



To: Dr. Charles Johns  
Board of Education  
From: Brad Swanson  
Date: September 9, 2019  
RE: Academic Attainment

**Recommendation**

The Administration recommends approval for the following 2019-20 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	2019-20 Step	Current Lane	Current Lane Salary (@1.0 FTE)	New Lane	New Lane Salary (@1.0 FTE)	Salary Increase	Course Work
Jason	Berg	GBN	CTE	Z2	MA +30	\$122,402	MA +45	\$125,720	\$3,318	Completed a collection of courses including Unlocking Students Potential with Technology and Dealing with Difficult Parents: An Educators & Counselor Survival Guide from Dominican University
Lindsey	Berman	GBN	Science	Y	MA +30	\$117,649	MA +45	\$120,838	\$3,189	Completed a collection of courses including The Teenage Brain: How It Works and Motivating Unmotivated Students from Greenville University
Susan	Corfield	GBN	Social Studies	Z7	MA	\$129,450	MA +15	\$132,147	\$2,697	Completed a collection of courses including Co-Teaching for Success in the Classroom and Anxiety Awareness from Benedictine University and Augustana University respectively
Melissa	DeFrenza-Israel	GBN	Student Services	V	MA +45	\$113,869	MA +60	\$117,819	\$3,950	Completed a collection of courses including Introduction to Educational Research and Foundations of Curriculum Studies from Aurora University
William	Edison	GBN	Special Education	R	MA +15	\$100,150	MA +30	\$102,421	\$2,271	Completed a collection of courses including Mindfulness in the 21st Century and Co-Teaching for Success in Classroom from Benedictine University
Stephanie	Jund	GBN	Social Studies	C	MA	\$72,895	MA +15	\$74,414	\$1,519	Completed a collection of courses including Think Like a Historian and Co-Teaching: Partners in Practice from Andrews University
Tiffany	Kim	GBN	PE/DE/HE	N	MA +30	\$94,620	MA +60	\$100,557	\$5,937	Completed a collection of courses including Understanding Difficult Parents and Cyberbullying: Strategies from the University of La Verne
John	Krickl	GBN	Math	V	MA +15	\$108,407	MA +30	\$110,864	\$2,457	Completed a collection of courses including Unlocking Mysteries of Code and Motivating Students Who Don't Care from the University of La Verne
Bridget	Matsunaga	GBN	PE/DE/HE	N	BA +15	\$82,043	MA +15	\$92,524	\$10,481	Completed a collection of courses including The Differentiated Classroom and ADD/ADHD: Strategies & Interventions for the Classroom from the University of La Verne
Rhoda	McInerney	GBN	Math	Z7	MA +45	\$138,805	MA +60	\$143,620	\$4,815	Completed a collection of courses including Creating a Google Apps Classroom and The Flipped Classroom from the University of La Verne
Rachel	Nabolotny	GBN	Math	L	MA +15	\$88,931	MA +30	\$90,947	\$2,016	Completed a collection of courses including Classroom Management for Middle & High School and Effective Feedback to Improve Student Achievement from the University of La Verne
Robin	Sheperd	GBN	Social Studies	Z7	MA +45	\$138,805	MA +60	\$143,620	\$4,815	Completed a collection of courses including Forgotten Moments in History and History of American Women Greenville University
Kirby	Tripple	GBN	PE/DE/HE	R	MA +30	\$102,421	MA +45	\$105,197	\$2,776	Completed a collection of courses including Motivating Students Who Don't Care and The Differentiated Classroom from the University of La Verne
Julie	Benca	GBS	Fine Arts	F	MA +30	\$80,758	MA +45	\$82,947	\$2,189	Completed a collection of courses including Framing Difficult Conversations and Stress Reduction from Greenville University
Matthew	Bertke	GBS	World Languages	W	MA +30	\$113,081	MA +45	\$116,146	\$3,065	Completed a collection of courses including Thrive: Supporting LGBTQ Students and Culturally Responsive Teaching from Augustana University
Joy	Cooper	GBS	English	Z3	MA +30	\$124,850	MA +45	\$128,235	\$3,385	Completed a collection of courses including Reading Instruction and Anxiety Awareness from Augustana University
Bryan	Cope	GBS	Math	X	MA +30	\$115,342	MA +45	\$118,469	\$3,127	Complete a collection of courses including Refocus Recharge: Balance in Teaching and Bring the Class Online: Best Practices from Augustana University
Robert	Cowhey	GBS	Science	J	BA	\$72,139	BA +15	\$75,795	\$3,656	Completed a collection of courses including Assessment, Evaluation, Data-Driven Decisions and Teacher as Leader from Concordia University Chicago
Kelly	Dorn	GBS	PE/DE/HE	O	MA +45	\$99,130	MA +60	\$102,568	\$3,438	Completed a collection of courses including Better Teaching & Learning and Stretching Bodies & Mind from Greenville University
Amie	Elliott	GBS	Fine Arts	Z7	MA +45	\$138,805	MA +60	\$143,620	\$4,815	Completed a collection of courses including Crisis Intervention with Youth and Culturally Responsive Teaching from Augustana University
Brittany	Ethington	GBS	PE/DE/HE	F	BA +15	\$70,023	MA +15	\$78,968	\$8,945	Completed a collection of courses including Athletic Speed & Agility and Health, Wellness & Fitness from Greenville University

Meaghan	Fastert	GBS	PE/DE/HE	L	MA +30	\$90,947	MA +60	\$96,652	\$5,705	Completed a collection of courses including Coaching for Character and The Human Brain from Greenville University
Stephanie	Fuja	GBS	Fine Arts	S	MA	\$100,069	MA +15	\$102,154	\$2,085	Completed a collection of courses including Leading Diverse Schools and Building School Community Partnerships from National Louis University
Emma	Hanna	GBS	World Languages	I	MA +15	\$83,802	MA +30	\$85,701	\$1,899	Completed a collection of courses including Culturally Responsive Teaching and CrossCurrents Interdisciplinary Reading Group from Augustana University and Glenbrook University respectively
Sharon	Kaltman	GBS	English	P	MA	\$94,298	MA +15	\$96,262	\$1,964	Completed a collection of courses including Understanding Modern Art? and Learning Differences Between the Sexes from the University of La Verne
Hillary	Kane	GBS	English	Z7	MA	\$129,450	MA +15	\$132,147	\$2,697	Completed a collection of courses including Punctilious Punctuation and Teaching Short Story from the University of La Verne
Victoria	Kelliher	GBS	PE/DE/HE	E	BA	\$65,338	BA +15	\$68,650	\$3,312	Completed a collection of courses including Teacher as Practitioner and Instructional Coaching and Mentoring from Concordia University Chicago
Annie	Kim	GBS	English	L	MA	\$87,117	MA +15	\$88,931	\$1,814	Completed a collection of courses including Differentiated Learning and Culturally Responsive Teaching from Augustana University
Kimberly	Kiraly	GBS	CTE	S	MA +30	\$104,469	MA +45	\$107,301	\$2,832	Completed a collection of courses including Framing Difficult Conversations and ePortfolio Tools for the Classroom from Greenville University
Mark	Knoeppel	GBS	Special Education	F	BA	\$66,645	BA +15	\$70,023	\$3,378	Completed a collection of courses including Educational Leadership & Organizational Studies and The Principalship from Northeastern Illinois University
Daniel	Leipert	GBS	CTE	O	MA	\$92,499	MA +30	\$96,513	\$4,014	Completed a collection of courses including Analysis & Lateral Forces and Regional Architecture Studio from Southern Illinois University
Leah	Maskin	GBS	Special Education	E	BA	\$65,338	BA +15	\$68,650	\$3,312	Completed a collection of courses including Collaborative Relationships in SPED and Alternative Assessment from Northeastern Illinois University
Erin	McBride	GBS	Science	D	MA	\$74,353	MA +30	\$77,622	\$3,269	Completed a collection of courses including LGBTQ Students: Meeting Academic Needs and Building an Engaging Collaborative Classroom from Central Michigan University
Mina	Moon	GBS	English	Z7	MA +30	\$135,142	MA +45	\$138,805	\$3,663	Completed a collection of courses including Building Successful Readers in All Content Areas and Writer's Workshop from Andrews University and Augustana University respectively
Patricia	Moulakelis	GBS	PE/DE/HE	Z7	MA +15	\$132,147	MA +30	\$135,142	\$2,995	Completed a collection of courses including Stretching Bodies & Mind and Student-Centered Classrooms from Greenville University
Lisa	Neu	GBS	English	Z2	MA +30	\$122,402	MA +45	\$125,720	\$3,318	Completed a collection of courses including Teaching Oral & Written Argument and Teaching AP Classes from Greenville University
Kelly	O'Toole	GBS	Social Studies	I	MA +45	\$88,024	MA +60	\$91,077	\$3,053	Completed a collection of courses including America in World War II and The American Revolution from Pace University
Dayna	Parenti	GBS	English	E	MA	\$75,840	MA +15	\$77,420	\$1,580	Completed a collection of courses including Reading for Understanding and Culturally Responsive Teaching from Augustana University
Lisa	Pavic	GBS	Science	I	MA +15	\$83,802	MA +30	\$85,701	\$1,899	Completed a collection of courses including Plant Phenology and Climate Change and Using Citizen Science Data from Colorado School of Mines
Melissa	Pfister	GBS	CTE	G	BA +15	\$71,424	MA	\$78,904	\$7,480	Completed an MA in Education Technology: Curriculum & Instruction from Concordia University Chicago
Jessica	Pritzker	GBS	Science	R	MA +30	\$102,421	MA +45	\$105,197	\$2,776	Completed a collection of courses including Culturally Responsive Teaching and LGBTQ Students, Academic, Social & Emotional from Augustana University and Adam State University respectively
Veronica	Reyes	GBS	World Languages	Z3	MA	\$119,592	MA +15	\$122,083	\$2,491	Completed a collection of courses including Bullying & Cyber Bullying and Principles of Brain-Based Learning from Benedictine University
Carrie	Rosen	GBS	Math	V	MA +45	\$113,869	MA +60	\$117,819	\$3,950	Completed a collection of courses including Incorporating Mindfulness: Strategies to Encourage Student Focus & Awareness and Anytime, Anywhere: Today's Learner from Augustana University

Brian	Schmalzer	GBS	Math	S	MA	\$100,069	MA +15	\$102,154	\$2,085	Completed a collection of courses including Wholehearted Teaching and Strategies for Decreasing Teaching Burnout from Augustana University
Sejal	Schullo	GBS	Social Studies	Z7	MA +15	\$129,450	MA +30	\$135,142	\$5,692	Completed a collection of courses including Teaching with Technology and Engaging Students with Pop Culture from Augustana University
Katherine	Stec	GBS	Special Education	G	MA	\$78,904	MA +15	\$80,547	\$1,643	Completed a collection of courses including Teach Like a Champ: Effective Strategies for an Engaged Classroom and Mindsets Matter from Augustana University and Roosevelt University
Michelle	Steinberg	GBS	Math	F	BA +15	\$70,023	MA	\$77,356	\$7,333	Completed an MA in Education in Curriculum & Instruction with Advanced Professional Specialization from National Louis University
Tara	Tate	GBS	Social Studies	Z4	MA +45	\$130,799	MA +60	\$135,336	\$4,537	Completed a collection of courses including America During the Thirties and Civics & Government from Greenville University
Madeline	Thomas	GBS	Science	E	BA	\$65,338	BA +15	\$68,650	\$3,312	Completed a collection of courses including Molecular Basis of Heredity and Matter & Energy Transformations from Washington University in St. Louis
Stacey	Wolfe	GBS	Special Education	T	MA +30	\$120,533	MA +45	\$123,801	\$3,268	Completed a collection of courses including Neurodiversity: New Approach to Students with Special Needs and Refocus Recharge: Balance in Teaching from Augustana University
Hong	Wu	GBS	World Languages	P	MA +30	\$98,444	MA +45	\$101,112	\$2,668	Completed a collection of courses including Crisis Intervention with Youth and Problem Based Learning from Augustana University
Chrissy	Zagorski	GBS	PE/DE/HE	L	MA +45	\$93,412	MA +60	\$96,652	\$3,240	Completed a collection of courses including The Teenage Brain and Strategies for Student Anxiety from Greenville University