gas main.	Number of devices	4	2	\$1,550.00			3/31/2021	F
9	e	b.	Replace pair of wood doors	No. of Doors	2	2	\$4,263.00			3/31/2021	F
10	e	b.	Repair door, or replace if repair is not possible	No. of Doors	1	2	\$1,900.00			3/31/2021	F
11	c	b.	Replace exit sign batteries with new to provide adequate back-up time.	No. of devices	200	2	\$20,000.00			3/31/2021	F
12	c	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	No. of devices	175	2	\$17,500.00			3/31/2021	F

	Original Subtotal	\$81,144.00	Adjusted Subtotal	\$81,144.00
	Original 10.00% Contingency	\$8,114.40	Adjusted 10.00% Contingency	\$8,114.40
	Original 10.00% A/E Fees	\$8,114.40	Adjusted 10.00% A/E Fees	\$8,114.40
	Original Grand Total	\$97,372.80	Adjusted Grand Total	\$97,372.80

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, DeKalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME SANDWICH COMMUNITY HIGH SCHOOL						14. Estimated Completion Date	15. Funding Type
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment				
1	c	a.	Secure loose 29" square rubber tiles and infill where tiles are missing around perimeter.	No. of floor tiles	12	2	\$2,142.00					8/31/2017	F
2	f	a.	Replace exit fixture.	No. of fixtures	1	2	\$1,202.00					8/31/2017	F
3	e	a.	Replace with new doors and frames	No. of doors	2	2	\$11,148.00					8/31/2017	F
4	f	b.	Infill open areas around joists with UL rated construction for appropriate application.	No. of locations	2	2	\$2,967.00					3/31/2021	F
5	f	b.	Extend CMU wall construction to underside of metal roof deck. Install "fire sealant" at roof deck and wall connection.	Linear feet	11	2	\$2,906.00					3/31/2021	F
6	f	b.	Removed walk-off mat frame. Infill concrete to match existing. Install new finished floor to match existing VCT.	Square feet	84	2	\$3,118.00					3/31/2021	F
7	f	b.	Extend wall construction up do deck (30lf). Replace window frame (22lf) and glazing with properly labeled door assembly.	Linear feet	30	2	\$6,849.00					3/31/2021	F
8	f	b.	Install insulation below lavatory on supply and drain piping.	No. of locations	3	2	\$194.00					3/31/2021	F
9	f	b.	Replace outlets with GFI recepticle.	No. of devices	6	2	\$2,008.00					3/31/2021	F
10	f	b.	Label gas spigots	No. of fixtures	15	2	\$559.00					3/31/2021	F
11	c	b.	Room 005 (2 to exterior), 118 (2 to exterior), 130, 132, 136 (extr), 143 to 145, 143A to 143, 014, Vestibule 014 (4-extr & threshold), Band 110, Boiler 240, 550 (NW dbl doors), Corr. 018 to 017, Equip. 500A	No. of doors	19	2	\$14,744.00					3/31/2021	F
12	a	b.	Rooms: 131, Kitchen Receiving 235, Gym 550 (SE corner), Corr 019 to exterior (north side), Vest 509 to exterior (pair), 530 (pair)	No. of doors	6	2	\$19,400.00					3/31/2021	F
13	f	b.	Doors to corridor from: Rooms 118, 200, 207, 209, 210, Band Rm 110, 250 (6), Vest. 509 (2),	No. of doors	14	2	\$13,083.00					3/31/2021	F
14	f	b.	Replace door and frame with properly labeled door and frame assembly.	No. of doors	2	2	\$4,891.00					3/31/2021	F
15	f	b.	Replace door hardware.	No. of doors	1	2	\$1,618.00					3/31/2021	F
16	c	b.	Replace exit sign batteries with new to provide adequate back-up time.	No. of fixtures	35	2	\$28,000.00					3/31/2021	F
17	c	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	No. of fixtures	30	2	\$22,500.00					3/31/2021	F
18	f	b.	Install a grounding jumper across water meter	No. of locations	1	2	\$1,000.00					3/31/2021	F
19	f	b.	Furnish and install outdoor rated Nema-3R panelboard and re-support properly.	No. of locations	1	2	\$5,500.00					3/31/2021	F
20	f	b.	Locations: Main Office area, Classrooms 127, 129, 131, 133, 126, 132, 122, 124, 123, 125, 120, 121, 118, Prep & Storage & Office, Art Room 116, Offices 128, 130, Library office, study and conference room, Art room adjacent office and toilet rooms, group toilet rooms near Library	No. of devices	36	2	\$36,000.00					3/31/2021	F
21	e	b.	Replace inoperable toilet and locker room exhaust systems and connect to control system.	No. of locations	20	2	\$41,000.00					3/31/2021	F
22	e	a.	Various location at exterior sidewalks: Near Boys Locker room 501 (40lf), sloop near Corridor 001 (50lf), near Band Room 110 (10lf).	Square feet	200	2	\$4,438.00					8/15/2017	F
23	f	b.	Install a concrete stoop at the exterior side of the door.	Square feet	36	2	\$1,810.00					3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
						Original Subtotal	\$227,077.00	Adjusted Subtotal	\$227,077.00		
						Original 10.00% Contingency	\$22,707.70	Adjusted 10.00% Contingency	\$22,707.70		
						Original 10.00% A/E Fees	\$22,707.70	Adjusted 10.00% A/E Fees	\$22,707.70		
						Original Grand Total	\$272,492.40	Adjusted Grand Total	\$272,492.40		

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

Sandwich CUSD #430

Property Owned/Lease Agreements

Owned

1750 E. County Line Road, Sandwich, IL 59.58

Lease Agreements

Lease of Farmland (59.58) to a third party

2021	\$290 per acre
2022	\$290 Acre per acre
2023	\$290 Acre per acre
2024	\$290 Acre per acre

Copy Machine with Marco/cost per year

2021	\$72,412
2022	\$72,412
2023	\$72,412
2024	\$72,412
2025	\$72,412

PAYMENTS TO PERSON, FIRM, OR CORPORATION OVER \$2,500 EXCLUDING WAGES AND SALARIES
 If no payments were made, put "None" in "Person..." column and "0" in "Aggregate" column.

#ERROR! District
 Phone
 Office Hours

2023

This listing must be published in the local newspaper.

Person, Firm, or Corporation	Aggregate Amount	Person, Firm, or Corporation	Aggregate Amount
5-B'S CATERING SERVICE	\$3,072.00	IHG HOTEL	\$4,098.90
ABC FIRE & SAFETY, INC	\$3,754.00	ILLINOIS COUNTIES RISK	\$140,067.50
ACADEMIC THERAPY PUBLICATIONS	\$16,414.20	ILLINOIS PRINCIPALS ASSOC	\$2,571.50
AED SUPERSTORE	\$2,667.55	ILLINOIS TOLLWAY	\$3,098.25
ALAN ENVIRONMENTAL PROD	\$3,833.64	ILLUMINATE EDUCATION INC	\$25,590.50
AMAZON CAPITAL SERVICE	\$5,842.03	IMAGINE LEARNING LLC	\$63,728.50
AMERICAN CAPITAL FINANCIAL SERVICES, INC.	\$14,152.00	INCIDENT IQ LLC	\$7,103.53
AMERICAN TIME	\$2,744.15	INDIAN VALLEY VOCATIONAL	\$343,904.66
AMPLIFIED IT LLC	\$9,680.00	INTEGRATED CONTROL TECHNOLOGIES	\$9,250.00
APPLE INC	\$5,480.00	INTERSTATE 8 CONFERENCE	\$7,242.48
ARBOR MANAGEMENT INC	\$541,779.80	INTER-STATE STUDIO & PUBLISHING CO.	\$2,638.50
ARNESON OIL CO.	\$201,657.47	INTRADO INTERACTIVE SERVICES CORPORATION	\$10,106.25
ARNESON TIRE CENTER, INC	\$13,436.20	IPRF	\$100,141.00
ARTHUR J GALLAGHER	\$24,431.00	IXL LEARNING	\$12,293.00
ASCENSUS	\$5,564.44	KARSTA ERICKSON	\$6,081.87
AVI SYSTEMS INC	\$5,903.53	KISHWAUKEE ED CONSORTIUM	\$33,022.00
B.E. PUBLISHING	\$2,783.38	K-LOG INC	\$17,185.65
BAND TODAY	\$4,977.00	KRIHA BOUCEK	\$4,313.00
BARBIZON LIGHT OF NEW ENGLAND	\$2,877.50	KS STATEBANK	\$53,127.90
BASE SOLUTIONS LLC	\$32,540.00	LAKESHORE LEARNING MATERIALS	\$22,095.99
BEHAVIORAL PERSPECTIVE INC	\$53,556.50	LEARNING A - Z	\$2,765.00
BIG ROCK AUTO REBUILDERS	\$5,422.58	LEO'S TROPHYS GIFTS & ENGRAVING	\$7,557.62
BLICK ART MATERIALS	\$6,928.41	LEXIA LEARNING SYSTEMS	\$64,319.00

BLOCKS! LLC	\$40,465.25	LIGHTED WAY ASSOC. INC.	\$61,466.67
BLUE CROSS AND BLUE SHIELD OF ILLINOIS	\$3,095,722.60	LITERACY RESOURCES LLC	\$2,817.36
BMO HARRIS	\$60,709.00	LITTLE FRIENDS INC	\$622,452.24
BSN SPORTS INC	\$13,015.26	LYLE HYATT CO., INC	\$26,488.17
BUREAU OF EDUCATION AND	\$2,940.00	LYNN G HASKIN ACTIVITY	\$2,878.22
CAMELOT THERAPEUTIC SCHOOLS	\$566,033.63	MACK & ASSOCIATES PC	\$19,235.00
CAPITAL ONE TRADE CREDIT	\$13,553.57	MARCO TECHNOLOGIES LLC	\$9,707.49
CDW GOVERNMENT INC	\$157,663.16	MARCO TECHNOLOGIES LLC	\$84,216.52
CENGAGE LEARNING INC/GALE	\$6,623.88	MARKLUND	\$115,755.57
CENTER FOR PSYCHOLOGICAL	\$23,550.00	MCMASTER-CARR SUPPLY CO	\$2,893.46
CENTRAL STATES BUS SALES INC	\$68,722.23	MENARDS-YORKVILLE	\$4,711.91
CENTRAL STATES BUS SALES	\$16,466.94	METLIFE INSURANCE COMPANY	\$189,501.24
CHILDREN'S HABILITATION CENTER	\$24,261.16	METRONET	\$11,427.00
CITY OF SANDWICH	\$62,147.76	MOLLIE MINARD	\$2,656.38
CMS COMMUNICATIONS INC	\$3,194.34	NAPERVILLE PSYCH VENTURES	\$3,806.40
COMMERCIAL ACCOUNTS RECEIVABLE	\$9,000.00	NASCO	\$2,669.76
COMMUNITY DISPOSAL SRVCS	\$22,977.00	NCS PEARSON INC	\$2,853.91
COMMUNITY UNIT SCHOOL DISTRICT # 308	\$107,637.06	NEWS 2 YOU	\$8,802.25
CONNOR CO.	\$70,155.13	NIA	\$422,045.63
CONSTELLATION NEW ENERGY, INC	\$140,404.73	NICOR GAS	\$43,192.35
CONSTELLATION NEW ENERGY	\$57,185.20	NOTABLE INC	\$18,270.00
CORPORATE BILLING LLC	\$3,251.00	OMBUDSMAN	\$148,548.96
CORRECT ELECTRIC INC	\$9,404.33	PCIA LLC	\$2,995.59
CORRECT MONITORING SRVCS	\$7,260.00	PEOPLES NATIONAL BANK OF KEWANEE	\$523,452.50
CRESCENT ELECTRIC	\$9,213.97	PERMA-BOUND	\$5,424.86
CRISIS PREVENTION INSTITUTE	\$8,822.50	PEST CONTROL	\$5,400.00
CURRAN CONTRACTING CO.	\$90,195.00	PITNEY BOWES BANK INC	\$7,000.00
DEARBORN LIFE INSURANCE COMPANY	\$23,664.75	PITNEY BOWES	\$3,929.28
DEKALB COUNTY COLLECTOR	\$3,990.73	PMA FINANCIAL NETWORK	\$1,000,000.00
DEKALB COUNTY	\$3,384.74	PRAIRIE VIEW ACTIVITY FUND	\$12,636.98
DELANO'S HOME DECORATING	\$2,673.45	PROJECT LEAD THE WAY	\$4,150.00

DISCOVERY EDUCATION	\$3,400.00	PROSHRED CHICAGO	\$3,425.45
DREAMBOX LEARNING	\$18,205.00	REGIONAL OFFICE OF	\$11,946.33
EASTERSEALS	\$65,362.64	RIVERSIDE INSIGHTS	\$3,787.80
ELBURN NAPA, INC	\$11,392.76	ROSS MECHANICAL GROUP	\$30,794.50
ELENS & MAICHIN ROOFING & S/M INC	\$307,100.00	RUNCO OFFICE SUPPLY	\$35,394.67
EMBRACE EDUCATION	\$13,392.20	S.E.A.L. SOUTH INC	\$71,999.34
EMS LINQ INC	\$6,469.00	SANDWICH HIGH SCHOOL	\$34,631.54
EVOLVE CYBER INSURANCE SERVICES LLC	\$17,129.00	SANDWICH HIGH SCHOOL	\$27,594.51
EXPLORE LEARNING	\$11,862.00	SAVVAS LEARNING COMPANY LLC	\$8,775.00
FAMILY ZONE INC	\$8,296.20	SCHOLASTIC	\$10,024.04
FIRM SYSTEMS	\$2,668.00	SCHOOL HEALTH CORPORATION	\$3,256.40
FIRST NAT'L BANK OF OMAHA	\$3,096,038.78	SCHOOL SPECIALTY INC.	\$4,872.92
FLINN SCIENTIFIC INC	\$3,421.98	SCREENCASTIFY	\$10,920.00
FNIC	\$6,975.00	SECURITY BUILDERS SUPPLY	\$48,415.14
FOLLETT CONTENT SOLUTIONS LLC	\$4,055.45	SEESAW LEARNING, INC.	\$3,300.00
FOLLETT SCHOOL SOLUTIONS	\$8,306.52	SHANE DARNELL	\$2,578.28
FRONTIER	\$53,181.84	SHAW MEDIA	\$2,978.81
FRONTLINE TECHNOLOGIES	\$21,159.25	SMS ACTIVITY FUND	\$5,645.07
GIANT STEPS	\$154,058.64	SMS REFEREE ACCOUNT	\$6,972.00
GOLDIE B FLOBERG CENTER	\$142,322.00	SOLUTION TREE	\$21,239.00
GRANCO FS INC	\$4,320.70	SPECIAL EDUCATION SERVICES	\$30,405.69
GROOT INC	\$7,004.98	ST MANAGEMENT	\$9,161.76
GROWING LEADERS INC	\$3,513.00	STAGERIGHT	\$16,742.00
GUIDING LIGHT ACADEMY	\$95,384.86	STAHL 'S SRVC & REPAIR INC	\$93,161.35
HARTMAN CONCRETE INC	\$32,268.00	STAR AUTISM SUPPORT	\$4,738.80
HEARTLAND BANK & TRUST CO	\$268,815.00	STATE SUPPLY	\$5,301.60
HERMAN E. DUMMER	\$8,085.47	STR BUILDING RESOURCES LLC	\$24,984.00
HORTICULTURAL SPECIALTIES	\$102,290.74	STR PARTNERS LLC	\$37,544.68
HUDL	\$7,097.00	SUNRISE SOUTHWEST LLC	\$33,197.27
IASB	\$8,888.00	SUNSET RIDGE SCHOOL DISTRICT 29	\$5,000.00
IDEAL ENVIRONMENTAL	\$12,128.73	SWEETWATER EDUCATION	\$17,361.07

SYCAMORE HIGH SCHOOL	\$5,700.00
SYNDEO NETWORKS, INC	\$23,400.00
THE CINCINNATI INSURANCE COMPANY	\$3,075.00
THE HOME DEPOT PRO	\$5,418.22
THE HOME DEPOT PRO	\$75,266.89
THE LINCOLN NATIONAL	\$4,643.64
THE MUSIC SHOPPE	\$10,107.49
THE SCHOOL PLANNER CO.	\$5,114.52
THERMO SYSTEMS	\$21,800.00
TRS	\$7,776.87
TYLER TECHNOLOGIES INC	\$36,596.14
VERIZON WIRELESS	\$33,828.66
VILLAGE ACE HARDWARE	\$21,149.61
VISTA LEARNING NFP	\$4,491.00
VSP OF ILLINOIS NFP	\$57,626.92
WALDEN'S LOCK SERVICE	\$3,706.20
WHOLE PHONICS	\$8,813.94
WILLIAM V MACGILL & CO.	\$2,913.52
WILSON LANGUAGE TRAINING	\$26,438.88
XELLO	\$3,275.00

PAYMENTS TO PERSON, FIRM, OR CORPORATION OVER \$2,500 EXCLUDING WAGES AND SALARIES

If no payments were made, put "None" in "Person..." column and "0" in "Aggregate" column.

2022

#ERROR! District
Phone
Office Hours

This listing must be published in the local

Person, Firm, or Corporation	Aggregate Amount
ABC FIRE & SAFETY, INC	\$3,948.50
ACACIA ACADEMY	\$7,065.14
AGPARTSWORLDWIDE INC	\$6,112.50
ALAN ENVIRONMENTAL PROD	\$3,780.41
AMAZON CAPITAL SERVICE	\$4,724.41
AMERICAN CAPITAL FINANCIAL SERVICES, INC.	\$14,152.00
APPLE INC	\$6,480.00
ARBOR MANAGEMENT INC	\$655,044.77
ARNESON OIL CO.	\$195,072.91
ARNESON TIRE CENTER, INC	\$6,607.34
ASCENSUS TRUST RET PLAN	\$7,000.00
ASCENSUS dba:	\$2,591.33
ATI PHYSICAL THERAPY INVOICING dba:	\$26,000.00
AUTO-JET MUFFLER	\$2,631.21
B & H PHOTO-VIDEO dba:	\$7,967.06
BARBIZON CHICAGO	\$9,067.06
BAYMONT INN & SUITES	\$2,840.20
BIG ROCK AUTO REBUILDERS	\$2,939.69
BLICK ART MATERIALS	\$7,542.48
BLUE CROSS AND BLUE SHIELD OF ILLINOIS	\$2,826,803.29
BMO HARRIS	\$73,985.82
BOLAJI ADEOTI	\$2,576.61
BSN SPORTS INC	\$12,589.85

Person, Firm, or Corporation	Aggregate Amount
LEARNING A - Z	\$3,982.35
LEO'S TROPHYS GIFTS & ENGRAVING	\$7,697.72
LEXIA LEARNING SYSTEMS dba:	\$32,000.00
LIGHTED WAY ASSOC. INC.	\$53,730.89
LITE CONSTRUCTION	\$51,585.40
LITTLE FRIENDS INC	\$479,380.84
LTR TUTORING ASSOCIATES LLC	\$2,925.00
LYLE HYATT CO., INC	\$36,558.25
MACK & ASSOCIATES PC	\$15,350.00
MACMILLAN HOLDINGS LLC	\$2,806.70
MARCO TECHNOLOGIES LLC	\$9,174.04
MARCO TECHNOLOGIES LLC	\$78,816.52
MARKLUND	\$80,869.66
MCMASTER-CARR SUPPLY CO	\$3,278.79
MENARDS-YORKVILLE	\$8,862.51
METLIFE INSURANCE COMPANY	\$184,478.29
METRO FIBERNET LLC	\$5,713.50
MICKEY WILSON WEILER	\$9,919.50
MUSIC THEATRE INTERNATIONAL	\$2,530.06
NAPERVILLE PSYCH VENTURES	\$3,182.40
NCS PEARSON INC	\$2,933.19
NEFF COMPANY	\$4,606.37
NEWS 2 YOU	\$4,491.84

CAMELOT THERAPEUTIC SCHOOLS	\$256,588.55
CAMELOT THERAPEUTIC	\$67,925.72
CDW GOVERNMENT INC	\$385,387.83
CENGAGE LEARNING dba:	\$6,308.46
CENTER FOR PSYCHOLOGICAL	\$7,000.00
CENTRAL STATES BUS SALES INC dba:	\$74,500.00
CENTRAL STATES BUS SALES	\$18,677.67
CHILDREN'S HABILITATION CENTER	\$22,055.60
CHILDREN'S HABILITATION CENTER	\$5,356.36
CIPAFILTER	\$6,787.20
CITY OF SANDWICH	\$25,926.13
COGNIA INC.	\$11,400.00
COMCAST CABLE	\$7,948.12
COMMERCIAL ACCOUNTS RECEIVABLE	\$9,000.00
COMMITTEE FOR CHILDREN	\$11,604.60
COMMUNITY DISPOSAL SRVCS	\$29,397.00
CONSTELLATION NEW ENERGY, INC	\$219,828.06
CONSTELLATION NEW ENERGY	\$49,543.87
CORPORATE BILLING LLC	\$2,881.00
CORRECT ELECTRIC INC	\$10,688.75
CORRECT MONITORING SRVCS	\$7,260.00
CRISIS PREVENTION INSTITUTE dba:	\$6,952.90
CURRAN CONTRACTING CO.	\$50,000.00
DAN FORD	\$3,369.96
DEARBORN LIFE INSURANCE COMPANY	\$23,338.98
DEKALB ADVANCEMENT	\$23,400.00
DEKALB COUNTY COLLECTOR	\$3,845.57
DREAMBOX LEARNING	\$2,900.00
EASTERSEALS	\$67,351.90
EDGEBROOK GOLF COURSE	\$4,560.00
EDGENUITY INC	\$39,100.00

NIA	\$278,072.55
NICK'S EMERGENCY LIGHTING & MORE	\$5,877.80
NICOR GAS	\$38,456.11
O'NEILL GLASS & MIRROR	\$3,015.84
OFFICE PRODUCTS PROFESSIONALS LLC	\$40,765.20
OMBUDSMAN	\$97,960.36
OTIS ELEVATOR COMPANY	\$2,539.76
PACIFIC ONE SOURCE INC	\$14,699.45
PARKLAND PREPARATORY	\$69,261.88
PARTNERS 4 RESULTS	\$3,570.00
PCIA LLC	\$4,949.28
PEERLESS FENCE	\$3,367.88
PEOPLES NATIONAL BANK OF KEWANEE	\$42,604.39
PERMA-BOUND	\$4,663.83
PITNEY BOWES dba:	\$3,929.28
PROJECT LEAD THE WAY	\$5,237.50
PURCHASE POWER	\$4,500.00
QUIK-KILL PEST ELIMINATOR	\$5,908.00
READING PLUS	\$10,050.00
REALLY GOOD STUFF INC	\$2,549.00
REGIONAL OFFICE OF	\$9,241.00
RIVERSIDE INSIGHTS	\$2,806.05
ROCKFORD PUBLIC SCHOOLS #205	\$3,000.27
ROSS MECHANICAL GROUP	\$28,342.50
RTI	\$41,750.00
RUNCO OFFICE SUPPLY	\$63,657.64
S.E.A.L. SOUTH INC	\$15,974.00
SANDWICH ECONOMIC	\$3,750.00
SANDWICH HIGH SCHOOL	\$24,206.22
SANDWICH HIGH SCHOOL	\$21,473.75
SAVVAS LEARNING COMPANY LLC	\$133,028.06

ELBURN NAPA, INC	\$15,294.24
EMBRACE EDUCATION	\$12,594.78
EXPLORE LEARNING	\$11,862.00
FIRST AGENCY, A GALLAGHER	\$24,431.00
FIRST NAT'L BANK OF OMAHA dba:	\$3,375,517.41
FIRST NATL BANK	\$3,657.63
FIRST STUDENT INC	\$5,023.20
FNIC	\$7,800.00
FNIC	\$11,477.00
FOLLETT CONTENT SOLUTIONS LLC dba:	\$12,377.02
FORECAST5 ANALYTICS, INC	\$10,056.00
FRONTIER	\$52,344.61
FRONTLINE TECHNOLOGIES	\$5,985.00
GIANT STEPS	\$38,172.96
GLOBAL EQUIPMENT CO.	\$9,322.60
GOLDIE B FLOBERG CENTER	\$126,778.24
GRAINCO FS INC	\$3,613.33
GROWING LEADERS INC	\$3,960.00
GUIDING LIGHT ACADEMY dba:	\$88,820.12
HEARTLAND BANK & TRUST CO	\$753,346.25
HERMAN E. DUMMER	\$14,668.04
HORTICULTURAL SPECIALTIES	\$111,811.69
HUDL	\$6,899.00
IASB	\$8,798.00
IL STATE BD OF EDUCATION	\$13,840.00
ILLINOIS COUNTIES RISK	\$120,566.00
ILLINOIS TEACHERS' RETIREMENT	\$38,322.01
ILLINOIS TOLLWAY	\$4,135.85
ILLUMINATE EDUCATION INC	\$13,632.50
IMAGINE LEARNING LLC	\$3,800.00
INCIDENT IQ LLC	\$7,864.99

SCHOLASTIC	\$6,754.43
SCHOLASTIC	\$8,129.22
SCHOOL HEALTH CORPORATION	\$13,507.67
SCHOOL SPECIALTY INC.	\$8,361.05
SCREENCASTIFY dba:	\$10,500.00
SECURITY BUILDERS SUPPLY	\$31,501.39
SEESAW LEARNING, INC.	\$3,025.00
SMS ACTIVITY FUND	\$5,017.35
SMS REFEREE ACCOUNT	\$7,612.00
SOMONAUK CUSD #432	\$3,900.00
SPECIAL EDUC SYSTEMS INC	\$4,598.37
SPECIAL EDUCATION SERVICES dba:	\$16,933.82
SPECIALIZED DATA SYSTEMS dba:	\$6,887.50
SPOT COOLERS	\$22,200.75
STAHL'S SRVC & REPAIR INC	\$127,141.70
STAR AUTISM SUPPORT	\$6,780.50
STATE SUPPLY	\$10,003.37
STR PARTNERS LLC	\$28,196.66
SUNRISE SOUTHWEST LLC	\$26,823.88
SWEET SENSATIONS	\$6,566.00
SWEETWATER EDUCATION	\$10,102.45
SYNDEO NETWORKS, INC	\$23,581.48
TEBRUGGE ENGINEERING	\$5,887.00
THE HOME DEPOT PRO	\$39,962.19
THE HOME DEPOT PRO	\$16,466.52
THE HOME DEPOT PRO dba:	\$15,809.94
THE LINCOLN NATIONAL	\$4,647.84
THE MUSIC SHOPPE	\$41,576.42
THE PRINT SHOP	\$5,212.75
THE SCHOOL PLANNER COMPANY	\$4,696.31

INDIAN VALLEY VOCATIONAL	\$342,183.60
INTERSTATE 8 CONFERENCE	\$6,048.80
INTRADO INTERACTIVE SERVICES CORPORATION	\$10,000.00
IPEVO INC	\$16,597.73
IPRF	\$97,746.00
ISBE	\$22,463.30
ITSAVVY LLC	\$10,442.00
IXL LEARNING	\$24,599.00
JENDY SOLUTIONS	\$3,360.70
JOSTENS INC	\$3,811.03
JUSTIN HEINEKAMP	\$4,596.34
KARSTA ERICKSON	\$6,737.96
KINSEL'S COLLISION CENTER	\$9,013.71
KISHWAUKEE ED CONSORTIUM	\$27,732.00
KS STATEBANK	\$53,127.90
LAKESHORE dba:	\$11,498.78

THERMO SYSTEMS	\$8,113.00
TIERNEY	\$3,340.00
TRANSFER OF FUNDS	\$48,270.09
TRS	\$20,948.60
TYLER TECHNOLOGIES INC	\$52,229.26
VALLEY WEST COMMUNITY HOS	\$3,053.00
VERIZON WIRELESS	\$35,466.24
VILLAGE ACE HARDWARE	\$23,179.81
VISTA LEARNING NFP	\$4,740.00
VSP OF ILLINOIS NFP	\$56,229.87
WALMART	\$3,500.00
WENGER CORPORATION dba:	\$4,259.80
WILD CARROT COOKING dba:	\$2,800.00
WILSON LANGUAGE TRAINING	\$37,416.00
XELLO	\$3,225.00
YORKVILLE CUSD #115	\$48,296.16