



**Human Resources Office**

*Brad Swanson, Assistant Superintendent for Human Resources*

*Alice Raflones, Director of Human Resources*

*Debbie Timpe, Human Resources Specialist; Certified*

*Jeanne Davito, Human Resources Specialist; Non-certified*

*Victoria Palmer, Benefits Specialist*

*Alice Kus, Human Resources Assistant*

To: Dr. Michael Riggle

From: Brad Swanson

Date: September 24, 2018

RE: Academic Attainment

This memo serves to request approval from the Board of Education for the following Academic Attainment adjustments on Salary Schedule Lanes for the Certified Staff as listed on the attached spreadsheet.

Please be reminded 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 Master's Degree plus 60 hours of college credit (MA+60).

The attached spreadsheet shows the increased salary amounts for each certified staff member making a salary lane change due to Academic Attainment for the 2018-19 school year.

### Academic Attainment - Board of Education Meeting - September 24, 2018

| School | First Name  | Last Name   | Department     | Position | Original Step  | New Step       | Original Salary | New Salary   | Increase    |
|--------|---|-------------|----------------|----------|----------------|----------------|-----------------|--------------|-------------|
| GBS    | Meg   | Ahlgrim     | Special Ed     | Teacher  | BA, step E     | MA, step E     | \$ 63,994.00    | \$ 74,280.00 | \$10,286.00 |
|        | Working toward an MA in Special Education at the University of Illinois, Chicago                            |             |                |          |                |                |                 |              |             |
| GBS    | Kelly   | Baker       | Special Ed     | Teacher  | MA+15, step I  | MA+30, step I  | \$ 82,078.00    | \$ 83,938.00 | \$ 1,860.00 |
|        | Completed an MA of Education in Educational Leadership at Northeastern Illinois University                  |             |                |          |                |                |                 |              |             |
| GBS    | Julie   | Benca       | Fine Arts      | Teacher  | MA+15, step E  | MA+30, step E  | \$ 75,858.00    | \$ 77,546.00 | \$ 1,688.00 |
|        | Completed an MA of Education in Educational Leadership at Northeastern Illinois University                  |             |                |          |                |                |                 |              |             |
| GBS    | Brian   | Boron       | Fine Arts      | Teacher  | BA, step D     | MA+15, step D  | \$ 62,740.00    | \$ 74,341.00 | \$11,601.00 |
|        | Completed a collection of courses including School Law for Educators at the University of Phoenix           |             |                |          |                |                |                 |              |             |
| GBS    | Damien  | Braude      | Deans Office   | Teacher  | MA+30, step W  | MA+45, step W  | \$110,755.00    | \$113,757.00 | \$ 3,002.00 |
|        | Completed a collection of courses including In the Face of Poverty at Augustana University                  |             |                |          |                |                |                 |              |             |
| GBS    | Kaitlin   | Budny       | Social Studies | Teacher  | MA+45, step L  | MA+60, step L  | \$ 73,192.80    | \$ 75,731.20 | \$ 2,538.40 |
|        | Completed a collection of courses including The Vietnam War: History and Conflict from LeVerne University   |             |                |          |                |                |                 |              |             |
| GBN    | John  | Catalano    | PE/HE/DE       | Admin    | MA+30, step Z7 | MA+45, step Z6 | \$169,250.00    | \$170,429.00 | \$ 1,179.00 |
|        | Completed an CMAA Certification through the NIAAA Leadership Training Institute                             |             |                |          |                |                |                 |              |             |
| GBS    | Heather   | Chambers    | Social Studies | Teacher  | MA+45, step O  | MA+60, step O  | \$ 97,090.00    | \$100,458.00 | \$ 3,368.00 |
|        | Completed a collection of courses including Podcasts for the Classroom at Augustana University              |             |                |          |                |                |                 |              |             |
| GBN    | Justin  | Cooper      | Mathematics    | Teacher  | MA+30, step J  | MA+45, step J  | \$ 83,720.00    | \$ 87,938.00 | \$ 4,218.00 |
|        | Working toward an MA in Educational Leadership at the Northeastern Illinois University                      |             |                |          |                |                |                 |              |             |
| GBS    | Kristin   | Endre       | Special Ed     | Teacher  | MA, step E     | MA+30, step E  | \$ 74,280.00    | \$ 77,546.00 | \$ 3,266.00 |
|        | Completed an MA of Education in Educational Leadership at Northeastern Illinois University                  |             |                |          |                |                |                 |              |             |
| GBS    | Meaghan   | Fastert     | PE/HE/DE       | Teacher  | MA, step K     | MA+30, step K  | \$ 83,652.00    | \$ 87,329.00 | \$ 3,677.00 |
|        | Completed a collection of courses including Drugs, Kids and Teachers at Greenville College                  |             |                |          |                |                |                 |              |             |
| GBS    | Julie   | Feeney      | Special Ed     | Teacher  | MA+30, step Z7 | MA+45, step Z7 | \$132,362.00    | \$135,950.00 | \$ 3,588.00 |
|        | Completed a collection of courses including Reading for Understanding at Augustana University               |             |                |          |                |                |                 |              |             |
| GBN    | Jennifer  | Figiel      | World Lang     | Teacher  | BA, step I     | BA+15, step I  | \$ 69,270.00    | \$ 72,781.00 | \$ 3,511.00 |
|        | Working toward an MA of Education in Teaching, Leadership and Cultural Competency at the University of Iowa |             |                |          |                |                |                 |              |             |
| GBA    | Karen   | Geddeis     | PR             | Admin    | BA+15, step Z1 | MA, step Z1    | \$123,280.00    | \$136,191.00 | \$12,911.00 |
|        | Completed an MA of School Business Management at Northern Illinois University                               |             |                |          |                |                |                 |              |             |
| GBN    | Justin  | Georgacakis | PE/HE/DE       | Teacher  | MA+30, step S  | MA+45, step S  | \$102,321.00    | \$105,094.00 | \$ 2,773.00 |
|        | Working toward an EdD in Educational Leadership at the Concordia University                                 |             |                |          |                |                |                 |              |             |

|            |  |                       |                |                       |                       |                     |                     |                    |
|------------|--|-----------------------|----------------|-----------------------|-----------------------|---------------------|---------------------|--------------------|
| <b>GBS</b> | <b>Marshall Harris</b>   | <b>English</b>        | <b>Teacher</b> | <b>MA+15, step Z5</b> | <b>MA+30, step Z5</b> | <b>\$124,403.00</b> | <b>\$127,223.00</b> | <b>\$ 2,820.00</b> |
|            | Completed a collection of courses including Instructional Strategies that Work at Augustana University     |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Natalie Kaminski</b>  | <b>World Lang</b>     | <b>Teacher</b> | <b>BA+15, step C</b>  | <b>MA, step C</b>     | <b>\$ 64,627.00</b> | <b>\$ 71,395.00</b> | <b>\$ 6,768.00</b> |
|            | Completed an MA of Education in Teaching and Learning the Spanish Language at University of Granada, Spain |                       |                |                       |                       |                     |                     |                    |
| <b>GBN</b> | <b>Kimberly Karzen</b>   | <b>CTE</b>            | <b>Teacher</b> | <b>MA, step Z5</b>    | <b>MA+15, step Z5</b> | <b>\$ 48,746.00</b> | <b>\$ 49,761.20</b> | <b>\$ 1,015.20</b> |
|            | Completed a collection of courses including Developing a Growth Mindset at Calumet College                 |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Ryan Kinsella</b>   | <b>Social Studies</b> | <b>Teacher</b> | <b>MA+15, step Z1</b> | <b>MA+30, step Z1</b> | <b>\$114,929.00</b> | <b>\$117,533.00</b> | <b>\$ 2,604.00</b> |
|            | Completed a collection of courses including Empathy and Understanding at Augustana University              |                       |                |                       |                       |                     |                     |                    |
| <b>GBN</b> | <b>Craig Loch</b>  | <b>CTE</b>            | <b>Teacher</b> | <b>MA, step R</b>     | <b>MA+15, step R</b>  | <b>\$ 96,089.00</b> | <b>\$ 98,091.00</b> | <b>\$ 2,002.00</b> |
|            | Completed a collection of courses including The Role of Grit at Calumet College                            |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Michael Macfadden</b>   | <b>CTE</b>            | <b>Teacher</b> | <b>MA+30, step L</b>  | <b>MA+45, step L</b>  | <b>\$ 89,076.00</b> | <b>\$ 91,491.00</b> | <b>\$ 2,415.00</b> |
|            | Completed a collection of courses including The Well-Connected Educator at Augustana University            |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Elisabeth McGuinness</b>  | <b>Social Studies</b> | <b>Teacher</b> | <b>MA+15, step J</b>  | <b>MA+30, step J</b>  | <b>\$ 83,720.00</b> | <b>\$ 85,617.00</b> | <b>\$ 1,897.00</b> |
|            | Completed a collection of courses including Iconic Supreme Court Cases at Lake Forest College              |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>John Meyer</b>  | <b>Social Studies</b> | <b>Teacher</b> | <b>MA+45, step Z7</b> | <b>MA+60, step Z7</b> | <b>\$135,950.00</b> | <b>\$140,666.00</b> | <b>\$ 4,716.00</b> |
|            | Completed a collection of courses including Teaching the Holocaust at National Louis University            |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Courtney Middleton</b>  | <b>PE/HE/DE</b>       | <b>Teacher</b> | <b>MA, step K</b>     | <b>MA+15, step K</b>  | <b>\$ 83,652.00</b> | <b>\$ 85,394.00</b> | <b>\$ 1,742.00</b> |
|            | Completed a collection of courses including A Teacher's Guide to HIV/AIDS at Greenville College            |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Mina Moon</b>   | <b>English</b>        | <b>Teacher</b> | <b>MA+15, step Z7</b> | <b>MA+30, step Z7</b> | <b>\$129,429.00</b> | <b>\$132,362.00</b> | <b>\$ 2,933.00</b> |
|            | Completed a collection of courses including Making Content Accessible for ELL at Augustana University      |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Melissa Regan</b>   | <b>CTE</b>            | <b>Teacher</b> | <b>BA, Step F</b>     | <b>BA+15, Step F</b>  | <b>\$ 65,274.00</b> | <b>\$ 68,583.00</b> | <b>\$ 3,309.00</b> |
|            | Working toward an MA in Educational Technology at Concordia Universtiy                                     |                       |                |                       |                       |                     |                     |                    |
| <b>GBN</b> | <b>Michael Rast</b>  | <b>Social Studies</b> | <b>Teacher</b> | <b>MA+15, step M</b>  | <b>MA+45, step M</b>  | <b>\$ 88,844.00</b> | <b>\$ 93,320.00</b> | <b>\$ 4,476.00</b> |
|            | Working toward an MA in Educational Leadership at Northeastern Illinois Universtiy                         |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Tara Tate</b>   | <b>Social Studies</b> | <b>Teacher</b> | <b>MA+30, step Z3</b> | <b>MA+45, step Z3</b> | <b>\$122,282.00</b> | <b>\$125,597.00</b> | <b>\$ 3,315.00</b> |
|            | Completed a collection of courses including Iconic Supreme Court Cases at Lake Forest College              |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Megan Williams</b>  | <b>Special Ed</b>     | <b>Teacher</b> | <b>MA+30, step V</b>  | <b>MA+45, step V</b>  | <b>\$108,583.00</b> | <b>\$111,527.00</b> | <b>\$ 2,944.00</b> |
|            | Completed a collection of courses including In the Face of Poverty at Augustana University                 |                       |                |                       |                       |                     |                     |                    |
| <b>GBN</b> | <b>Scott Williams</b>  | <b>Social Studies</b> | <b>Admin</b>   | <b>MA+30, step Z7</b> | <b>MA+45, step Z6</b> | <b>\$151,023.00</b> | <b>\$152,075.00</b> | <b>\$ 1,052.00</b> |
|            | Completed a collection of courses including Think Like a Historian at Augustana University                 |                       |                |                       |                       |                     |                     |                    |
| <b>GBO</b> | <b>Michael Yacullo</b>   | <b>Special Ed</b>     | <b>Teacher</b> | <b>MA+15, step S</b>  | <b>MA+30, step S</b>  | <b>\$100,053.00</b> | <b>\$102,321.00</b> | <b>\$ 2,268.00</b> |
|            | Working toward an MA in Educational Leadership at Northeastern Illinois Universtiy                         |                       |                |                       |                       |                     |                     |                    |
| <b>GBS</b> | <b>Teresa Youngberg</b>  | <b>Mathematics</b>    | <b>Teacher</b> | <b>MA+45, step Z7</b> | <b>MA+60, step Z7</b> | <b>\$135,950.00</b> | <b>\$140,666.00</b> | <b>\$ 4,716.00</b> |

|            |   |                    |                |                      |                      |                    |                    |                   |  |
|------------|---|--------------------|----------------|----------------------|----------------------|--------------------|--------------------|-------------------|--|
|            | Completed a collection of courses including Teach Byte Size at Augustana University               |                    |                |                      |                      |                    |                    |                   |  |
| <b>GBN</b> | <b>Kelsey Nichols</b>   | <b>Fine Arts</b>   | <b>Teacher</b> | <b>BA+15, step H</b> | <b>MA, step H</b>    | <b>\$71,354.0</b>  | <b>\$78,826.0</b>  | <b>\$7,472.0</b>  |  |
|            | Completed a collection of courses including Beyond Singing at VanderCook College of Music         |                    |                |                      |                      |                    |                    |                   |  |
| <b>GBS</b> | <b>Elizabeth Daugherty</b>  | <b>Mathematics</b> | <b>Teacher</b> | <b>MA+45, step O</b> | <b>MA+60, step O</b> | <b>\$97,091.0</b>  | <b>\$100,458.0</b> | <b>\$3,367.0</b>  |  |
|            | Completed a collection of courses including Computer Coding at Dominican University, CA           |                    |                |                      |                      |                    |                    |                   |  |
| <b>GBS</b> | <b>Dan Leipert</b>  | <b>CTE</b>         | <b>Teacher</b> | <b>BA+15, Step N</b> | <b>MA, Step N</b>    | <b>\$80,356.0</b>  | <b>\$88,772.0</b>  | <b>\$8,416.00</b> |  |
|            | Completed a collection of courses including Research in Technology at Eastern Illinois University |                    |                |                      |                      |                    |                    |                   |  |
| <b>GBS</b> | <b>Kelley Oziminski</b>   | <b>PE/HE/DE</b>    | <b>Teacher</b> | <b>MA, step F</b>    | <b>MA+15, step F</b> | <b>\$75,766.00</b> | <b>\$77,344.00</b> | <b>\$1,578.00</b> |  |
|            | Completed a collection of courses including Preventing Childhood Obesity at Greenville College    |                    |                |                      |                      |                    |                    |                   |  |