



**To:** Dr. Charles Johns  
Board of Education  
**From:** Brad Swanson  
**Date:** October 26, 2020  
**RE:** Academic Attainment

**Recommendation**

The Administration recommends approval for the following 2020-21 Academic Attainment adjustments on Salary Schedule Lanes for the Certified Staff as listed on the attached spreadsheet.

**Background**

Approval of all Academic Attainment courses is obtained through the Instructional Supervisor, the Associate Principal for Curriculum and Instruction, and the Assistant Superintendent for Human Resources. Courses for Academic Attainment must be in an approved degree program, required for a state endorsement, directly related to a teacher's content or subject matter area, or in the area of curriculum and instruction from an accredited college or university. Limited courses are offered internally through "Glenbrook University".

Completion of courses with a minimum grade of B must be confirmed with an official transcript. Reimbursement is offered at a maximum rate of \$210 per credit hour and a maximum of \$2520 per school year.

The guidelines for Academic Attainment are contained in Appendix H of the GEA Contract.

The Certified Staff Salary Schedule has Academic Attainment lanes equal to Bachelor's Degree (BA), Bachelor's Degree plus 15 hours of college credit (BA+15), Master's Degree (MA), Master's Degree plus 15 hours of college credit (MA+15), Master's Degree plus 30 hours of college credit (MA+30), Master's Degree plus 45 hours of college credit (MA+45), and a Master's Degree plus 60 hours of college credit (MA+60).

First Name	Last Name	Building	Department	2020-21 Step	Current Lane	New Lane	Current Lane Salary (@1.0 FTE)	New Lane Salary (@1.0 FTE)	Salary Increase	Course Work
Jason	Berg	Glenbrook North High School	CTE	Z3	MA +45	MA +60	\$130,800	\$135,337	\$4,537	Completed a collection of courses including Minds Online: Teaching Effectively with Technology and Differentiation in Classroom Helping All Students Find Success from Dominican University
Craig	Loch	Glenbrook North High School	CTE	T	MA +30	MA +45	\$108,689	\$111,636	\$2,947	Completed a collection of courses including Social Emotional Learning and Unlocking Students Potential from Colorado State University-Pueblo
Christina	Rose	Glenbrook North High School	CTE	D	MA +15	MA +30	\$78,969	\$80,758	\$1,789	Completed a collection of courses including Unlocking Students Potential with Technology and Differentiation in a Classroom: Helping All Students Find Success from Dominican University
Victoria	Tenuta	Glenbrook North High School	CTE	B	BA	BA +15	\$62,801	\$65,985	\$3,184	Completed a collection of courses including School Age Curriculum, Ages 6-8 and Infant & Toddler Curriculum from Concordia University Chicago
Tim	Broeker	Glenbrook North High School	English	M	BA +15	MA	\$82,043	\$90,636	\$8,593	Completed a Master of Theatre Studies from Southern Oregon University
Erica	Henrich	Glenbrook North High School	English	Z1	MA	MA +15	\$119,592	\$122,083	\$2,491	Completed a collection of courses including CrossCurrents Interdisciplinary Reading Groups from Glenbrook University
Alexandra	Baxmeyer	Glenbrook North High School	Fine Arts	H	MA	MA +15	\$82,091	\$83,802	\$1,711	Completed a collection of courses including Best Practices of Effective Conductors and Beginning Jazz Improvisation from VanderCook College of Music
Antonio	DiCristofano	Glenbrook North High School	Math	E	BA	BA +15	\$67,978	\$71,423	\$3,445	Completed a collection of courses including Education Reforms & Inquiry and Learning & Human Development with Educational Technology from the University of Illinois at Urbana-Champaign
Konstantena	Houmpavlis	Glenbrook North High School	Math	D	MA	MA +30	\$75,840	\$79,175	\$3,335	Completed a collection of courses including Effective Questioning Strategies and Create Powerful Beginnings & Endings from Greenville University
John	Krickl	Glenbrook North High School	Math	W	MA +30	MA +45	\$117,649	\$120,838	\$3,189	Completed a collection of courses including Blended Learning and eLearning Made Easier from the University of La Verne
Rachel	Nabolotny	Glenbrook North High School	Math	M	MA +30	MA +45	\$96,514	\$99,129	\$2,615	Completed a collection of courses including The Differentiated Classroom and Special Education Law from the University of La Verne
Justin	Georgacakis	Glenbrook North High School	PE/HE/DE	U	MA +45	MA +60	\$113,869	\$117,819	\$3,950	Completed a collection of courses including Human Resources Administration & Bargaining and Leading School-based Professional Learning Communities from Concordia University Chicago
Bridget	Matsunaga	Glenbrook North High School	PE/HE/DE	O	MA +15	MA +30	\$96,262	\$98,444	\$2,182	Completed a collection of courses including Cyber Bullying and Understanding Difficult Parents from the University of La Verne
Lindsey	Berman	Glenbrook North High School	Science	Z1	MA +45	MA +60	\$128,235	\$132,682	\$4,447	Completed a collection of courses including Student Success in STEM and Teaching Tough Topics in Biology from Greenville University
Marcel	Grdinic	Glenbrook North High School	Science	Z2	MA +45	MA +60	\$128,235	\$132,683	\$4,448	Completed a collection of courses including Unlocking the Mysteries of Code from University of La Verne and Building Classroom Discipline from Pace University
Amy	Ludolph	Glenbrook North High School	Science	Y	MA +30	MA +45	\$120,002	\$123,254	\$3,252	Completed a collection of courses including Students Studying Genetics from Greenville University and Anatomy & Physiology from Purdue University Global
Bryan	Musolf	Glenbrook North High School	Science	K	MA +45	MA +60	\$93,412	\$96,652	\$3,240	Completed a collection of courses including Closing the Gender Gap in STEM and Next Generation Science Standards from Greenville University
Dane	Travis	Glenbrook North High School	Science	Z7	MA +30	MA +60	\$137,845	\$146,493	\$8,648	Completed a collection of courses including Students Studying Genetics and Motivating Unmotivated Students from Greenville University
Susan	Corfield	Glenbrook North High School	Social Studies	Z7	MA +15	MA +30	\$134,790	\$137,845	\$3,055	Completed a collection of courses including Mindfulness in 21st Century and ADHD Teaching & Learning Strategies from Benedictine University
Matthew	Miller	Glenbrook North High School	Social Studies	Z7	MA	MA +15	\$132,039	\$134,790	\$2,751	Completed a collection of courses including Refocus & Recharge: Strategies for Finding Balance in Teaching from Augustana University and Student Centered Classrooms: A Constructivist Approach from Benedictine University
Nick	Capalbo	Glenbrook North High School	Special Education	D	MA	MA +15	\$77,357	\$78,969	\$1,612	Completed a collection of courses including Motivating Students Who Don't Care and ADD/ADHD Strategies & Interventions for the Classrooms from University of La Verne
Megan	Vaccarello	Glenbrook North High School	Special Education	U	MA +45	MA +60	\$113,869	\$117,819	\$3,950	Completed a collection of courses including Cultivating Curiosity & Creativity in the Classroom from Pacific Lutheran University

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Jennifer	Esmits (Figiel)	Glenbrook North High School	World Languages	K	BA +15	MA	\$78,858	\$87,116	\$8,258	Completed a collection of courses including Second Language Classroom Learning and Instructional Coaching for Teaching Excellence from the University of Iowa
Melissa	Pearson	Glenbrook Off Campus	Special Education	A	BA +15	MA	\$64,691	\$71,466	\$6,775	Completed a Master of Science in Education: Teaching & Learning from the University of St.Francis
Caitlin	Adams	Glenbrook South High School	CTE	C	MA	MA +15	\$74,353	\$75,902	\$1,549	Completed a collection of courses including Learning to Learn and Digital Tools in the Connected Classroom from Roosevelt University
john	blix	Glenbrook South High School	CTE	J	MA +30	MA +45	\$89,163	\$91,580	\$2,417	Completed a collection of courses including Differentiated Learning: How to Teach to Varying Ability Levels and Digital Tools in the Connected Classroom from Roosevelt University
Seong Bong	Ha	Glenbrook South High School	CTE	Z2	MA	MA +15	\$119,592	\$122,084	\$2,492	Completed a collection of courses including High Leverage Practices and Google Tools Up Class Game from Augustana University
Dawn	Hall	Glenbrook South High School	CTE	Z7	MA +30	MA +45	\$162,657	\$167,066	\$4,409	Completed a collection of courses including Teaching with Video and Blended Learning in the Classroom from Augustana University
Daniel	Leipert	Glenbrook South High School	CTE	P	MA +30	MA +60	\$100,413	\$106,712	\$6,299	Completed a collection of courses including Architectural Systems & the Environment and Comprehensive Architectural Design Studio from Southern Illinois University
Kelli	McDonald	Glenbrook South High School	CTE	Y	MA +15	MA +30	\$117,343	\$120,002	\$2,659	Completed a collection of courses including What Great Teachers Do and Social Media Responsibility: Speaking the Language & Keeping Kids Healthy from Roosevelt University
Rosanna	McManamon	Glenbrook South High School	CTE	Z7	MA	MA +15	\$132,039	\$134,790	\$2,751	Completed a collection of courses including Making the Shift to Blended Learning in Your Classroom and Brain Works: Better Teaching with the Brain in Mind from Roosevelt University
Damien	Braude	Glenbrook South High School	Dean's Office	Y	MA +45	MA +60	\$123,254	\$127,531	\$4,277	Completed a collection of courses including Teach Online with Equity Mind and High Leverage Practices from Augustana University
Stephanie	Bailey	Glenbrook South High School	English	Z7	MA +30	MA +60	\$137,845	\$146,493	\$8,648	Completed a collection of courses including Leadership Paradigms and Online Colloquium from Olivet Nazarene University
Steve	Bolf	Glenbrook South High School	English	Z7	MA +30	MA +45	\$137,845	\$141,581	\$3,736	Completed a collection of courses including Living Your Happiest Life Inside & Outside the Classroom and Reading Instruction from Augustana University
Nicole	Carmen	Glenbrook South High School	English	O	MA	MA +15	\$94,298	\$96,262	\$1,964	Completed a collection of courses including Increasing Comprehension with Close Reading in Your Classroom from Roosevelt University
Debbie	Cohen	Glenbrook South High School	English	Z7	MA +15	MA +30	\$137,486	\$140,602	\$3,116	Completed a collection of courses including Supervision of Learning Environments and Leading School Improvement from the University of Illinois at Urbana-Champaign
Joy	Cooper	Glenbrook South High School	English	Z4	MA +45	MA +60	\$133,415	\$138,043	\$4,628	Completed a collection of courses including Thrive: Supporting LGBTQ Students and Social Media Responsibility from Augustana University
Dayna	Cottrell	Glenbrook South High School	English	F	MA +15	MA +30	\$82,158	\$84,021	\$1,863	Completed a collection of courses including Teaching an Advanced Placement Course from Seattle Pacific University and Anxiety Awareness from Augustana University
Katie	Hoover	Glenbrook South High School	English	O	MA +15	MA +30	\$96,262	\$98,444	\$2,182	Completed a collection of courses including Social Comprehension and Five Skills for Life Success from Augustana University
Sharon	Kaltman	Glenbrook South High School	English	Q	MA +15	MA +30	\$100,151	\$102,420	\$2,269	Completed a collection of courses including Create & Captivate: Using Online Presentations to Teach and Creating a Vision for Equity in Education from Roosevelt University
Hillary	Kane	Glenbrook South High School	English	Z3	MA +15	MA +30	\$134,790	\$137,845	\$3,055	Completed a collection of courses including Anxiety Awareness and Creating Vision for Equity from Augustana University
Annie	Kim	Glenbrook South High School	English	M	MA +15	MA +30	\$92,524	\$94,621	\$2,097	Completed a collection of courses including Engagement Strategies for the 21st Century Thinking Classroom and Increasing Comprehension with Close Reading in Your Classroom from Roosevelt University
David	Knudson	Glenbrook South High School	English	Y	MA	MA +15	\$114,948	\$117,343	\$2,395	Completed a collection of courses including Screenwriting and Ethnic Literatures from Northeastern Illinois University

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Jaclin	McGuire	Glenbrook South High School	English	M	MA +15	MA +30	\$94,375	\$96,514	\$2,139	Completed a collection of courses including Incorporating Mindfulness: Strategies to Encourage Student Focus & Awareness from Roosevelt University and Mindsets and Skillsets for a Culturally Responsive Classroom from Augustana University
Mina	Moon	Glenbrook South High School	English	Z7	MA +45	MA +60	\$144,413	\$149,422	\$5,009	Completed a collection of courses including Incorporating Mindfulness: Strategies to Encourage Student Focus & Awareness and Teaching with Video from Augustana University
Brighid	Moskaites	Glenbrook South High School	English	F	MA	MA +15	\$78,904	\$80,547	\$1,643	Completed a collection of courses including Culturally Responsive Teaching and Creating Vision for Equity from Augustana University
Lisa	Neu	Glenbrook South High School	English	Z3	MA +45	MA +60	\$130,800	\$135,337	\$4,537	Completed a collection of courses including Culturally Responsive Teaching and The Flipped Classroom from University of California - San Diego
Austin	Smith	Glenbrook South High School	English	H	MA	MA +15	\$82,091	\$83,802	\$1,711	Completed a collection of courses including Making Content Accessible for Your English Language Learners and Empathy & Social Comprehension for a Compassionate Classroom from Roosevelt University
Robert	Wysocki	Glenbrook South High School	English	K	MA	MA +15	\$88,859	\$90,710	\$1,851	Completed a collection of courses including Teaching the AP Course from Eastern Kentucky University and Reading Instruction for the Head & Heart from Roosevelt University
Julie	Benca	Glenbrook South High School	Fine Arts	G	MA + 45	MA +60	\$86,298	\$89,292	\$2,994	Completed a collection of courses including Social Media Tools for Teaching & Learning and Cultivating Digital Citizenship from Greenville University
Stephanie	Fuja	Glenbrook South High School	Fine Arts	T	MA +15	MA +30	\$106,281	\$108,689	\$2,408	Completed a collection of courses including Realizing Vision Through Technical, Human, & Financial Resources and Decision-Making for Educational Systems & Organizations from National Louis University
Markeise	Russell	Glenbrook South High School	Fine Arts	J	MA	MA +15	\$94,804	\$96,779	\$1,975	Completed a collection of courses including Finale Music Notation from VanderCook College of Music and School, Families, & Community Partnerships from Concordia University Chicago
Christi	Shaner	Glenbrook South High School	Library	Z7	MA +30	MA +45	\$137,845	\$141,581	\$3,736	Completed a collection of courses including Anxiety Awareness and Mindful School Leadership from Augustana University
Esther	Bowen	Glenbrook South High School	Math	Z2	MA +45	MA +60	\$128,235	\$132,683	\$4,448	Completed a collection of courses including Blended Learning in Class and Math Works from Augustana University
Ann	Kotsadam	Glenbrook South High School	Math	H	MA	MA +15	\$82,091	\$83,802	\$1,711	Completed a collection of courses including Human Resources Administration in Education and School Finance & Budgeting from Northeastern Illinois University
Scott	Nemecek	Glenbrook South High School	Math	Z7	MA +30	MA +45	\$137,845	\$141,581	\$3,736	Completed a collection of courses including Sparking Meaningful Conversations and Assignment Homework: Where? When? Why? from Augustana University
Michelle	Steinberg	Glenbrook South High School	Math	G	MA	MA +15	\$82,092	\$83,801	\$1,709	Completed a collection of courses including Mindsets and Math: Enjoyment & Achievement for All and Differentiated Learning: How to Teach to Varying Ability Levels from Roosevelt University
Tom	Cieplik	Glenbrook South High School	PE/HE/DE	O	BA +15	MA +15	\$72,852	\$82,158	\$9,306	Completed a collection of courses including Strategies for Addressing Student Anxiety and Stretching Bodies and Minds: Using Yoga to Enhance Student Focus & Meditation from Greenville University
Brittany	Ethington	Glenbrook South High School	PE/HE/DE	G	MA +15	MA +30	\$82,158	\$84,020	\$1,862	Completed a collection of courses including Stretching Bodies & Minds and Strategies for Student Anxiety from Greenville University
Victoria	Kelliher	Glenbrook South High School	PE/HE/DE	F	BA +15	MA +15	\$72,852	\$82,158	\$9,306	Completed a collection of courses including Integrating Technology into the PE Classroom and Athletic Speed & Agility from Greenville University
Thea	Minogue	Glenbrook South High School	PE/HE/DE	J	MA	MA +15	\$85,409	\$87,188	\$1,779	Completed a collection of courses including Integrating Technology into the PE Classroom and Strategies for Student Anxiety from Greenville University
Patricia	Moulakelis	Glenbrook South High School	PE/HE/DE	Z7	MA +30	MA +60	\$137,845	\$146,493	\$8,648	Completed a collection of courses including Create & Captivate: Using Online Presentations to Teach and Refocus & Recharge: Strategies for Finding Balance in Teaching from Roosevelt University

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Kelley	Oziminski	Glenbrook South High School	PE/HE/DE	H	MA +15	MA +30	\$83,802	\$85,701	\$1,899	Completed a collection of courses including Strategies for Addressing Student Anxiety and Stretching Bodies & Minds: Using Yoga to Enhance Student Focus & Motivation from Greenville University
Joshua	Stanton	Glenbrook South High School	PE/HE/DE	G	MA + 45	MA +60	\$88,024	\$91,078	\$3,054	Completed a collection of courses including Health, Wellness, & Fitness and Eating & Exercise Disorders from Greenville University
Zachary	Walker	Glenbrook South High School	PE/HE/DE	F	BA +15	MA	\$71,423	\$78,904	\$7,481	Completed a Master of Arts in Curriculum & Instruction from Concordia University Chicago
Robert	Cowhey	Glenbrook South High School	Science	K	BA +15	MA	\$80,435	\$88,859	\$8,424	Completed a Master of Arts in Curriculum & Instruction from Concordia University Chicago
Sarah	Davis	Glenbrook South High School	Science	D	BA	BA +15	\$65,338	\$68,650	\$3,312	Completed a collection of courses including Formative Assessment in Science Education and Foundations of Action Research in Science Education from Montana State University
Madeline	Thomas	Glenbrook South High School	Science	F	BA +15	MA	\$71,423	\$78,904	\$7,481	Completed a Master of Science in Biology from Washington University in St. Louis
David	Kane	Glenbrook South High School	Social Studies	T	MA +15	MA +30	\$106,281	\$108,689	\$2,408	Completed a collection of courses including Digital Citizenship in Class and Teach Like a Champ: Effective Strategies for an Engaged Classroom from Augustana University
Ryan	Kinsella	Glenbrook South High School	Social Studies	Z3	MA +30	MA +45	\$127,347	\$130,800	\$3,453	Completed a collection of courses including Historiography & Historical Methods and American in WWII from Pace University
Elisabeth	McGuinness	Glenbrook South High School	Social Studies	L	MA +45	MA +60	\$97,186	\$100,557	\$3,371	Completed a collection of courses including Social Comprehension and Creating Vision for Equity from Augustana University
Nicholas	Morley	Glenbrook South High School	Social Studies	G	BA +15	MA	\$72,852	\$80,483	\$7,631	Completed a Master of Arts in American History from Pace University
Steven	Berkley	Glenbrook South High School	Special Education	L	BA +15	MA	\$80,435	\$88,859	\$8,424	Completed a Masters of Science in Special Education with Dual Specialization in Curriculum Adaption & Behavior Intervention from Northeastern Illinois University
Mark	Knoepfel	Glenbrook South High School	Special Education	G	BA +15	MA	\$72,852	\$80,483	\$7,631	Completed a Master of Arts in Education Leadership: School Leadership from Northeastern Illinois University
Leah	Maskin	Glenbrook South High School	Special Education	F	BA +15	MA	\$71,423	\$78,904	\$7,481	Completed a Masters of Science in Special Education with Dual Specialization in Curriculum Adaption & Behavior Intervention from Northeastern Illinois University
Caitlin	Reichert	Glenbrook South High School	Special Education	K	MA	MA +15	\$88,859	\$90,710	\$1,851	Completed a collection of courses including Differentiation & Grading and Differentiated Learning from Augustana University
Amanda	Middleton	Glenbrook South High School	Student Services	E	MA + 45	MA +60	\$82,947	\$85,825	\$2,878	Completed a collection of courses including Improving Instruction through Teacher Evaluation & Professional Development and Guaranteeing a Differentiated & Coherent Curriculum from National Louis University
Matthew	Bertke	Glenbrook South High School	World Languages	X	MA +45	MA +60	\$120,839	\$125,030	\$4,191	Completed a collection of courses including Engagement Strategies for the 21st Century Thinking Classroom and Building Strong Relationships in the Classroom: Care to Connect from Augustana University
Emma	Hanna	Glenbrook South High School	World Languages	J	MA +30	MA +45	\$89,163	\$91,580	\$2,417	Completed a collection of courses including Learning in Organizations and Strategy & Analytics from Vanderbilt University
Veronica	Reyes	Glenbrook South High School	World Languages	Z4	MA +15	MA +30	\$127,015	\$129,894	\$2,879	Completed a collection of courses including The Growth Mindset & Appreciative Inquiry and Social & Emotional Learning: Promoting Positive Mental Health Across the Curriculum from Benedictine University
Barbara	Suarez	Glenbrook South High School	World Languages	H	BA	BA +15	\$70,725	\$74,309	\$3,584	Completed a collection of courses including Novels of the Mexican Revolution and U.S. Latina/o Literature & Culture from Northeastern Illinois University
Anne	Walsh	Glenbrook South High School	World Languages	O	MA +15	MA +30	\$96,184	\$98,187	\$2,003	Completed a collection of courses including Raise the Bar: Positive Interventions for Students Who Challenge Us and Anxiety Awareness: Empowering Students with Help & Hope from Roosevelt University
Hong	Wu	Glenbrook South High School	World Languages	Q	MA +45	MA +60	\$105,197	\$108,846	\$3,649	Complete a collection of courses including Differentiated Learning and Engagement Strategies for the 21st Century Thinking Classroom from Augustana University