



BOARD OF EDUCATION MEETING AGENDA

I. ROLL CALL AND DECLARATION OF QUORUM

II. PLEDGE OF ALLEGIANCE

III. INVOCATION; (The Board of Education begins each meeting with an Invocation. Citizens or parents with children in attendance, who do not wish to participate, may wait outside the Board Room until after the Board moves to Item IV, Public Comment.)

- ♦ Pastor Jarad Corzine with Unity Baptist Church will offer the invocation.

IV. PUBLIC COMMENT; (The Granite City Board of Education welcomes visitors – including employees, students, parents and other citizens – to its regular meetings. To accommodate the public, certain rules have been established. Any person wishing to give Public Comment(s) during a regular or special Board of Education meeting is encouraged to register with the Superintendent's Office prior to the meeting. Any person may comment to the School Board (public participation), subject to the reasonable constraints established and recorded in the guidelines below. During public participation, there will be a 20-minute minimum total length of time for any one subject. When public participation takes less time than these minimums, it shall end. To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board President.
2. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to five minutes.
3. Observe, when necessary and appropriate, the Shortening of the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak;
4. Conduct oneself with respect and civility toward others. Petitions or written correspondence to the Board shall be presented to the Board in the next regular Board packet.
5. To maintain confidentiality, the BOE asks that any matters concerning personnel or students be communicated to the BOE privately.

The public should not expect a Board response during Public Comment. There may be discussion by the Board concerning Public Comment when the issue is addressed on the Agenda.

Please send any public comment requests/statements to any of the following individuals by 12PM on Thursday, July 17, 2025:

Donald J. Harris, Ed.D., Superintendent of Schools; superintendent.office@gcsd9.net

Eric Stacy, President, Board of Education; eric.stacy@gcsd9.net

Cory Ervay, Executive Secretary to the Superintendent; cory.ervay@gcsd9.net

A. EVENING ACADEMY PRESENTATION;

Dr. David Keel, Executive Director of Educational Operations
Marvin Battle, GCHS Assistant Principal

V. MINUTES;

- A. Approval of the Minutes of the Regular Meeting of the Board of Education held on June 24, 2025. {available upon request}
- B. Approval of the Minutes of the Special Meeting of the Board of Education held on July 8, 2025. {available upon request}

VI. CONSENT AGENDA; (The Consent Agenda contains those items that are repetitive and routine in nature. Any member may make a motion to approve the Consent Agenda or request that any of the items be moved to Section VII for individual discussion and consideration.) Consent Agenda items are listed below and on the GCSD9 website.

A. Bill List; (1)

Bill List from June 18, 2025 - June 30, 2025
{available upon request}

Bill List from July 1, 2025 - July 15, 2025
{available upon request}

B. Misc; (1-10)

FY25 Administrator and Teacher Salary Benefits Report
{available upon request}

VII. CONSIDERATION OF ITEMS REMOVED FROM THE CONSENT AGENDA

VIII. RECOMMENDATIONS AND COMMUNICATIONS - HUMAN RESOURCES

- A. Rescind Retirements and Resignations; (11)
- B. Retirements and Resignations; (11)
- C. Leaves of Absence; (11)
- D. Recommendation for Coolidge Junior High School Library Aide for the 2025-2026 School Year; (12)
- E. Recommendations for Granite City High School Student Workers {Co-Ops} for the 2025-2026 School Year; (13)
- F. Recommendation to Rescind Extracurricular Assignment for the 2025-2026 School Year; (14)
- G. Extracurricular Resignations for the 2025-2026 School Year; (15)
- H. Extracurricular Recommendations for the 2025-2026 School Year; (16)
- I. Recommendation for Substitute Pay Rates Increase; (17-18)
- J. Certified and Classified Substitutes for the 2025-2026 School Year; (19-20)
- K. Policies; (21-25)
- L. Employments; 2025-2026
 - 1. Employment of Two {2} GCSD9 Athletic Trainers for the 2025-2026 School Year; (26)
 - 2. Employment of Two {2} Special Education Paraprofessionals for the 2025-2026 School Year; (27)
 - 3. Employment of Three {3} Elementary School Teachers for the 2025-2026 School Year; (28)

IX. OLD BUSINESS; N/A

X. NEW BUSINESS;

- A. Hearing Officers for the 2025-2026 School Year; (29)
- B. Evening Academy Assignments Fall 2025-2026; (30)
- C. 2025-2026 Student Handbooks for ALL Schools; (31)
- D. GCHS 6th Hour Assignment; (32)
- E. Paper Supplies Bid #1-26; (33)
- F. Title I Aides; (34)
- G. School Improvement Plans FY26; (35)
- H. GCHS Roof Replacement; (36)
- I. MOU for Metal Detectors with Certified Staff; (37-39)

XI. REPORTS AND OTHER COMMUNICATIONS;

1. Administrative Reports and Updates

- A. Freedom of Information Act Requests; {FOIA}; (40)
{for review only, no vote}

XII. EXECUTIVE SESSION

Exceptions noted under 5 ILCS 120/2 Open Meetings:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body; 2(c)(1)
- Student disciplinary matters; 2(c)(9)
- The purchase or lease of real property for use by the public body; or setting price thereof; 2(c)(5)(6)
- Collective bargaining matters between the public body and its employees or their representatives; and 2(c)(2)
- Litigation, when an action against, affecting or on behalf of the particular public body has been filed...is probable or imminent; 2(c)(11)
- To discuss school building safety and security and security procedures. 2(c)(8); and
- Student Safety; 2(c)(8)

XIII. EXECUTIVE SESSION MINUTES;

- A. Approval of the Executive Session Minutes of the Regular Meeting of the Board of Education held on June 24, 2025. {available upon request}
- B. Approval of the Executive Session Minutes of the Special Meeting of the Board of Education held on July 8, 2025. {available upon request}

VIII. SETTING OF THE AGENDA;

- A. AUGUST 26, 2025 REGULAR BOARD OF EDUCATION MEETING

IX. ADJOURNMENT

VI - A - 1 BILL LIST FROM JUNE 18, 2025 - JULY 15, 2025

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: ZACK SUHRE, CHIEF SCHOOL BUSINESS OFFICIAL
RE: BILL LIST FROM JUNE 18, 2025 - JULY 15, 2025
DATE: JULY 22, 2025

{available upon request}

VI - A - 2 BILL LIST FROM JULY 1, 2025 - JULY 15, 2025

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: ZACK SUHRE, CHIEF SCHOOL BUSINESS OFFICIAL
RE: BILL LIST FROM JULY 1, 2025 - JULY 15, 2025
DATE: JULY 22, 2025

{available upon request}

VI - B FY25 ADMINISTRATOR AND TEACHER SALARY BENEFITS REPORT

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: ZACK SUHRE, CSBO, DIRECTOR OF FINANCE
RE: FY25 ADMINISTRATOR AND TEACHER SALARY BENEFITS REPORT
DATE: JULY 22, 2025

Authorization is requested post the 2024-2025 Teacher and Administrator Salary Report on the website to meet the requirement of Sections 10-20.47 and 34-18.38 of the School Code [105 ILCS 5/10-20.47 and 5/34-18.38].

Approval is recommended.

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

7/14/2025 2:37 pm

Granite City CUSD 9
3200 Maryville Rd, Granite City, IL 62040
410570090260000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
AKEMAN, STEVEN JOSEPH	200-Teacher	\$96,387.00	1.00	0	29	\$0.00	\$0.00	\$10,242.20	\$17,254.32
ALBERS, SHARON B	200-Teacher	\$96,387.00	1.00	0	24	\$0.00	\$0.00	\$10,242.20	\$16,494.61
ALBRECHT, DENISE R	200-Teacher	\$96,387.00	1.00	0	29	\$0.00	\$0.00	\$10,242.20	\$10,078.32
ALEXANDER, CHAD EVERRETT	200-Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.93	\$21.27
ALEXANDER, SHEILA R	200-Teacher	\$93,468.00	1.00	0	14	\$0.00	\$0.00	\$9,932.27	\$17,254.32
ANDERSON, JEFFREY R	250-Special Education Teacher	\$93,406.14	1.00	0	29	\$0.00	\$0.00	\$9,925.77	\$10,078.32
ANDERSON, JOSHUA D	200-Teacher	\$89,293.00	1.00	0	19	\$0.00	\$0.00	\$9,488.69	\$17,254.32
ANDREWS, TIFFANY ANN	250-Special Education Teacher	\$65,254.00	1.00	0	20	\$0.00	\$0.00	\$6,934.20	\$10,078.32
ANTONOVICH-MERZ, KIMBERLY S	200-Teacher	\$94,963.00	1.00	0	19	\$0.00	\$0.00	\$10,091.13	\$17,254.32
APPERSON, ANDREA R	200-Teacher	\$93,375.00	1.00	0	20	\$0.00	\$0.00	\$9,922.37	\$17,254.32
ATER, HEATHER A	200-Teacher	\$73,996.00	1.00	0	14	\$0.00	\$0.00	\$7,862.92	\$17,254.32
BACUS, SARAH ADLER	610-Resource Teacher Elementary	\$49,148.00	1.00	0	14	\$0.00	\$0.00	\$5,222.62	\$10,078.32
BAILEY, AIMEE E	610-Resource Teacher Elementary	\$82,313.00	1.00	0	20	\$0.00	\$0.00	\$8,746.93	\$16,308.74
BAILEY, KIMBERLY A	200-Teacher	\$49,253.00	1.00	0	14	\$0.00	\$0.00	\$5,233.79	\$10,078.32
BAILEYGAINES, AMBER N	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$17,254.32
BAMERT, KACIE MEGHAN	200-Teacher	\$61,429.86	1.00	0	14	\$0.00	\$0.00	\$6,527.83	\$16,317.47
BARRIOS, HEATHER S	200-Teacher	\$93,468.00	1.00	0	14	\$0.00	\$0.00	\$9,932.27	\$10,078.32
BAISON, JODY L	103-Principal	\$165,256.12	0.81	0	33	\$0.00	\$0.00	\$17,560.93	\$17,452.12
BATTLE, MARVIN L	104-Assistant Principal	\$101,933.00	0.81	0	15	\$0.00	\$0.00	\$10,831.86	\$10,189.18
BECKWITH, OLIVIA YOLANDE	200-Teacher	\$46,997.00	1.00	0	14	\$0.00	\$0.00	\$4,994.07	\$22.32
BELL, SARA D	200-Teacher	\$93,375.00	1.00	0	24	\$0.00	\$0.00	\$9,922.37	\$10,078.32
BENNETT, GAYLA	250-Special Education Teacher	\$93,468.00	1.00	0	29	\$0.00	\$0.00	\$9,932.27	\$9,804.37
BENOIT, JENNIFER	200-Teacher	\$88,857.00	1.00	0	24	\$0.00	\$0.00	\$9,442.15	\$10,078.32
BIEWALD, ELIZABETH A	200-Teacher	\$96,387.00	1.00	0	29	\$0.00	\$0.00	\$10,242.20	\$17,254.32
BLADDICK, HOLLY R	200-Teacher	\$86,264.00	1.00	0	18	\$0.00	\$0.00	\$9,166.81	\$9,717.12
BLOMME, JODI L	250-Special Education Teacher	\$91,996.00	1.00	0	19	\$0.00	\$0.00	\$9,775.74	\$17,254.32
BOIVIN, ALEXANDRIA MARIE	200-Teacher	\$54,095.00	1.00	0	14	\$0.00	\$0.00	\$5,748.33	\$15,881.32
BOSWORTH, COURTNEY L	200-Teacher	\$91,996.00	1.00	0	14	\$0.00	\$0.00	\$9,775.74	\$17,254.32
BOUSHARD, JOHN C	200-Teacher	\$92,112.94	1.00	0	29	\$0.00	\$0.00	\$9,788.21	\$17,254.32
BOUSHARD, MELISSA K	200-Teacher	\$94,869.00	1.00	0	29	\$0.00	\$0.00	\$10,080.98	\$10,078.32

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Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
BOW, NICOLE MARIE	202-Bilingual Education Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.91	\$17,254.32
BOYCE, ASHLEY N	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$16,308.42
BOYD, ANN MARIE	200-Teacher	\$54,908.00	1.00	0	14	\$0.00	\$0.00	\$5,834.65	\$10,078.32
BOYD, KIMBERLY ELIZABETH	200-Teacher	\$59,413.00	1.00	0	14	\$0.00	\$0.00	\$6,313.31	\$17,189.46
BOYD, TIFFANY M	250-Special Education Teacher	\$93,468.00	1.00	0	29	\$0.00	\$0.00	\$9,932.27	\$10,078.32
BOYER, ELIZABETH H	250-Special Education Teacher	\$94,809.58	1.00	0	39	\$0.00	\$0.00	\$10,074.75	\$10,078.32
Boyer, Stephanie Lynn	153-Special Education Supervisor	\$139,043.00	1.00	0	33	\$0.00	\$0.00	\$14,775.02	\$17,405.66
BOZARTH-DOWNING, ALLISON J	200-Teacher	\$93,375.00	1.00	0	14	\$0.00	\$0.00	\$9,922.37	\$16,182.90
BRAGG, ROBERT T	200-Teacher	\$61,343.00	1.00	0	14	\$0.00	\$0.00	\$6,518.45	\$15,867.42
BRANTLEY, TARA A	200-Teacher	\$54,095.00	1.00	0	14	\$0.00	\$0.00	\$5,748.33	\$22.32
BRATTEN, GENIE L	103-Principal	\$125,935.00	0.81	0	15	\$0.00	\$0.00	\$13,382.21	\$17,391.40
BREMER, DARLA J	200-Teacher	\$94,869.00	1.00	0	17	\$0.00	\$0.00	\$10,080.98	\$16,352.75
BRIGGS, KYLE S	200-Teacher	\$89,749.00	1.00	0	19	\$0.00	\$0.00	\$9,536.83	\$17,254.32
BROCKMAN, JAIDA SHIANN	200-Teacher	\$52,393.00	1.00	0	40	\$0.00	\$0.00	\$5,567.63	\$10,078.32
BROOKS, EMANUEL D	250-Special Education Teacher	\$47,477.00	1.00	0	14	\$0.00	\$0.00	\$5,045.03	\$9,658.39
BRYANT, MICHAEL WAYNE	250-Special Education Teacher	\$87,115.00	1.00	0	39	\$0.00	\$0.00	\$9,257.29	\$17,254.32
BUCK, TINA M	200-Teacher	\$80,475.60	1.00	0	14	\$0.00	\$0.00	\$8,551.67	\$16,943.75
BUEHLER, KAYCIA B	610-Resource Teacher Elementary	\$94,869.00	1.00	0	24	\$0.00	\$0.00	\$10,080.98	\$17,254.32
BURGESS, RANDALL	200-Teacher	\$97,774.40	1.00	0	29	\$0.00	\$0.00	\$10,389.87	\$22.32
BURGESS, STEPHANIE	200-Teacher	\$90,722.00	1.00	0	19	\$0.00	\$0.00	\$9,640.53	\$17,254.32
BUSH, HANNAH KATHERINE	203-English as a Second Language Teacher	\$78,543.00	1.00	0	14	\$0.00	\$0.00	\$8,346.25	\$10,078.32
BUSSE, MEGAN MICHELLE	200-Teacher	\$50,853.00	1.00	0	15	\$0.00	\$0.00	\$5,403.85	\$9,530.62
CAMPBELL, ANDREW FOSTER	200-Teacher	\$49,993.00	1.00	0	14	\$0.00	\$0.00	\$5,312.57	\$17,254.32
CAPTAIN, LISA A	250-Special Education Teacher	\$82,313.00	1.00	0	18	\$0.00	\$0.00	\$8,746.93	\$10,078.32
CARNEY, LINDSAY M	200-Teacher	\$84,990.00	1.00	0	15	\$0.00	\$0.00	\$9,031.35	\$20.87
CARRETTA-VILLALOBOS, ASHLEY A	200-Teacher	\$78,714.00	1.00	0	19	\$0.00	\$0.00	\$8,364.46	\$9,500.10
CASS, CLAUDIA R	200-Teacher	\$90,722.00	1.00	0	20	\$0.00	\$0.00	\$9,640.53	\$15,398.02
CAVENY, LORI LYNN	200-Teacher	\$64,287.00	1.00	0	14	\$0.00	\$0.00	\$6,831.23	\$17,254.32
CELL, LAURA LYNN	250-Special Education Teacher	\$47,703.00	1.00	0	41	\$0.00	\$0.00	\$5,069.22	\$17,254.32
CHAPMAN-WISER, SARAH	200-Teacher	\$94,963.00	1.00	0	29	\$0.00	\$0.00	\$10,091.13	\$10,078.32
CICIO, ELIZABETH B	250-Special Education Teacher	\$90,722.00	1.00	0	19	\$0.00	\$0.00	\$9,640.53	\$16,790.10
COATS, JESSICA VICTORIA	610-Resource Teacher Elementary	\$53,181.00	1.00	0	15	\$0.00	\$0.00	\$5,651.11	\$10,078.32
COCIRAN, CAROL C	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$10,078.32
CONLEY, KATHLEEN L	200-Teacher	\$94,718.42	1.00	0	19	\$0.00	\$0.00	\$10,065.11	\$9,807.52
CONNOLLY, EDWARD PAUL	250-Special Education Teacher	\$48,524.00	1.00	0	17	\$0.00	\$0.00	\$5,156.31	\$18.96
CONNOLLY, JENNIFER A	200-Teacher	\$94,869.00	1.00	0	25	\$0.00	\$0.00	\$10,080.98	\$15,809.05
CORACY, LAURA A	250-Special Education Teacher	\$94,963.00	1.00	0	29	\$0.00	\$0.00	\$10,091.13	\$17,254.32
COREY-COX, AMANDA I	200-Teacher	\$93,468.00	1.00	0	17	\$0.00	\$0.00	\$9,932.27	\$16,275.30

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
CORZINE, SARAH R	104-Assistant Principal	\$99,934.00	0.81	0	15	\$0.00	\$0.00	\$10,619.43	\$17,363.11
COUNTON, CHRISTINE A	250-Special Education Teacher	\$97,774.40	1.00	0	20	\$0.00	\$0.00	\$10,389.87	\$17,254.32
COWAN, ALYSSA ROSE	200-Teacher	\$64,287.00	1.00	0	20	\$0.00	\$0.00	\$6,831.23	\$10,078.32
COWLEY, JACOB MATHEW	200-Teacher	\$53,979.00	1.00	0	14	\$0.00	\$0.00	\$5,736.10	\$10,078.32
COX, AMY L	200-Teacher	\$93,468.00	1.00	0	30	\$0.00	\$0.00	\$9,932.27	\$17,254.32
COX, ERICA LOUISE	200-Teacher	\$54,908.00	1.00	0	42	\$0.00	\$0.00	\$5,834.65	\$10,078.32
CREEK, ANGEL V	250-Special Education Teacher	\$82,313.00	1.00	0	20	\$0.00	\$0.00	\$8,746.93	\$10,078.32
CREEK, NITA E	200-Teacher	\$81,270.00	1.00	0	14	\$0.00	\$0.00	\$8,635.90	\$10,078.32
CUNNINGHAM, MEGAN E	200-Teacher	\$77,553.44	1.00	0	14	\$0.00	\$0.00	\$8,241.07	\$17,254.32
CURRY, ANASTASIA BIANCA	200-Teacher	\$86,690.00	1.00	0	14	\$0.00	\$0.00	\$9,212.06	\$22.32
CURRY, PATRICK S	103-Principal	\$147,553.00	0.81	0	32	\$0.00	\$0.00	\$15,679.54	\$17,432.80
CURRY, TRACY M	200-Teacher	\$89,377.00	1.00	0	19	\$0.00	\$0.00	\$9,497.53	\$17,254.32
DARLING, ELIZABETH JOELLE	200-Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.93	\$22.32
DELMORE, CATHERINE MARIE	200-Teacher	\$94,963.00	1.00	0	19	\$0.00	\$0.00	\$10,091.13	\$16,995.62
DELP, BRIAN J	200-Teacher	\$81,270.00	1.00	0	19	\$0.00	\$0.00	\$8,635.90	\$17,254.32
DELP, SARA LYNN	200-Teacher	\$64,151.00	1.00	0	14	\$0.00	\$0.00	\$6,816.93	\$22.32
DEPEW, DANIELLE ELIZABETH	200-Teacher	\$67,230.00	1.00	0	14	\$0.00	\$0.00	\$7,144.27	\$15,966.72
DESPER, CYNTHIA A	250-Special Education Teacher	\$77,200.82	1.00	0	14	\$0.00	\$0.00	\$8,203.55	\$17,013.85
DETTMERS, ROBERT L	200-Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.93	\$17,254.32
DICHRISTOFANO, ERICA M	200-Teacher	\$84,990.00	1.00	0	14	\$0.00	\$0.00	\$9,031.35	\$17,254.32
DODD, TONY M	250-Special Education Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$17,254.32
DODDS, MARCIA L	250-Special Education Teacher	\$94,869.00	1.00	0	19	\$0.00	\$0.00	\$10,080.98	\$10,078.32
DORRIS, ANGELIQUE M	200-Teacher	\$91,996.00	1.00	0	19	\$0.00	\$0.00	\$9,775.74	\$9,737.82
DOWDY, MICHAEL T	107-General Administrator or General Supervisor	\$153,020.00	1.00	0	25	\$0.00	\$0.00	\$16,260.41	\$17,428.08
DUNCAN, DREW DOUGLAS	250-Special Education Teacher	\$94,869.00	1.00	0	19	\$0.00	\$0.00	\$10,080.98	\$17,254.32
DUTKO, JENNIFER DEBEVC	200-Teacher	\$90,807.00	1.00	0	14	\$0.00	\$0.00	\$9,649.37	\$16,773.47
ELLIFF, LEE ANN	200-Teacher	\$94,869.00	1.00	0	24	\$0.00	\$0.00	\$10,080.98	\$16,581.18
ELIJS, ANGELA MARIE	200-Teacher	\$59,012.99	1.00	0	14	\$0.00	\$0.00	\$6,271.05	\$17,254.32
EMBICK, CARA R	200-Teacher	\$90,722.00	1.00	0	25	\$0.00	\$0.00	\$9,640.53	\$10,078.32
ENGELKE, SANDRA R	200-Teacher	\$78,543.00	1.00	0	14	\$0.00	\$0.00	\$8,346.27	\$10,078.32
ERNST, ERIN R	250-Special Education Teacher	\$91,996.00	1.00	0	17	\$0.00	\$0.00	\$9,775.74	\$16,316.34
FARNSWORTH, HOLLY A	200-Teacher	\$87,989.00	1.00	0	19	\$0.00	\$0.00	\$9,350.13	\$16,686.37
FARRIS, JESSICA LYNN	200-Teacher	\$53,294.00	1.00	0	39	\$0.00	\$0.00	\$5,663.06	\$15,846.67
FELDMAN, ERIN E	200-Teacher	\$93,375.00	1.00	0	20	\$0.00	\$0.00	\$9,922.37	\$17,254.32
FELDT, PENNY R	200-Teacher	\$93,375.00	1.00	0	14	\$0.00	\$0.00	\$9,922.37	\$16,240.00
FERNANDEZ, SARAH E	200-Teacher	\$94,869.00	1.00	0	19	\$0.00	\$0.00	\$10,080.98	\$10,078.32
FITZGERALD, KELLY N	250-Special Education Teacher	\$85,407.00	1.00	0	17	\$0.00	\$0.00	\$9,075.83	\$16,249.65
FOSSIECK, CHARLES F	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$17,254.32

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
FOX, ANDREA RENEE	200-Teacher	\$59,285.00	1.00	0	20	\$0.00	\$0.00	\$6,299.81	\$17,254.32
FRANK, BRUCE A	200-Teacher	\$97,774.40	1.00	0	29	\$0.00	\$0.00	\$10,389.87	\$17,254.32
FRAWLEY, JENNIFER S	200-Teacher	\$90,722.00	1.00	0	19	\$0.00	\$0.00	\$9,640.53	\$17,254.32
FREITAG, BRANDI NICOLE	610-Resource Teacher Elementary	\$86,264.00	1.00	0	20	\$0.00	\$0.00	\$9,166.81	\$22.32
GARRETT, ADAM CARL	107-General Administrator or General Supervisor	\$146,778.00	1.00	20	17	\$0.00	\$0.00	\$15,597.13	\$17,420.88
GARRETT, TRACI LYNN	200-Teacher	\$68,238.00	1.00	0	14	\$0.00	\$0.00	\$7,251.14	\$16,708.63
GAUMER, HANNAH ROSE	200-Teacher	\$55,852.00	1.00	0	14	\$0.00	\$0.00	\$5,935.03	\$10,078.32
GENOVESE-MOSS, MICHAELA M	200-Teacher	\$96,326.44	1.00	0	30	\$0.00	\$0.00	\$10,235.95	\$14,977.14
GILLEY, EMILEE LOUISE	200-Teacher	\$68,238.00	1.00	0	14	\$0.00	\$0.00	\$7,251.14	\$17,254.32
GLASS, MALLORY ANNE	200-Teacher	\$53,294.00	1.00	0	14	\$0.00	\$0.00	\$5,663.06	\$4,590.60
GRIFFITH, AMY LIN	200-Teacher	\$93,468.00	1.00	0	30	\$0.00	\$0.00	\$9,932.27	\$9,506.52
GROTE, ALEXANDRA ROSE	250-Special Education Teacher	\$48,524.00	1.00	0	14	\$0.00	\$0.00	\$5,156.31	\$10,078.32
GROTE, LAURA A	200-Teacher	\$97,774.40	1.00	0	29	\$0.00	\$0.00	\$10,389.87	\$9,918.85
GROTE, TRACIE R	200-Teacher	\$93,406.14	1.00	0	17	\$0.00	\$0.00	\$9,925.77	\$10,078.32
GUNN, MARGARET M	250-Special Education Teacher	\$78,543.00	1.00	0	14	\$0.00	\$0.00	\$8,346.27	\$17,254.32
GUNTER, WENDY N	200-Teacher	\$92,084.00	1.00	0	29	\$0.00	\$0.00	\$9,785.36	\$17,254.32
HAERR, BRIAN T	200-Teacher	\$78,714.00	1.00	0	14	\$0.00	\$0.00	\$8,364.46	\$17,254.32
HAMILTON, MARY BETH	200-Teacher	\$53,294.00	1.00	0	40	\$0.00	\$0.00	\$5,663.06	\$10,078.32
HAMM, DAWN MARIE	200-Teacher	\$96,387.00	1.00	0	29	\$0.00	\$0.00	\$10,242.20	\$9,617.76
HANLON, CRYSTAL S	200-Teacher	\$93,375.00	1.00	0	14	\$0.00	\$0.00	\$9,922.37	\$14,866.80
HARNETIAUX, CARRIE L	200-Teacher	\$94,869.00	1.00	0	14	\$0.00	\$0.00	\$10,080.98	\$17,254.32
HARPER, MEAGAN E	200-Teacher	\$93,468.00	1.00	0	19	\$0.00	\$0.00	\$9,932.27	\$16,207.57
HARRIS, DONALD J	100-District Superintendent	\$194,149.00	1.00	25	38	\$0.00	\$0.00	\$20,631.00	\$17,498.16
HARRISON, CHRISTOPHER D	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$9,055.72
HART, KAY L	200-Teacher	\$84,142.00	1.00	0	14	\$0.00	\$0.00	\$8,941.40	\$17,254.32
HASQUIN, BRADLEY D	200-Teacher	\$93,468.00	1.00	0	19	\$0.00	\$0.00	\$9,932.27	\$17,254.32
HAWKINS, AUSTIN W	250-Special Education Teacher	\$78,543.00	1.00	0	14	\$0.00	\$0.00	\$8,346.27	\$17,254.32
HAWTHORNE, LORI M	200-Teacher	\$93,375.00	1.00	0	14	\$0.00	\$0.00	\$9,922.37	\$16,449.46
HEINTZ, CINDY F	250-Special Education Teacher	\$92,084.00	1.00	0	14	\$0.00	\$0.00	\$9,785.36	\$16,296.18
HENRICKS, WILLIAM EDWARD	200-Teacher	\$86,449.20	1.00	0	14	\$0.00	\$0.00	\$9,186.47	\$10,078.32
HENSLEY, EMILY N	250-Special Education Teacher	\$83,732.00	1.00	0	14	\$0.00	\$0.00	\$8,897.72	\$17,254.32
HENSON-HARRISON, VIRGINIA L	200-Teacher	\$86,690.00	1.00	0	19	\$0.00	\$0.00	\$9,212.06	\$9,902.29
HILL, ERIC I	200-Teacher	\$90,722.00	1.00	0	29	\$0.00	\$0.00	\$9,640.53	\$14,145.08
HILL, TRACEY E	250-Special Education Teacher	\$86,264.00	1.00	0	15	\$0.00	\$0.00	\$9,166.81	\$17,254.32
HOLLAND JR, DENNIS P	200-Teacher	\$81,097.00	1.00	0	14	\$0.00	\$0.00	\$8,617.43	\$16,409.58
HURST, GRACE ABIGAIL	610-Resource Teacher Elementary	\$48,524.00	1.00	0	14	\$0.00	\$0.00	\$5,156.31	\$10,078.32
HUTCHINGS, CHRISTOPHER S	104-Assistant Principal	\$106,051.00	0.81	0	21	\$0.00	\$0.00	\$11,269.45	\$17,369.78
HUTCHINGS, KELLIE S	250-Special Education Teacher	\$86,264.00	1.00	0	19	\$0.00	\$0.00	\$9,166.81	\$22.07

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
IGO, TINA L	250-Special Education Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$10,078.32
ISRINGHAUSEN, SHIRLEY LYNN	200-Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.93	\$10,078.32
JACKELS, JODIE L	200-Teacher	\$90,807.00	1.00	0	30	\$0.00	\$0.00	\$9,649.37	\$16,773.47
JACKSON, JORDAN NICOLE	200-Teacher	\$50,745.00	1.00	0	15	\$0.00	\$0.00	\$5,392.40	\$10,033.90
JACKSON, KENNETH P	200-Teacher	\$88,857.00	1.00	0	25	\$0.00	\$0.00	\$9,442.15	\$9,849.32
JANEK, JACOB M	200-Teacher	\$89,749.00	1.00	0	17	\$0.00	\$0.00	\$9,536.83	\$16,865.68
JANSEN, BRANDI A	200-Teacher	\$89,377.00	1.00	0	14	\$0.00	\$0.00	\$9,497.53	\$10,078.32
JOHANNPETER, KIMBERLY L	200-Teacher	\$97,774.40	1.00	0	17	\$0.00	\$0.00	\$10,389.87	\$10,078.32
JOHNSON, KAITLYN E	200-Teacher	\$58,533.00	1.00	0	14	\$0.00	\$0.00	\$6,219.98	\$10,078.32
JONES, MARK A	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$14,900.81
JONES, MELISSA L	200-Teacher	\$93,495.18	1.00	0	29	\$0.00	\$0.00	\$9,935.37	\$11,573.32
JORDAN, NIKOLE R	610-Resource Teacher Elementary	\$67,230.00	1.00	0	19	\$0.00	\$0.00	\$7,144.27	\$9,332.22
KAGY, GLORIA L	200-Teacher	\$89,293.00	1.00	0	19	\$0.00	\$0.00	\$9,488.69	\$10,078.32
KAHN, TIFFANY M	200-Teacher	\$90,662.86	1.00	0	30	\$0.00	\$0.00	\$9,634.05	\$17,254.32
KARIBIAN, RAFFI STANLEY	200-Teacher	\$94,869.00	1.00	0	30	\$0.00	\$0.00	\$10,080.98	\$10,078.32
KARNAFEL, DIANA L	200-Teacher	\$85,905.00	1.00	0	14	\$0.00	\$0.00	\$9,128.71	\$9,756.96
KEEL, DAVID E	107-General Administrator or General Supervisor	\$174,268.00	1.00	25	38	\$0.00	\$0.00	\$18,518.48	\$17,473.20
KEEN, CARISSA CHERYL	200-Teacher	\$94,869.00	1.00	0	29	\$0.00	\$0.00	\$10,080.98	\$9,378.89
KELLER, DAKOTA ELSIE MARIE	200-Teacher	\$57,544.00	1.00	0	19	\$0.00	\$0.00	\$6,114.94	\$10,078.32
KELTING, DANA L	250-Special Education Teacher	\$93,468.00	1.00	0	17	\$0.00	\$0.00	\$9,932.27	\$10,078.32
KENNEDY, SHERRY L	200-Teacher	\$90,722.00	1.00	0	29	\$0.00	\$0.00	\$9,640.53	\$17,254.32
KIELTY, HEATHER NICOLE	250-Special Education Teacher	\$67,230.00	1.00	0	14	\$0.00	\$0.00	\$7,144.27	\$10,078.32
KIMBLE, MELISSA	200-Teacher	\$97,774.40	1.00	0	24	\$0.00	\$0.00	\$10,389.87	\$17,254.32
KIPFER, ASHLEY NICOLE	200-Teacher	\$48,524.00	1.00	0	14	\$0.00	\$0.00	\$5,156.31	\$21.84
KIPFER, MAX ROBERT	200-Teacher	\$56,692.00	1.00	0	14	\$0.00	\$0.00	\$6,024.20	\$17,254.32
KIRGAN, GEORGE	200-Teacher	\$93,375.00	1.00	0	24	\$0.00	\$0.00	\$9,922.37	\$16,293.78
KNOGL, STEPHEN P	200-Teacher	\$93,557.00	1.00	0	29	\$0.00	\$0.00	\$9,941.61	\$17,254.32
KOCARNIK, KAREN BETH	200-Teacher	\$97,774.40	1.00	0	29	\$0.00	\$0.00	\$10,389.87	\$16,447.36
KOZER, KYLE CHRISTOPHER	250-Special Education Teacher	\$67,373.00	1.00	0	40	\$0.00	\$0.00	\$7,159.36	\$17,254.32
KUNZ, TERRI L	200-Teacher	\$96,234.22	1.00	0	29	\$0.00	\$0.00	\$10,226.05	\$16,797.07
LANFERSIECK, KAY LYNNE	250-Special Education Teacher	\$70,718.44	1.00	0	14	\$0.00	\$0.00	\$7,514.86	\$10,078.32
LANG, BETHIANY M	200-Teacher	\$94,963.00	1.00	0	29	\$0.00	\$0.00	\$10,091.13	\$10,078.32
LAUB, DEANNE M	200-Teacher	\$97,774.40	1.00	0	29	\$0.00	\$0.00	\$10,389.87	\$17,254.32
LAYCOCK, WILLIAM S	200-Teacher	\$89,377.00	1.00	0	29	\$0.00	\$0.00	\$9,497.53	\$16,376.73
LIGNOUL, KIMBERLY A	200-Teacher	\$96,326.44	1.00	0	29	\$0.00	\$0.00	\$10,235.95	\$8,917.53
LOHMAN, MELANIE L	200-Teacher	\$51,507.00	1.00	0	14	\$0.00	\$0.00	\$5,473.51	\$12,240.21
LONG, KELLY A	200-Teacher	\$87,115.00	1.00	0	19	\$0.00	\$0.00	\$9,257.29	\$17,254.32
LUNA, MARISELA GARCIA	200-Teacher	\$54,908.00	1.00	0	14	\$0.00	\$0.00	\$5,834.67	\$16,414.32

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MANGIARACINO, ANN MARIE JARRETT	250-Special Education Teacher	\$96,387.00	1.00	0	19	\$0.00	\$0.00	\$10,242.20	\$17,254.32
MARANA, CHRISTY M	200-Teacher	\$93,468.00	1.00	0	17	\$0.00	\$0.00	\$9,932.27	\$21.34
MARANA, DREW M	200-Teacher	\$90,722.00	1.00	0	19	\$0.00	\$0.00	\$9,640.53	\$17,254.32
MAIARELLI, JULIE H	103-Principal	\$118,672.00	0.81	0	17	\$0.00	\$0.00	\$12,610.76	\$16,670.03
MATHIES, STEVEN CRAIG	103-Principal	\$156,585.00	0.81	0	19	\$0.00	\$0.00	\$16,639.22	\$17,424.75
MAYHALL, DARREN E	200-Teacher	\$97,774.40	1.00	0	30	\$0.00	\$0.00	\$10,389.87	\$22.32
MCBRIDE, PAIRICK T	610-Resource Teacher Elementary	\$91,996.00	1.00	0	19	\$0.00	\$0.00	\$9,775.74	\$16,361.82
MCBRIDE, PAULA L	200-Teacher	\$90,634.00	1.00	0	24	\$0.00	\$0.00	\$9,631.19	\$10,078.32
MCBRIDE, SHANNON M	200-Teacher	\$87,989.00	1.00	0	14	\$0.00	\$0.00	\$9,350.13	\$17,254.32
MCCHRISTIAN, TIMOTHY S	103-Principal	\$130,601.00	1.00	25	17	\$0.00	\$0.00	\$13,878.01	\$17,402.64
MCFARLAND, BRANDY R	610-Resource Teacher Elementary	\$90,722.00	1.00	0	19	\$0.00	\$0.00	\$9,640.53	\$16,427.62
MCNAMER, AMANDA JO	250-Special Education Teacher	\$71,669.00	1.00	0	20	\$0.00	\$0.00	\$7,615.92	\$17,254.32
MEADOR, MAKENZI CLAIRE	200-Teacher	\$48,524.00	1.00	0	14	\$0.00	\$0.00	\$5,156.31	\$22.32
MEADOR, MALORI GRACE	200-Teacher	\$56,570.00	1.00	0	14	\$0.00	\$0.00	\$6,011.45	\$10,078.32
MEADOR, TERESA L	200-Teacher	\$96,326.44	1.00	0	30	\$0.00	\$0.00	\$10,235.95	\$16,189.16
MEDLIN, STEPHANIE A	200-Teacher	\$90,807.00	1.00	0	29	\$0.00	\$0.00	\$9,649.37	\$16,790.28
MERZ-ROBINSON, ASHLYNN NICOLE	200-Teacher	\$46,302.00	1.00	0	15	\$0.00	\$0.00	\$4,920.23	\$22.32
MEZA, JESSE ANN	200-Teacher	\$82,492.00	1.00	0	14	\$0.00	\$0.00	\$8,765.90	\$17,254.32
MEZNARICH, JENNIFER L	200-Teacher	\$94,869.00	1.00	0	14	\$0.00	\$0.00	\$10,080.98	\$17,254.32
MICHALSKI, ANNE CHRISTINE	200-Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.93	\$17,254.32
MIHU, JAMIE A	610-Resource Teacher Elementary	\$94,869.00	1.00	0	15	\$0.00	\$0.00	\$10,080.98	\$10,078.32
MILLER, LISA ELROD	200-Teacher	\$97,774.40	1.00	0	29	\$0.00	\$0.00	\$10,389.87	\$8,853.28
MILLER, MARLA E	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$17,254.32
MILLER, TANYA L	200-Teacher	\$93,468.00	1.00	0	20	\$0.00	\$0.00	\$9,932.26	\$9,550.74
MILLER, THOMAS ELMER	200-Teacher	\$92,112.94	1.00	0	29	\$0.00	\$0.00	\$9,788.21	\$9,798.60
MILLS, DEBRA R	250-Special Education Teacher	\$89,749.00	1.00	0	17	\$0.00	\$0.00	\$9,536.83	\$16,821.79
MILLS, JOSHUA D	250-Special Education Teacher	\$74,946.00	1.00	0	15	\$0.00	\$0.00	\$7,964.05	\$21.92
MINCY, ABIGAIL MARIA	200-Teacher	\$46,302.00	1.00	0	15	\$0.00	\$0.00	\$4,920.23	\$7,903.14
MINEMAN, VANESSA R	200-Teacher	\$94,963.00	1.00	0	17	\$0.00	\$0.00	\$10,091.13	\$17,254.32
MITCHELL, ERIC WARREN	104-Assistant Principal	\$99,934.00	0.81	0	20	\$0.00	\$0.00	\$10,619.43	\$17,367.84
MOAD, CHRISTIE JON	104-Assistant Principal	\$103,971.00	0.81	0	21	\$0.00	\$0.00	\$11,048.20	\$17,367.48
MOAD, DIANN M	200-Teacher	\$93,375.00	1.00	0	18	\$0.00	\$0.00	\$9,922.37	\$17,254.32
MOAD, JOHN	200-Teacher	\$96,234.22	1.00	0	29	\$0.00	\$0.00	\$10,226.05	\$21.69
MONROE, MISTY N	250-Special Education Teacher	\$89,749.00	1.00	0	14	\$0.00	\$0.00	\$9,536.83	\$17,254.32
MOORE, GERARD V	250-Special Education Teacher	\$78,543.00	1.00	0	14	\$0.00	\$0.00	\$8,346.27	\$17,254.32
MORAN, CLARA	200-Teacher	\$94,869.00	1.00	0	39	\$0.00	\$0.00	\$10,080.98	\$10,078.32
MORAN, TIMOTHY O	107-General Administrator or General Supervisor	\$158,358.70	1.00	25	38	\$0.00	\$0.00	\$16,827.72	\$17,458.32
MUELLER, ERIN MICHELLE	200-Teacher	\$86,264.00	1.00	0	19	\$0.00	\$0.00	\$9,166.81	\$17,167.62

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MUELLER, JULIE A	200-Teacher	\$92,084.00	1.00	0	29	\$0.00	\$0.00	\$9,785.36	\$16,296.18
MUELLER, MICHELLE LEE	200-Teacher	\$92,112.94	1.00	0	24	\$0.00	\$0.00	\$9,788.21	\$10,078.32
MUSKOPF, SHANNAN TARA	200-Teacher	\$96,387.00	1.00	0	30	\$0.00	\$0.00	\$10,242.20	\$17,254.32
NAPPIER, KATIE DANIELLE	200-Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.91	\$9,727.97
NEIDHARDT, AMY MARIE	250-Special Education Teacher	\$49,993.00	1.00	0	14	\$0.00	\$0.00	\$5,312.57	\$10,078.32
NEVILLE, SHAWN E	200-Teacher	\$94,869.00	1.00	0	24	\$0.00	\$0.00	\$10,080.98	\$9,243.19
NEWSOME, SHIRLEY K	200-Teacher	\$81,270.00	1.00	0	14	\$0.00	\$0.00	\$8,635.90	\$10,078.32
NIEPERT, EARL W	200-Teacher	\$94,869.00	1.00	0	30	\$0.00	\$0.00	\$10,080.98	\$17,254.32
NIEPERT, ELIZABETH E	103-Principal	\$121,045.00	0.81	0	21	\$0.00	\$0.00	\$12,862.71	\$154.11
NILES-HARLAN, JANET ANN	200-Teacher	\$87,969.00	1.00	0	17	\$0.00	\$0.00	\$9,347.79	\$9,662.41
NOUD, CHARLES J	200-Teacher	\$93,375.00	1.00	0	19	\$0.00	\$0.00	\$9,922.37	\$22.32
NOUD, TRACY L	200-Teacher	\$92,084.00	1.00	0	19	\$0.00	\$0.00	\$9,785.36	\$10,078.32
NOVACICH - KOBERNA, KRISTEN LYNN	107-General Administrator or General Supervisor	\$172,107.76	1.00	25	17	\$0.00	\$0.00	\$18,288.91	\$10,301.04
OLLER, LEA ANN	200-Teacher	\$92,022.84	1.00	0	30	\$0.00	\$0.00	\$9,778.60	\$9,810.57
ORI, AMY LYNN	200-Teacher	\$78,543.00	1.00	0	15	\$0.00	\$0.00	\$8,346.27	\$17,254.32
ORTEGA, MONICA J	200-Teacher	\$51,507.00	1.00	0	14	\$0.00	\$0.00	\$5,473.51	\$10,078.32
PADGETT, TORI BRI-ANNE	200-Teacher	\$50,853.00	1.00	0	15	\$0.00	\$0.00	\$5,403.85	\$10,078.32
PALMER, JOSHUA D	200-Teacher	\$90,722.00	1.00	0	24	\$0.00	\$0.00	\$9,640.53	\$17,254.32
PAMATOT, JAIME N	200-Teacher	\$93,375.00	1.00	0	14	\$0.00	\$0.00	\$9,922.37	\$16,334.41
PAPE, BRIANNA CHRISTINE	250-Special Education Teacher	\$77,548.00	1.00	0	14	\$0.00	\$0.00	\$8,240.43	\$10,078.32
PAPE, SCOTT M	200-Teacher	\$74,946.00	1.00	0	14	\$0.00	\$0.00	\$7,964.05	\$9,898.62
PARKER, CANDICE K	200-Teacher	\$55,852.00	1.00	0	15	\$0.00	\$0.00	\$5,935.03	\$14,324.82
PARKER, JAMES C	107-General Administrator or General Supervisor	\$8,118.11	0.04	0	3	\$0.00	\$0.00	\$862.67	\$1,450.66
PARKER, NICOLE M	200-Teacher	\$94,869.00	1.00	0	14	\$0.00	\$0.00	\$10,080.98	\$10,078.32
PAVLOVEC, LAURA A	200-Teacher	\$96,387.00	1.00	0	25	\$0.00	\$0.00	\$10,242.20	\$9,811.62
PENNELL, AMY HOLLAND	200-Teacher	\$50,853.00	1.00	0	14	\$0.00	\$0.00	\$5,403.85	\$16,793.84
PETERS, KATHRYN E	250-Special Education Teacher	\$85,407.00	1.00	0	17	\$0.00	\$0.00	\$9,075.83	\$22.32
PETRILO, NIKKI E	104-Assistant Principal	\$144,223.00	1.00	25	38	\$0.00	\$0.00	\$15,325.69	\$10,259.04
PETTUS, TINA KAYE	200-Teacher	\$78,543.00	1.00	0	14	\$0.00	\$0.00	\$8,346.27	\$17,254.32
PHILLIPS, JULIE M	610-Resource Teacher Elementary	\$93,375.00	1.00	0	17	\$0.00	\$0.00	\$9,922.37	\$17,254.32
PHILLIPS, KAREN M	200-Teacher	\$96,234.22	1.00	0	24	\$0.00	\$0.00	\$10,226.05	\$10,078.32
PIERCE, PAMELA SUE	200-Teacher	\$59,285.00	1.00	0	14	\$0.00	\$0.00	\$6,299.81	\$17,254.32
PIRTLE, CAROLYN JEAN	200-Teacher	\$87,969.00	1.00	0	30	\$0.00	\$0.00	\$9,347.79	\$17,254.32
POPMARKOFF, CONNIE D	250-Special Education Teacher	\$94,869.00	1.00	0	19	\$0.00	\$0.00	\$10,080.98	\$10,078.32
POPMARKOFF, DARLA LEANN	200-Teacher	\$97,774.40	1.00	0	30	\$0.00	\$0.00	\$10,389.87	\$17,254.32
PRESLEY, CAROLYN E	200-Teacher	\$87,969.00	1.00	0	19	\$0.00	\$0.00	\$9,347.79	\$17,254.32
PUHSE, WILLIAM S	200-Teacher	\$94,900.74	1.00	0	30	\$0.00	\$0.00	\$10,084.36	\$16,421.28
QUICK, ROBERT L	200-Teacher	\$93,406.14	1.00	0	19	\$0.00	\$0.00	\$9,925.66	\$7,982.24

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
RANDAZZO, JENNIFER M	200-Teacher	\$89,293.00	1.00	0	17	\$0.00	\$0.00	\$9,488.69	\$17,254.32
RAPOFF, KARI LYNN	200-Teacher	\$92,112.94	1.00	0	29	\$0.00	\$0.00	\$9,788.21	\$17,254.32
REA, KELLY LYNN	250-Special Education Teacher	\$96,234.22	1.00	0	29	\$0.00	\$0.00	\$10,226.05	\$10,078.32
RECER, LISA E	610-Resource Teacher Elementary	\$78,714.00	1.00	0	14	\$0.00	\$0.00	\$8,364.46	\$17,254.32
RELLEKE, JENNIFER L	200-Teacher	\$93,468.00	1.00	0	29	\$0.00	\$0.00	\$9,932.27	\$17,254.32
RENCH, TIFFANY L	200-Teacher	\$56,570.00	1.00	0	14	\$0.00	\$0.00	\$6,011.45	\$9,998.97
RICHARDS, EMILY R	250-Special Education Teacher	\$52,393.00	1.00	0	42	\$0.00	\$0.00	\$5,567.63	\$22.32
RICHEY, ASHLEY ADRIENNE	200-Teacher	\$53,181.00	1.00	0	14	\$0.00	\$0.00	\$5,651.11	\$1,983.19
RIDENOUR, JEFFREY L	200-Teacher	\$89,293.00	1.00	0	30	\$0.00	\$0.00	\$9,488.69	\$16,376.01
ROBERDS, THERESA	200-Teacher	\$87,969.00	1.00	0	29	\$0.00	\$0.00	\$9,347.79	\$22.32
ROBERDS, WYATT KAYNE	200-Teacher	\$94,900.74	1.00	0	19	\$0.00	\$0.00	\$10,084.36	\$16,724.66
ROBERTSON, DANIEL JOHN	250-Special Education Teacher	\$96,387.00	1.00	0	29	\$0.00	\$0.00	\$10,242.20	\$15,824.41
ROBINSON, BRANDON LEE	200-Teacher	\$61,343.00	1.00	0	17	\$0.00	\$0.00	\$6,518.45	\$17,254.32
ROSENBURG, MICHELLE	200-Teacher	\$90,807.00	1.00	0	29	\$0.00	\$0.00	\$9,649.37	\$13,668.32
ROTTER, LAURA A	200-Teacher	\$92,112.94	1.00	0	29	\$0.00	\$0.00	\$9,788.21	\$10,029.56
ROUSTIO, KATHRYN ANNE	250-Special Education Teacher	\$96,387.00	1.00	0	14	\$0.00	\$0.00	\$10,242.20	\$16,975.12
ROY, NATALIE DIANN	250-Special Education Teacher	\$71,669.00	1.00	0	14	\$0.00	\$0.00	\$7,615.92	\$17,254.32
RUSHING, NATALIE E	200-Teacher	\$84,990.00	1.00	0	14	\$0.00	\$0.00	\$9,031.35	\$22.32
RUSHING, NATHAN E	250-Special Education Teacher	\$81,097.00	1.00	0	14	\$0.00	\$0.00	\$8,617.43	\$17,254.32
RYDGIG, SAMANTHA J	200-Teacher	\$91,996.00	1.00	0	19	\$0.00	\$0.00	\$9,775.74	\$16,316.34
SANVI, AMY G	200-Teacher	\$89,749.00	1.00	0	19	\$0.00	\$0.00	\$9,537.22	\$10,078.32
SCHANK, KARLA A	200-Teacher	\$93,468.00	1.00	0	19	\$0.00	\$0.00	\$9,932.27	\$17,254.32
SCHARDAN, SCOTT M	200-Teacher	\$82,492.00	1.00	0	19	\$0.00	\$0.00	\$8,765.90	\$17,254.32
SCHNEFKE, AMY LEE	250-Special Education Teacher	\$54,095.00	1.00	0	15	\$0.00	\$0.00	\$5,748.33	\$9,625.53
SCHIOLI, ALEX N	250-Special Education Teacher	\$91,996.00	1.00	0	14	\$0.00	\$0.00	\$9,775.74	\$17,254.32
SCHREIBER, BRIAN MICHAEL	250-Special Education Teacher	\$71,787.80	1.00	0	14	\$0.00	\$0.00	\$7,628.56	\$22.32
SCHREIBER, JULIE ANN	200-Teacher	\$94,869.00	1.00	0	14	\$0.00	\$0.00	\$10,080.98	\$15,331.23
SCHREIBER, LEAH RENEE	200-Teacher	\$92,084.00	1.00	0	19	\$0.00	\$0.00	\$9,785.36	\$16,380.59
SHAW, SARAH C	200-Teacher	\$94,869.00	1.00	0	19	\$0.00	\$0.00	\$10,080.98	\$16,310.28
SHOFNER, WILLIAM B	200-Teacher	\$87,989.00	1.00	0	39	\$0.00	\$0.00	\$9,350.13	\$10,078.32
SHOLL, MELISSA KAYE	200-Teacher	\$47,800.62	0.49	0	19	\$0.00	\$0.00	\$5,079.47	\$8,157.47
SIIRUM, JAYMA MARIE	250-Special Education Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.93	\$16,414.32
SINN, EDNA N	200-Teacher	\$89,749.00	1.00	0	17	\$0.00	\$0.00	\$9,536.83	\$17,254.32
SITTON, CARRIE MICHELLE	200-Teacher	\$89,377.00	1.00	0	20	\$0.00	\$0.00	\$9,497.53	\$16,665.45
SIVILLE, DEANN M	200-Teacher	\$90,807.00	1.00	0	14	\$0.00	\$0.00	\$9,649.37	\$16,790.28
SKIRBALL, RICHARD L	200-Teacher	\$93,375.00	1.00	0	17	\$0.00	\$0.00	\$9,922.37	\$16,242.09
SMALLIE, MEAGAN COLLEEN	200-Teacher	\$59,413.00	1.00	0	14	\$0.00	\$0.00	\$6,313.31	\$22.32
SMALLIE, NANCY A	200-Teacher	\$86,264.00	1.00	0	20	\$0.00	\$0.00	\$9,166.81	\$15,092.34

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
SMALLIE, SCOTT	200-Teacher	\$89,293.00	1.00	0	25	\$0.00	\$0.00	\$9,488.69	\$17,254.32
SMITH, ANN MARIE	250-Special Education Teacher	\$97,774.40	1.00	0	29	\$0.00	\$0.00	\$10,389.87	\$17,254.32
SMITH, ERIC S	200-Teacher	\$85,407.00	1.00	0	25	\$0.00	\$0.00	\$9,075.83	\$10,078.32
SMITH, JENNIFER L	200-Teacher	\$93,375.00	1.00	0	25	\$0.00	\$0.00	\$9,922.37	\$10,078.32
SMITH, LAUREN M	200-Teacher	\$81,097.00	1.00	0	14	\$0.00	\$0.00	\$8,617.43	\$17,254.32
SMITH, TARA RAYE	200-Teacher	\$55,852.00	1.00	0	14	\$0.00	\$0.00	\$5,935.03	\$17,254.32
SNYDER, DAWN M	200-Teacher	\$89,377.00	1.00	0	19	\$0.00	\$0.00	\$9,497.53	\$17,254.32
STEPANEK, SARAH ELIZABETH	200-Teacher	\$62,265.00	1.00	0	20	\$0.00	\$0.00	\$6,616.47	\$9,278.94
STERMER, LEEANN L	200-Teacher	\$92,022.84	1.00	0	30	\$0.00	\$0.00	\$9,778.60	\$10,078.32
STEWART, SONJA L	200-Teacher	\$93,495.18	1.00	0	17	\$0.00	\$0.00	\$9,935.37	\$16,785.47
STONE, ERICA D	610-Resource Teacher Elementary	\$77,548.00	1.00	0	14	\$0.00	\$0.00	\$8,240.43	\$17,254.32
STOUT, DENISE ALANA	200-Teacher	\$94,900.74	1.00	0	17	\$0.00	\$0.00	\$10,084.36	\$9,539.36
STURDIVANT, GREGORY R	200-Teacher	\$89,293.00	1.00	0	14	\$0.00	\$0.00	\$9,488.70	\$17,254.32
SUHRE, ANGELA LYNN	250-Special Education Teacher	\$56,570.00	1.00	0	14	\$0.00	\$0.00	\$6,011.45	\$21.39
SUHRE, ZACK A	107-General Administrator or General Supervisor	\$193,671.00	1.00	25	38	\$0.00	\$0.00	\$20,580.05	\$17,501.52
SULLIVAN, LAURA A	200-Teacher	\$96,387.00	1.00	0	19	\$0.00	\$0.00	\$10,242.20	\$10,078.32
SUTPHIN, SKYLER LEE	200-Teacher	\$46,997.00	1.00	0	14	\$0.00	\$0.00	\$4,994.07	\$10,078.32
SWANSON, BONNIE L	200-Teacher	\$3,190.00	0.10	0	0	\$0.00	\$0.00	\$338.98	\$0.00
SWEET, MARCELLA JOANN	104-Assistant Principal	\$101,933.00	0.81	0	15	\$0.00	\$0.00	\$10,831.86	\$17,365.18
SWIFT, LAURA LEE	250-Special Education Teacher	\$82,313.00	1.00	0	14	\$0.00	\$0.00	\$8,746.93	\$10,078.32
SWINGLER, STACY L	203-English as a Second Language Teacher	\$91,996.00	1.00	0	14	\$0.00	\$0.00	\$9,775.74	\$17,254.32
SWIP, ASHLEY R	200-Teacher	\$91,060.80	1.00	0	14	\$0.00	\$0.00	\$9,676.61	\$16,984.66
SYKES, ANN MARGARET	250-Special Education Teacher	\$94,963.00	1.00	0	19	\$0.00	\$0.00	\$10,091.13	\$16,791.77
SYKES-ROGERS, WHITNEY S	200-Teacher	\$81,270.00	1.00	0	17	\$0.00	\$0.00	\$8,635.90	\$16,727.19
TABSCOTT, MEREDITH J	200-Teacher	\$94,900.74	1.00	0	20	\$0.00	\$0.00	\$10,084.36	\$16,421.28
TAYLOR, CHRISTY LYNN	200-Teacher	\$97,774.40	1.00	0	19	\$0.00	\$0.00	\$10,389.87	\$16,753.65
TAYLOR, KELLY M	200-Teacher	\$86,264.00	1.00	0	20	\$0.00	\$0.00	\$9,166.81	\$16,236.60
THOMAS, DONNA ELAINE	200-Teacher	\$84,142.00	1.00	0	19	\$0.00	\$0.00	\$8,941.40	\$9,774.21
TITCHENAL, JEANETTE L	200-Teacher	\$90,722.00	1.00	0	20	\$0.00	\$0.00	\$9,640.53	\$10,078.32
UNFRIED, STACEY LYNN	200-Teacher	\$46,997.00	1.00	0	14	\$0.00	\$0.00	\$4,994.07	\$16,880.84
VALENCIA, JOSEPH FERNANDEZ	250-Special Education Teacher	\$58,409.00	1.00	0	40	\$0.00	\$0.00	\$6,206.72	\$17,254.32
VALENCIA, KARLIE NICOLE	200-Teacher	\$49,253.00	1.00	0	14	\$0.00	\$0.00	\$5,233.79	\$17,254.32
VAUGHN, GREGORY W	200-Teacher	\$89,749.00	1.00	0	20	\$0.00	\$0.00	\$9,536.83	\$20.40
VENNE, JOHN F	200-Teacher	\$93,375.00	1.00	0	24	\$0.00	\$0.00	\$9,922.37	\$17,254.32
VEST-NOLAN, RHONDA	200-Teacher	\$92,174.00	1.00	0	14	\$0.00	\$0.00	\$9,794.73	\$17,254.32
VISINTIN, ELIZABETH A	250-Special Education Teacher	\$85,407.00	1.00	0	19	\$0.00	\$0.00	\$9,075.83	\$17,254.32
WACHTER, ERYNN ELIZABETH	200-Teacher	\$53,979.00	1.00	0	14	\$0.00	\$0.00	\$5,736.10	\$16,840.87
WALLACE, KELLEY J	250-Special Education Teacher	\$89,293.00	1.00	0	20	\$0.00	\$0.00	\$9,488.69	\$17,254.32

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
WALLACE, TED J	200-Teacher	\$91,996.00	1.00	0	14	\$0.00	\$0.00	\$9,775.74	\$17,254.32
WARREN, JUSTIN D	250-Special Education Teacher	\$93,375.00	1.00	0	24	\$0.00	\$0.00	\$9,922.37	\$17,254.32
WEAVER, CHERYL L	200-Teacher	\$90,722.00	1.00	0	30	\$0.00	\$0.00	\$9,640.53	\$17,254.32
WEAVER, JEREMY R	200-Teacher	\$90,722.00	1.00	0	30	\$0.00	\$0.00	\$9,640.53	\$21.34
WEDEKIND, MEGAN A	104-Assistant Principal	\$103,971.00	0.81	0	15	\$0.00	\$0.00	\$11,048.20	\$10,191.48
WEIS, MARLA LOUISE	200-Teacher	\$81,270.00	1.00	0	14	\$0.00	\$0.00	\$8,635.90	\$22.32
WEISER, BRYAN ALLEN	200-Teacher	\$78,543.00	1.00	0	14	\$0.00	\$0.00	\$8,346.27	\$17,254.32
WERTHS, AARON PATRICK	200-Teacher	\$58,533.00	1.00	0	20	\$0.00	\$0.00	\$6,219.98	\$10,078.32
WEST, ANGELA LYNN	200-Teacher	\$97,774.40	1.00	0	24	\$0.00	\$0.00	\$10,389.87	\$10,882.67
WEST, ASHLIN NIKOLE	200-Teacher	\$50,745.00	1.00	0	15	\$0.00	\$0.00	\$5,392.45	\$7,983.32
WHITAKER, LISA D	200-Teacher	\$87,969.00	1.00	0	30	\$0.00	\$0.00	\$9,347.79	\$16,331.29
WHITT, ALIJAN MAKENZIE	610-Resource Teacher Elementary	\$54,095.00	1.00	0	15	\$0.00	\$0.00	\$5,748.33	\$10,069.05
WHITTLEMAN, KRISTA LYNN	200-Teacher	\$94,963.00	1.00	0	19	\$0.00	\$0.00	\$10,091.13	\$17,116.09
WICKS, LORI ANNE	200-Teacher	\$55,852.00	1.00	0	14	\$0.00	\$0.00	\$5,935.03	\$10,078.32
WIDEL, BRANDI J	200-Teacher	\$94,869.00	1.00	0	17	\$0.00	\$0.00	\$10,080.98	\$17,254.32
WILLAREDT, VINCENT J	200-Teacher	\$93,468.00	1.00	0	29	\$0.00	\$0.00	\$9,932.27	\$15,249.88
WILSON, AMANDA JUNE	200-Teacher	\$89,377.00	1.00	0	14	\$0.00	\$0.00	\$9,497.53	\$17,254.32
WILSON, ANN MARIE	103-Principal	\$141,824.00	0.81	0	21	\$0.00	\$0.00	\$15,070.64	\$17,408.65
WILSON, LORI ANN	200-Teacher	\$96,234.22	1.00	0	30	\$0.00	\$0.00	\$10,226.05	\$16,773.09
WILSON, MARY KAY	610-Resource Teacher Elementary	\$90,722.00	1.00	0	29	\$0.00	\$0.00	\$9,640.53	\$21.20
WILSON, PEGGY S	200-Teacher	\$89,293.00	1.00	0	25	\$0.00	\$0.00	\$9,488.69	\$16,484.17
WILSON, TIMOTHY M	200-Teacher	\$96,387.00	1.00	0	29	\$0.00	\$0.00	\$10,242.20	\$17,254.32
WITTMANN, GINGER V	200-Teacher	\$93,406.14	1.00	0	24	\$0.00	\$0.00	\$9,925.77	\$9,661.02
WRIGHT, DAWN M	200-Teacher	\$93,375.00	1.00	0	20	\$0.00	\$0.00	\$9,922.37	\$10,078.32
YEAGER, MARIAH ELIZABETH	200-Teacher	\$61,343.00	1.00	0	14	\$0.00	\$0.00	\$6,518.45	\$10,078.32
Totals									
Distinct Employee Count: 359		Distinct Positions Count: 359		Total Positions Count: 359		Vacation Days: 195		Sick Days: 7277	
Base Salary: \$30,768,652.40		Bonuses: \$0.00		Annuities: \$0.00		Retirement Enhancements: \$3,269,584.42		Other Benefits: \$4,653,124.41	

VIII - A RESCIND RETIREMENTS AND RESIGNATIONS

It is recommended that the following retirements and resignations listed below and on the GCSD9 website, be rescinded:

<u>Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective</u>
Kay Lanfersieck	Special Education Teacher/Prather	Rescind	End of 2029/2030
Jeff Kraus	Custodian/Admin Office	Rescind	08/15/2030
Connie Paterson	Monitor/GCHS	Rescind	End of 2027/2028

VIII - B RETIREMENTS AND RESIGNATIONS

It is recommended that the following retirements and resignations listed below and on the GCSD9 website, be accepted:

<u>Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective</u>
Jeff Kraus	Custodian/Admin Office	Retirement	06/30/2031
Connie Paterson	Monitor/GCHS	Retirement	09/01/2025
Jennifer Meznarich	Title I Teacher/Frohardt	Resignation	08/10/2025
Dawn Snyder	6 th Grade Teacher/Prather	Resignation	07/01/2025
Connie Popmarkoff	Math Teacher/CJHS	Retirement	End of 2028/2029
Kristen Novacich-Koberna	Assistant Principal/CJHS	Retirement	End of 2029/2030
Kathy Miles	Paraprofessional/Lake ESSC	Retirement	06/30/2030

VIII - C REQUESTS FOR LEAVES OF ABSENCE

It is recommended that the following requests for leaves of absence listed below and on the GCSD9 website, be approved:

<u>Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective</u>
Ricky Dalpozzo	Crafts/District	FMLA	Intermittent up to 480 hours
Dakota Shemwell	Pre-K Teacher/Prather	FMLA	09/07/2025 - 10/31/2025

VIII - D **RECOMMENDATIONS FOR COOLIDGE JUNIOR HIGH SCHOOL LIBRARY
AIDE FOR THE 2025-2026 SCHOOL YEAR**

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: THE HUMAN RESOURCES DEPARTMENT
**RE: RECOMMENDATIONS FOR COOLIDGE JUNIOR HIGH SCHOOL LIBRARY AIDE
FOR THE 2025-2026 SCHOOL YEAR**
DATE: JULY 22, 2025

The GCSD9 Administration is recommending that the following Coolidge Junior High School Library Aide for the **2025-2026** school year listed below and on the GCSD9 website, be approved:

John Wiser

Library Aide positions work approximately 15 hours per week with no benefits.

Approval is recommended.

VIII - E **RECOMMENDATIONS FOR GRANITE CITY HIGH SCHOOL STUDENT
WORKERS {CO-OPS} FOR THE 2025-2026 SCHOOL YEAR**

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: THE HUMAN RESOURCES DEPARTMENT
**RE: RECOMMENDATIONS FOR GRANITE CITY HIGH SCHOOL STUDENT
WORKERS {CO-OPS} FOR THE 2025-2026 SCHOOL YEAR**
DATE: JULY 22, 2025

The GCSD9 Administration is recommending that the following Student Workers (Co-Ops) for the 2025-2026 school year listed below and on the GCSD9 website, be approved:

Name

Ezequiel Ayala
Cyril Cutarra
Emmanuel Frias
Sara Jimenez

Approval is recommended.

VIII - F **RECOMMENDATION TO RESCIND EXTRACURRICULAR
ASSIGNMENT FOR THE 2025-2026 SCHOOL YEAR**

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: THE HUMAN RESOURCES DEPARTMENT
**RE: RECOMMENDATION TO RESCIND EXTRACURRICULAR
ASSIGNMENT FOR THE 2025-2026 SCHOOL YEAR**
DATE: JULY 22, 2025

The GCSD9 Administration is recommending that the following Extracurricular Assignment for the **2025-2026** school year listed below and on the GCSD9 website, be rescinded:

<u>Name</u>	<u>Position</u>
Freddie Edwards	GCHS Asst Football Coach

Approval is recommended.

VIII - G **EXTRACURRICULAR RESIGNATIONS FOR THE
2025-2026 SCHOOL YEAR**

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: THE HUMAN RESOURCES DEPARTMENT
RE: EXTRACURRICULAR RESIGNATIONS FOR THE 2025-2026 SCHOOL YEAR
DATE: JULY 22, 2025

The GCSD9 Administration is recommending that the following Extracurricular Resignations for the **2025-2026** school year listed below and on the GCSD9 website, be approved:

<u>Name</u>	<u>Position</u>
Tom Miller	Head Boys Track Coach
Ryan Reeves	Head Boys Soccer Coach

Approval is recommended.

**VIII - H EXTRACURRICULAR RECOMMENDATIONS FOR THE
2025-2026 SCHOOL YEAR**

You have received detailed information about this item. The administration is prepared to make recommendations or hold for discussion in executive session.

VIII - I RECOMMENDATION FOR SUBSTITUTE PAY RATES INCREASE

You have received detailed information about this item. The administration is prepared to make recommendations or hold for discussion in executive session.

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: THE HUMAN RESOURCES DEPARTMENT
RE: CERTIFIED AND CLASSIFIED SUBSTITUTES; 2025-2026
DATE: JULY 22, 2025

It is recommended that the following applicants listed below and on the GCSD9 website, be Board approved as substitutes for the 2025-2026 school year.

Certified;

Leslie Aerts	Karen Blasingim	Taylor Buchanan
Tara Buckingham	Erika Caldwell	Kara Denton Mendez
Ashley Dunn	Al Farend	Kaitlyn Fleenor
Stephanie Foreman-Kavanaugh	Debra Garland	Michael Garland
Janice Janek	Jacob Kahn	Austin Khounsana
John Kirkpatrick	Tiffany Kosydor	Ruth Lathrop
Ruth Layton	Darian Liley	Carl Luehmann
Dean Mayhall	Amie McChristian	Daniel McDowell
Debra McMillian	Lori Messina	Deborah Milton
Cathy Neidhardt	June Oney	Diane Peach
Karen Robertson	Mandy Robinson	Rebecca Sedabres
Shelby Utley	Ashley Warren	Cheryl Whitaker
Lisa Yarbrough		

Classified

Tonja Asperger	Tiffany Beavin	Kevin Bellovich
Cheyenne Betts	Schayla Burnett	Sundai Cavanaugh
Kristen Cheng	Jamie Clements	Gerald Cockrum
Catherine Cooper	Brooke Deckard	Audrey DeLay
Pamela Dellamano	Whitney Dickerson	Megan Dorris
Darlene Dunham	Phoebe Feldman	Jamie Freeman
Amber Garriott	Mya Gill	Melissa Gilmore
Kelly Goldizen	Laura Gordon	Edward Heintz
Stacy Hogan	Robert Kientzle	Karen Koesterer
Sarah Laird	Edward Lemmon	Sheila McElroy
Jessica Mitchell	Jane Moore	Tracey Moore
Gretchen Morris	Vivian O'Brian	Jim Parker
Heather Perigo	Patricia Ramirez	Andrew Ray
Kathleen Ridenour	Brandy Salzman	Karen Schwarzkopf
Gloria Sharp	Naomi Siedhoff	Susan Smith
Nicki Stagman	Kyrsten Stockman	Marissa Taylor
Colleen Tretter	Jeffrey Wallace	Kathy Weinkein
Andrew White	Tracy Whitecotton	Jada Williams
Fred Wilson	Rhonda Woodson	Grant Wright
Shawn Wylde		

Approval is recommended.

POLICIES:

The Policy Committee is recommending the approval of the following policies that were reviewed at the June 24, 2025, Policy Meeting:

5:200 Terms and Conditions of Employment and Dismissal

Granite City C.U.S.D. #9

5:200

Professional Personnel

Terms and Conditions of Employment and Dismissal

The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable individual employment contract or collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

Duty-Free Lunch

Teachers employed for at least 4 hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

School Year and Day, Salary, Dismissal

Please refer to the current Working Agreement between the Community Unit School District #9, Granite City, IL and the Granite City Federation of Teachers.

School Year

Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days. Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (the Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans Day).

School Day

Teachers are required to work the school day adopted by the Board. Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

Salary

Teachers shall be paid according to the salaries fixed by the Board, but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

Reduction In Force

If a reduction in the number of the tenured certificated staff of Community Unit School District #9 should become necessary, it shall be the policy of the Board of Education to make those reductions, where feasible, upon the basis of the teacher certification laws of the State of Illinois, the employee's continuous years of service in the school district, the policies of the

Illinois Board of Education and its Superintendent of Public Instruction where applicable, and the requirements of the North Central Association where applicable.

In instances where it is not feasible to make necessary reductions as stated above, the Board of Education will advise the teachers' union in advance of the reduction so that it may have an opportunity to express its opinion and recommendations.

Seniority Tie-Breakers

Seniority shall

- a. be District-wide and shall not be based upon building, grade level, or department; and
- b. commence on the date on which the teacher first reported for paid duty with the School District during his/her then current period of continuous employment by this School District.

In the event that two (2) or more teachers have the same seniority and the same qualifications; i.e., the appropriate Illinois teachers' certificates, each one of the following criteria shall be successively applied in the following order to attempt to break such tie(s) and still promote quality teaching in the classroom in order to determine which one of them shall not be "laid-off" (Honorably Dismissed) or which one of them shall be recalled.

1. Total years in-district teaching.
2. Total years in-district, plus outside teaching experience.
3. Highest degree earned by level as defined by the salary schedule.
4. Total college credit semester hours, under-graduate and graduate, on file in the Board of Education Office, by formal transcript.

In the event that, after applying all steps above, two (2) or more teachers are still tied, the Board of Education, in its sole discretion, shall determine which one of them shall not be "laid-off" (Honorably Dismissed) or which one of them shall be recalled. In so doing, however, the Board of Education shall not discriminate against any teacher because of race, national origin, religion, age, or membership or lack thereof in a collective bargaining organization.

provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

Assignments and Transfers

The Superintendent is authorized to make teaching, study hall, extra class duty, and extracurricular assignments. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. School social worker has the meaning stated in 105 ILCS 5/14-1.09a.

Dismissal

The District will follow State law when dismissing a teacher.

Extra-Curricular Assignments

It shall be the policy of the Board of Education of Granite City Community Unit School District #9 that reassignment to extra-curricular positions for the following school year shall be reviewed as soon as possible following the completion of the assignment.

It is also intended that this policy statement be interpreted as serving notice that all extra-curricular assignments shall terminate at the end of each school year or the conclusion of the activity's schedule, whichever occurs last, if the Board of Education has not reassigned prior to that date.

It is to be further understood that all extra-curricular assignments are approved and assigned by the Board of Education on an annual basis only.

It is desirable that personnel appointed as head coaches be certified teachers.

Evaluation

The District's teacher evaluation system will be conducted under the plan developed pursuant to State law.

On an annual basis, the Superintendent will provide the Board with a written report which outlines the results of the District's teacher evaluation system.

Professional Personnel Assessment

The Board of Education recognizes that the teaching process is an extremely complex one and that the appraisal of this process is a difficult and technical function. Nevertheless, because effective teaching is the most important element in a sound educational program, provision shall be made to conduct assessment of teachers' performances.

Assessment of teaching should serve these purposes:

To raise the quality of instruction and educational service to the children of our community.

To raise the standards of the teaching profession as a whole.

To aid the individual teacher to grow professionally.

Assessment of teacher performance must be a continuing process designed to improve the quality of instruction. All professional employees are involved in the assessment process. The principal shares with those who work with him/her the responsibility for the development and maintenance of professional standards and attitudes regarding the assessment process.

Therefore, the Board of Education delegates to the professional staff the responsibility of developing, organizing, and implementing a system-wide program for assessing the instructional process as one means to insure the quality of the instructional process.

Posting of Vacancies

1. Known and confirmed vacancies shall be posted in each school building. Posting of said notices shall coincide with the mailing of vacancy listings to colleges, universities, and the A.F.T. Local #743 President or designee.
2. During the months of June, July, and August, vacant position listings shall be posted at the Board of Education office and mailed at the same time to the A.F.T. Local #743 President or designee.
3. Requests for transfer shall be submitted in writing within five (5) week days (Monday through Friday, exclusive of holidays) of the vacancy notification posting date.

4. Anyone applying for a vacancy or requesting a transfer shall not be considered if his/her application or request is received after the stated time and date for closing in the posting. The applicant shall be notified within 30 days of the posting date as to the status of the request.
5. Positions filled for 6th day enrollment needs will be posted in the buildings for one day.

Previous Experience Credit

Teachers employed by the School District for the 2019-2020 school year and forward will be granted and placed accordingly on the salary schedule, up to ten (10) years of Illinois Public School teaching experience, or up to ten (10) years out of state Public School teaching experience in the United States. Beginning with the 2025-2026 school year and forward, up to five (5) years of teaching experience will be granted for charter, private, or parochial school experience as long as the teacher provides verification of employment and proof of state licensure. No fractions of years will be counted.

Paraprofessionals newly employed for the 2025-2026 school year and forward will be granted and placed accordingly on the salary schedule, up to three (3) years of Public-School experience working as a licensed paraprofessional. No fractions of years will be counted.

Athletic trainer(s) newly employed for the 2025-2026 school year and forward will be granted and placed accordingly on the salary schedule, up to ten (10) years of experience working as a licensed athletic trainer. No fractions of years will be counted.

Outside Vocational Experience Credit

Vocational instructors employed by the School District after August 1, 1989, may be given credit for previous work experience in the industry or vocation for which he/she is initially employed to teach, as follows:

- a. Only vocational or industrial experience, with skills directly related to the skill for which he/she is employed, shall be considered.
- b. Persons with 8,000 hours or less of work experience shall not receive work experience credit under this policy.
- c. Persons with more than 8,000 hours work experience may be moved up the salary schedule one step for each 4,000 hours above 8,000 hours, not to exceed placement up to within four (4) years of the maximum number of years of the salary schedule.
- d. Prior teaching experience will be evaluated in accordance to previous teaching and experience credit.

The Administration shall review and evaluate previous work experience of applicants and recommend to the Board the number of hours which shall be allowed for credit under this policy.

Professional Personnel Assessment

The primary purpose of teacher assessment is to facilitate and improve classroom instruction and to enhance student learning. Its secondary purpose is to meet the requirements of Article 24A of the Illinois School Code.

The Administration, Board of Education and bargaining representatives for certified professional employees have developed, an assessment plan for all certified professional employees as required by the Performance Evaluation Reform Act (PERA) of 2010.

Evaluation Cycle

Non-Tenured teachers will be evaluated at least once every year.

Tenured Teachers - One evaluation by the building principal every two years except that a teacher whose performance is rated as either needs improvement or unsatisfactory must be evaluated once in the school year following receipt of that rating.

LEGAL REF.: 29 U.S.C. §218(d), Pub. L. 117-328, Pump for Nursing Mothers Act.
42 U.S.C. §2000gg et seq., Pub. L. 117-328, Pregnant Workers Fairness Act.
105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22-95, 5/22.4, 5/24-16.5,
5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.
820 ILCS 260/, Nursing Mothers in the Workplace Act.
23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51
(Dismissal of Tenured Teachers).
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).

CROSS REF.: 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

Adopted: 10/9/2007

Revised: 5/13/2008, 4/12/2011, 5/16/2011, 6/25/2013, 5/26/2015, 9/11/2018, 01/14/2020, 01/25/2022, 12/12/2023, 08/27/2024

**VIII - L - 1 EMPLOYMENT OF TWO {2} GCSD9 ATHLETIC TRAINERS
FOR THE 2025-2026 SCHOOL YEAR**

You have received detailed information about this item. The administration is prepared to make recommendations or hold for discussion in executive session.

**VIII - L - 2 EMPLOYMENT OF TWO {2} SPECIAL EDUCATION PARAPROFESSIONALS
FOR THE 2025-2026 SCHOOL YEAR**

You have received detailed information about this item. The administration is prepared to make recommendations or hold for discussion in executive session.

**VIII - L - 3 EMPLOYMENT OF THREE {3} ELEMENTARY SCHOOL TEACHERS
FOR THE 2025-2026 SCHOOL YEAR**

You have received detailed information about this item. The administration is prepared to make recommendations or hold for discussion in executive session.

X - A HEARING OFFICERS FOR THE 2025-2026 SCHOOL YEAR

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: DAVID KEEL, ED.D., EXECUTIVE DIRECTOR OF EDUCATIONAL OPERATIONS
RE: HEARING OFFICERS FOR THE 2025-2026 SCHOOL YEAR
DATE: JULY 22, 2025

GCSD9 Administration requests approval of the following Hearing Officers for the 2025-2026 School Year. Hearing officers participate in expulsion hearings and additional hearings when requested by a parent/guardian. Permission is requested to approve the following as hearing officers for the Granite City School District at the rate of \$175.00 per hearing:

Dottie Falter
Lisa Yarbrough

Approval is recommended.

X - B EVENING ACADEMY ASSIGNMENTS FALL 2025-2026

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: DAVID KEEL, ED.D., EXECUTIVE DIRECTOR OF EDUCATIONAL OPERATIONS
RE: EVENING ACADEMY ASSIGNMENTS FALL 2025-2026
DATE: JULY 22, 2025

GCSD9 Administration requests approval of the following Evening Academy assignments for Granite City High School to meet the Fall Semester needs for the 2025-2026 School Year.

<u>Teacher</u>	<u>Position</u>
Kim Lignoul	Teacher
Emily Gilley	Teacher
Laura Sullivan	Teacher
Eric Smith	Teacher
Peggy Wilson	Teacher
Liz Cicio	Teacher
Trina Tsigolaroff	Teacher
Jayma Shrum	Teacher
Annabell Ambuel	Teacher
Candice Parker	Teacher
Jake Janek	Teacher
Kyle Kozar	Teacher
Christine Douglas	Teacher
Laura Pavlovec	Teacher
Aaron Werths	Teacher
Erin Feldman	Teacher
Deb Garland	Teacher
Kellie Hutchings	Coordinator
Jennifer Smith	Coordinator
Scott Fandrey	Counselor

 Due to holidays, there are more Tuesdays and Thursdays in the Fall Semester than Mondays and Wednesdays. This is why some teachers have a different stipend than others.

Approval is recommended.

X - C 2025-2026 STUDENT HANDBOOKS FOR ALL SCHOOLS

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: DAVID KEEL, ED.D., EXECUTIVE DIRECTOR OF EDUCATIONAL OPERATIONS
RE: 2025-2026 STUDENT HANDBOOKS FOR ALL SCHOOLS
DATE: JULY 22, 2025

GCSD9 Administration requests approval of the 2025-2026 student handbooks for ALL schools. The student handbooks have been updated with the most recent IPA Model Student Handbook changes, as well as any new programs that have been approved by the Board of Education. The IPA Model Student Handbook is attorney drafted and fully aligned with PRESS, the Illinois Association of School Board's school district policy service as well as state, federal and case law that change on a frequent basis. We have updated the language as necessary.

The 2025-2026 Student Handbooks were emailed for review to the superintendent and shared with all school board members in their update on Friday, July 11, 2025.

Approval is recommended.

X - D GCHS 6TH HOUR ASSIGNMENT

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: DAVID KEEL, ED.D., EXECUTIVE DIRECTOR OF EDUCATIONAL OPERATIONS
RE: GCHS 6TH HOUR ASSIGNMENT
DATE: JULY 22, 2025

The GCSD9 Administration request permission to approve the following 6th Hour Assignment for the Fall Semester at GCHS.

Teacher

Vince Willaredt

Approval is recommended.

X - E PAPER SUPPLIES BID #1-26

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: BRAD SMITH, DIRECTOR OF TECHNOLOGY
RE: PAPER SUPPLIES BID #1-26
DATE: JULY 22, 2025

The following vendors were sent invitations for Paper Supplies Bid #1-26. The bid includes all paper white/color for the 2025-2026 school year. The tabulations have been completed and listed below. The recommended vendor is Paper 101.

<u>Vendor</u>	<u>Quote</u>
Midland	\$ 72,186
Omnia	\$ 73,382
*PAPER 101	\$ 70,044.95
Veritiv	\$ 57,244.60
Liberty Paper	\$ 51,156
CPG	\$ 69,880.47
(Contract Paper Group)	

Approval is recommended.

Note - The vendors that were lower than Paper 101 did not bid all of the colors that were specified in the bid.

X - F **TITLE I AIDES**

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: PATRICK CURRY, EXECUTIVE DIRECTOR OF K-12 CURRICULUM
RE: TITLE I AIDES
DATE: JULY 22, 2025

The GCSD9 Administration request approval of the following people to work within the parameters of the Title grant. All will be part-time participants and paid through the Title I grant, not to exceed 15 hours per week.

Title aides work only on days where students are in attendance.

<u>Name</u>	<u>School</u>
Debbie Ming-Mendoza	Maryville
Nannette Cochran	Mitchell
Dana Allen	Prather
Sheri Hackethal	Frohardt

Approval is recommended.

X - G SCHOOL IMPROVEMENT PLANS FY26

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: PATRICK CURRY, EXECUTIVE DIRECTOR OF K-12 CURRICULUM
RE: SCHOOL IMPROVEMENT PLANS FY26
DATE: JULY 22, 2025

Due to the Illinois State Board of Education (ISBE) school designation and funding provided through Title I, Part A, Section 1003 School Improvement of the Every Child Student Succeeds Act (ESSA), schools are required to submit an annual School Improvement Plan (SIP) to our Board of Education.

The Board of Education and Superintendent received copies of all plans in the Friday update on July 11, 2025.

Approval is recommended.

X - H **GCHS ROOF REPLACEMENT**

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: ERIC SMITH, SUPERVISOR OF FACILITIES MANAGEMENT
RE: GCHS ROOF REPLACEMENT
DATE: JULY 22, 2025

The GCSD9 Administration requests approval for **Kirberg Company** to replace the shingled portion of the high school roof. This project will be funded through Health Life Safety funds. We are requesting approval of a total cost of **\$873,517**.

Approval is recommended.

The following are attendees of the pre-bid:

<u>Vendor</u>	<u>Quote</u>
D.E.Martin :	No Bid
Lakeside Roofing :	No Bid
Geissler Roofing :	No Bid
The best roofing :	No Bid
Kirberg Roofing :	\$873,517

TO: BOARD OF EDUCATION
FROM: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
ADAM GARRET, ED.D., EXECUTIVE DIRECTOR OF HUMAN RESOURCES
RE: MOU FOR METAL DETECTORS WITH CERTIFIED STAFF
DATE: JULY 22, 2025

MEMORANDUM OF UNDERSTANDING
Between the Granite City School District No. 9 Board of Education and
the Granite City Federation of Educational Professionals, Local 743
Working Agreement for Implementation of Metal Detectors
July 22, 2025

The Granite City Federation of Educational Professionals Local 743 (The Union) and the Granite City CUSD #9 Board of Education (The Board) enter into this Memorandum of Understanding regarding the implementation of metal detectors:

INTRODUCTION

This Memorandum of Understanding (MOU) outlines the collaborative commitment of The Granite City CUSD #9 and The Granite City Federation of Educational Professionals Local 743 to enhance the safety and security of our educational environment through the installation of metal detectors at school entrances. In light of increasing concerns regarding school safety, it is imperative that we prioritize the well-being of our students, staff, and visitors.

A safe working environment is essential for fostering an atmosphere conducive to learning and personal development. The implementation of metal detectors will serve as a proactive measure to deter potential threats, ensuring that our students feel secure as they pursue their education. By safeguarding our school from external dangers, we can create a stable foundation for uninterrupted learning, allowing educators to focus on teaching and students to thrive academically.

This MOU aims to establish a framework for the deployment and operation of metal detectors, emphasizing our shared responsibility to uphold the highest standards of safety and security within our school community. Together, we can take significant steps toward protecting our students and maintaining the integrity of our educational mission.

TERMS

1. CPEs will be hired to facilitate the following:
 - a. Supervising students at entrances
 - b. Using a security wand to identify potential threats highlighted by the walk-through metal detectors (WTMDs)
 - c. Searching backpacks to identify potential threats highlighted by the WTMDs
2. At Granite City High School, a minimum of 11 CPES will be hired.
3. At Coolidge Junior High School, a minimum of 8 CPE's will be hired.
4. At Frohardt, Grigsby, Maryville, Mitchell, Prather, and Wilson Elementary Schools, a minimum of 2 CPE's will be hired for each metal detector station per building. The implementation of metal detectors at the elementary schools will begin no sooner than the second quarter of the 25-26 school year but no later than the beginning of the second semester of the 25-26 school year.
5. Evening Academy will hire a minimum of 2 CPE's will be hired for metal detectors.
6. The administration has the sole discretion to determine the need for additional staff to work metal detector duties.
7. A building administrator will be available to assist with any issues at each entrance.
8. All CPEs hired for these duty positions will be contracted for 0.5 hours per day, when school is in session and students are present.
9. Metal detector stations will be fully set up and operational by the time CPEs begin their student arrival duty. CPEs will not be responsible for setting up the equipment prior to their assigned metal detector duties.
10. The 0.5 hours of duty will end no later than 10 minutes prior to the beginning of the school day.
11. Compensation will be paid at Club Sponsor D per quarter.
12. Metal detector duty positions will be assigned quarterly based on seniority, except in cases where a CPE has previously been removed from duty due to attendance concerns. If a CPE selected for this duty is absent for five or more days during the quarter, their stipend will be prorated, a meeting will be held with administration to determine whether they should be unassigned from the extra-duty position.
13. Positions will be offered first to CPEs assigned to that worksite, if positions go unfilled, the position will then be offered to those that are available district-wide.
14. As WTMDs are implemented, CPEs will not be subject to scans and/or searches.
15. Substitutes, as needed, will be compensated at the hourly sub rate.
16. This MOU will go into effect upon ratification by the membership of The Union and the application of the required signatures below.

17. This MOU shall remain in effect until modified by mutual agreement of both parties.

For The Board:

For The Union:

Donald J. Harris, Ed.D.
Superintendent of Schools

Amy Cox, President, Local 743
Granite City Federation of Educational Professionals

(Date)

(Date)

XI - 1 - A FREEDOM OF INFORMATION ACT {FOIA} REQUESTS

TO: DONALD J. HARRIS, ED.D., SUPERINTENDENT OF SCHOOLS
FROM: CHRIS MITCHELL, MANAGER OF DISTRICT COMMUNICATIONS
RE: FREEDOM OF INFORMATION ACT {FOIA} REQUESTS
DATE: JULY 22, 2025

The Freedom of Information Act Requests listed below and on the GCSD9 website were handled by Administration:

We received three {3} requests under the Freedom of Information Act during the period of June 18, 2025 through July 15, 2025.

The first request was received on June 18, 2025 from Owen Wang of the Lake County Gazette. He requested the following information:

- A list of all graduates in the past five school years with the following fields:
 - Graduation years
 - Names
 - Hometown
 - Gender

The second request was received on June 23, 2025 from Owen Wang of the Lake County Gazette. He requested the following information:

- Will the school math team from your high schools attend the annual (July) Mu Alpha Theta convention? If so, who will be attending, and who is sponsoring the trip?

The third request was received on July 1, 2025 from Kyrie Reitz of the Mackinac Center for Public Policy. She requested the following information:

- Union dues report and/or collective bargaining agreements containing the following information:
 - The number of people (union members) who are having dues withdrawn from their paycheck
 - The total number of people covered by collective bargaining agreements (union contracts)

The requests were handled by Administration.