



**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: October 22, 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 - October 22, 2018**

School	First Name	Last Name	Department	Position	Original Step	New Step	Original Salary	New Salary	Increase
GBS	Stephanie	Bailey	English	Teacher	MA+15, step Z7	MA+30, step Z7	\$103,543.20	\$105,889.60	\$2,346.40
	Completed a Teacher Leader endorsement program at Concordia University.								
GBS	Joy	Cooper	English	Teacher	MA+15, step Z2	MA+30, step Z2	\$117,228.00	\$119,885.00	\$2,657.00
	Completed an MA of Education in Educational Leadership at Northeastern Illinois University.								
GBS	Elizabeth	Daugherty	Mathematics	Teacher	MA+45, step O	MA+60, step O	\$97,091.00	\$100,458.00	\$3,367.00
	Completed a collection of courses including Getting Started with Computer Coding at Dominican University (CA).								
GBN	John	Grimaldi	Social Studies	Teacher	BA+15, step I	MA, step I	\$72,781.00	\$80,404.00	\$7,623.00
	Completed an MA of Education in Educational Leadership at Northeastern Illinois University.								
GBS	Dan	Leipert	CTE	Teacher	BA+15, step N	MA, step N	\$80,356.00	\$88,772.00	\$8,416.00
	Completed an MA in Career and Technical Education at Eastern Illinois University.								
GBS	Anne	Walsh	World Lang	Teacher	MA, step M	MA+15, step M	\$87,031.00	\$88,844.00	\$1,813.00
	Completed a collection of courses including Masterpieces of the Hispanic Short Story at University of the Pacific.								
GBS	Kelley	Oziminski	PE/HE/DE	Teacher	MA, step F	MA+15, step F	\$75,766.00	\$77,344.00	\$1,578.00
	Completed a collection of courses including Preventing Childhood Obesity at Greenville College.								
GBO	Julie	McDermott	Special Ed	Teacher	BA+15, step P	MA, step P	\$83,602.00	\$92,359.00	\$8,757.00
	Completed an MA of Education in Educational Leadership at Northeastern Illinois University.								
GBN	Kelly	Reimer	Science	Teacher	BA+15, step H	MA, step H	\$71,354.00	\$78,826.00	\$7,472.00
	Completed an MA of Chemistry and Chemical Education at South Dakota State University.								
GBS	Ryan	Sutherlin	Mathematics	Teacher	MA+30, step Z1	MA+45, step Z1	\$117,533.00	\$120,720.00	\$3,187.00
	Completed a collection of courses including Good to Great: Principles of Great Teaching at Augustana University.								
GBS	Lauren	Sutherlin	Mathematics	Teacher	MA, step U	MA+15, step U	\$81,576.80	\$83,276.00	\$1,699.20
	Completed a collection of courses including One Online Stop Shop from Augustana University.								
GBS	Nicole	Carmen	English	Teacher	BA+15, step M	MA, step M	\$78,780.00	\$87,031.00	\$8,251.00
	Completed an MA in Reading Education at National Louis University.								
GBS	Austin	Smith	English	Teacher	BA+15, step F	MA, step F	\$68,583.00	\$75,765.00	\$7,182.00
	Completed an MA in Curriculum and Instruction at National Louis University.								
GBN	Julie Ann	Hill	Fine Arts	Teacher	MA+30, step Z1	MA+45, step Z1	\$117,534.00	\$120,720.00	\$3,186.00
	Completed a collection of courses including Brain Works at Colorado State University.								
GBS	Robert	Shellard	Fine Arts	Teacher	BA+15, step E	MA, step E	\$67,238.00	\$74,280.00	\$7,042.00
	Completed an MA in Music Education at VanderCook College of Music.								

<b>GBS</b>	<b>Kara</b>	<b>Bolf</b>	<b>Special Ed</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 The Sky's the Limit: The Outdoor Classroom at Augustana University.								
<b>GBS</b>	<b>Steven</b>	<b>Bolf</b>	<b>English</b>	<b>Teacher</b>	<b>MA, step Z7</b>	<b>MA+15, step Z7</b>	<b>\$126,788.00</b>	<b>\$129,429.00</b>	<b>\$2,641.00</b>
	Completed a collection of courses including The Sky's the Limit: The Outdoor Classroom at Augustana University.								
<b>GBN</b>	<b>Aaron</b>	<b>Brown</b>	<b>Science</b>	<b>Teacher</b>	<b>BA, step M</b>	<b>BA+15, step M</b>	<b>\$74,980.00</b>	<b>\$78,780.00</b>	<b>\$3,800.00</b>
	Completed a collection of courses including Astrobiology for Teachers at Montana State University.								
<b>GBS</b>	<b>Kim</b>	<b>Kiraly</b>	<b>CTE</b>	<b>Teacher</b>	<b>MA+15, step R</b>	<b>MA+30, step R</b>	<b>\$98,091.00</b>	<b>\$100,314.00</b>	<b>\$2,223.00</b>
	Completed an MA of Education in Educational Leadership at Northeastern Illinois University.								
<b>GBN</b>	<b>Jamie</b>	<b>Ellinger-Macon</b>	<b>Social Studies</b>	<b>Teacher</b>	<b>MA+15, step R</b>	<b>MA+30, step R</b>	<b>\$98,091.00</b>	<b>\$100,314.00</b>	<b>\$2,223.00</b>
	Completed a collection of courses including Mindful School Leadership at Augustana University.								
<b>GBS</b>	<b>Deborah</b>	<b>Stein</b>	<b>Science</b>	<b>Teacher</b>	<b>MA+45, step S</b>	<b>MA+60, step S</b>	<b>\$78,820.50</b>	<b>\$81,555.00</b>	<b>\$2,734.50</b>
	Completed a collection of courses including The Link Between Dinosaurs and Birds at Adams State University.								
<b>GBN</b>	<b>Bridget</b>	<b>Matsunaga</b>	<b>PE/HE/DE</b>	<b>Teacher</b>	<b>BA, step M</b>	<b>BA+15, step M</b>	<b>\$74,980.00</b>	<b>\$78,780.00</b>	<b>\$3,800.00</b>
	Working toward an MA in Physical Education at Chicago State University.								