

TO: Dr. Mike Riggle
 FROM: Rosanne Williamson
 RE: FOIA Requests
 DATE: August 22, 2012

Attached you will find a FOIA requests received by the district and our response.

Received From	Request	Received Request	Date Replied	Responded within required deadline	How response was sent
Veirup, John	1. A list of current carriers admitted for establishing 403(b) salary reductions in the district (i.e. Valic, Fidelity, Oppenheimer Funds). 2. Name of current TPA if using one. 3. A copy of the hold harmless or service provider agreement to which your school district binds the 403(b) carrier (if none exists, then so state). 4. Any other legal documents requiring signature for 403(b) vendors and/or participants (i.e. salary reduction agreements). 5. Written notice of the district's requirements for carrier status (i.e. minimum number of clients, board/union approval). - See Board Policy 4070 6. A directory of employees in the district (if none exists, then a roster of personnel in each building would be sufficient). 7. Any guidelines the administration has set forth for carriers to speak with employees of the district (i.e. many districts allow vendors to provide lunch to staff members in the lounge area of the buildings). See Board Procedures 4070	08.6.12	08.16.12	Yes	email
Please find our response attached. The documents above have been made available online. These items were not copied for the Board packet.					



Elaine Geallis <egeallis@glenbrook225.org>

FOIA Response Glenbrook H.S. 225

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Thu, Aug 16, 2012 at 2:52 PM

To: John.Veirup@firstinvestors.com

Bcc: egeallis@glenbrook225.org

Dear Mr. Veirup,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq.

In your letter dated 7/30/12 you requested the following documents:

1. A list of current carriers admitted for establishing 403(b) salary reductions in the district (i.e. Valic, Fidelity, Oppenheimer Funds).
2. Name of current TPA if using one.
3. A copy of the hold harmless or service provider agreement to which your school district binds the 403(b) carrier (if none exists, then so state).
4. Any other legal documents requiring signature for 403(b) vendors and/or participants (i.e. salary reduction agreements).
5. Written notice of the district's requirements for carrier status (i.e. minimum number of clients, board/union approval). - See Board Policy 4070
6. A directory of employees in the district (if none exists, then a roster of personnel in each building would be sufficient).
7. Any guidelines the administration has set forth for carriers to speak with employees of the district (i.e. many districts allow vendors to provide lunch to staff members in the lounge area of the buildings). See Board Procedures 4070

We have attached the documents that you requested.

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

**ResponseDocuments.pdf**

2570K

First Investors Corporation
1 East 22nd St. Suite 710
Lombard, IL 60148
(800) 394-0504

Date: 7/30/2012

Dr. Rosanne Williamson
Glenbrook High Schools District 225
3801 W. Lake Ave. Suite 203
Glenview, IL 60026

Attention: FOIA Officer

Re: Freedom of Information Act Request

To Whom It May Concern:

This is a commercial request under the Illinois Freedom of Information Act, (1984, P.A. 83-1013), for the following documents:

1. A list of the current carriers admitted for establishing 403(b) salary reductions in the district (i.e. Valic, Fidelity, Oppenheimer Funds).
2. Name of current TPA (Third Party Administrator) if using one.
3. A copy of the hold harmless or service provider agreement to which your school district binds the 403(b) carriers (if none exists, then so state).
4. Any other legal documents requiring signature from 403(b) vendors and/or participants (i.e. salary reduction agreements).
5. Written notice of the district's requirements for carrier status (i.e. minimum number of clients, board/union approval).
6. A directory of employees in the district (if none exists, then a roster of personnel in each building would be sufficient).
7. Any guidelines the administration has set forth for carriers to speak with employees of the district (i.e. many districts allow vendors to provide lunch to staff members in the lounge area of the buildings).

You may fax these documents to me at (630) 705-1810 or email them to me at John.Veirup@firstinvestors.com. If you prefer, you can also mail them to me at the Lombard address above. If you have any questions, then feel free to email me directly.

Thank you in advance,

John Veirup

John Veirup
Associate Vice President

AUTHORIZED TAX SHELTERED ANNUITY COMPANIES/AGENTS

The following is a list of companies/agents authorized to sell tax-sheltered annuities to Glenbrook employees. The school district, its Board, and its administration do not warrant in any way that the companies are reliable or financially sound. Each employee must research companies and make a choice based on their findings.

AIG Retirement / VALIC	General phone # Kieron Inalsingh	800-448-2542 800-892-5558 x 87156 773-301-7217
Ameriprise Financial	General phone # Scott N. Cullitan	800-862-7919 630-515-0055
AXA Equitable / Equitable Ins Co	General phone # April Feinberg Katie Leippandt Todd Schlesinger	800-628-6673 224-554-8069 847-253-3185 847-554-8067
Fidelity Investments	General phone #	800-343-0860
First Investors Corp	General phone # James Slater	800-423-4026 630-705-1800x227
Great American Life Ins Co	General phone # John G. Allen Jesus Garcia Denise Izatt	888-497-8556 847-267-5955 708-843-2002 630-571-6077
Horace Mann Insurance Company	General phone #	800-999-1030
ING Retirement Plans (Northern Life)	General phone # Margherita Johnson	800-584-6001 708-460-4542
Lincoln Investment Planning, Inc	General phone # Jeffrey Smith, CFP Deborah Strukoff, CFP	630-620-6100x5717 847-772-8865 630-620-6100X5737
Lincoln National Life (Lincoln Financial Grp)	General phone #	800-893-7168
MetLife Resources	General phone # John Kus	800-560-5001 630-568-2431
Oppenheimer Funds	General phone# Richard Hartzel Tim Stearns Matthew Stine Fred Williams Mark Wimmer	888-470-0862 847-998-9869 847-221-5659 630-854-7743 847-428-6060 847-498-7756
Thrivent Financial for Lutherans	General phone #	800-847-4836
Travelers/MetLife & Annuity Co	General phone #	800-842-9406



TSA Consulting Group, Inc.

Company Overview and Summary of Operations

January 1, 2010

TSA Consulting Group, Inc. (TSACG)

Incorporated: State of Florida - July 1997

Address: 15 Yacht Club Drive NE, Ft. Walton Beach, FL 32548

Website: www.tsacg.com

Description of Services: An independent, fee-based, provider of IRS retirement plan compliance administration services to public education employers. The company does not market or sell investment products and is not affiliated with any other companies. TSACG developed the Compliance Edge® program to encompass a comprehensive list of compliance components for plan types common to governmental employers including 401(a), 401(k), Traditional and Roth 403(b)/403(b)(7) and 457(b) Deferred Compensation Plans. Standard deliverables also include employee educational materials and ongoing consulting services to enhance existing plans and assist in the implementation of new plans.

TSACG maintains a high-volume, print on demand division that currently produces retirement benefit handbooks personalized for each employee and employer on an annual basis. State and employer specific educational video presentations are also produced each year by TSACG for all work locations maintained by each employer. All eligible employees receive educational materials regardless of participation in any of the plans sponsored by the employer. The credibility of the educational components is further evidenced by the company's long-term working relationship with the Florida State Board of Administration (SBA). Employee handbooks produced by TSACG for Florida public education employers include information on all Florida Retirement System plans, which is edited by the SBA each year. TSACG has also provided services under contract to Ernst and Young, a global professional services organization that provides financial education and counseling for members of the Florida Retirement System. Employers in other states receive the same information about their state and local retirement systems in the handbooks for their employees.

Specific services outlined in TSACG's standard contract are as follows:

- Comprehensive employer evaluation and report (policies and procedures)
- Comprehensive vendor evaluations and reports (employer due diligence)
- Historical and demographic database development and maintenance
- Prior years contribution audits and correction assistance
- Maximum Allowable Contribution calculations for all employees each year
- Retirement Directions "meaningful notice" communications materials specific to the employer for all eligible employees – updated each year
- Worksite and department video presentations – updated each year
- Onsite orientation and implementation assistance to administrative staff
- Ongoing professional and resource services for retirement and incentive plans evaluation
- Specific website pages for the benefit of employees and administrative staff @ tsacg.com
- Onsite IRS audit assistance during all years under contract
- Electronic Process for Automated Remittance Services -EPARS

All services provided by TSACG to current clients are provided for an annual fee per eligible employee. There are currently no additional charges for consulting work completed during the term of a contract. TSACG has considerable experience representing clients during IRS audits. The structure of their Compliance Edge® program is based, in part, upon this audit experience.

Products and Services

EPARS

The Electronic Process for Automated Remittance Services or "EPARS" allows the client to combine multiple vendor remittances into one deposit via wire transfer and transmit remittance data utilizing a secure Web-based application. The EPARS system significantly reduces the administrative tasks for the employer while reducing errors in transmission of remittance data. EPARS also allows contribution remittance to be deposited into participant accounts within 24 hours while offering the maximum protection possible for private participant information. Wells Fargo/Wachovia Bank and J. P. Morgan Chase both serve as the bank transfer agents for the EPARS system.

Recordkeeping and Provider Re-evaluations

The primary focus of consulting and administration activities is centered on new regulations for 403(b) plans released by the IRS on July 23, 2007 and fully effective January 1, 2009. TSACG intends to build on the substantial advancement it has made with respect to program standardization, especially among K-12 and College employers, to address the new requirements placed on clients. The company's dominant market position as an administrative services provider is recognized nationally by organizations that provide 403(b) investment products. TSACG has made notable progress toward a streamlined and centralized recordkeeping system critical to compliance with the new regulations. Further, the company completed the re-evaluation of all present 403(b) providers to verify compliance capabilities. This substantial effort will also allow employers to review the relative costs associated with both service-based and passive investment products under their plan. It is expected that many providers will propose investment products with lower fees and expenses due to a combination of competition and the advent of fewer providers selected for each plan.

Aggregated Records and Transactions (ART)

ART is one of the first 403(b) online transaction processing systems for public education employees. The system allows participants to apply for distribution transactions online and receive a decision immediately for their transaction. This system allows the participant to print a secure and acceptable approval certificate to attach to the providers documents. ART is available to all employer clients that are able to transmit monthly demographic files and include providers under their plan that transmit monthly participant account information as required by IRS regulations.

Clientele: TSACG provides all services under multi-year contracts with public K-12 school districts and colleges with the majority of these being three to five year contracts. The Compliance Edge® program has also been adopted by 560 public education employers in nineteen (19) other States nationally. Present clients represent over 900,000 public education employees. A complete TSACG client listing is available from TSACG.

Retirement Plan Compliance and Administration Services Agreement

PREAMBLE: The following constitutes a binding "Agreement", effective as of August 1, 2008 between TSA Consulting Group, Inc. a Florida Corporation, (hereinafter referred to as "TSA") whose principal place of business is 15 Yacht Club Drive NE, Ft. Walton Beach, Florida 32548 and Northfield Township High School District 225, 1835 Landwehr Rd., Glenview, IL 60026, hereinafter referred to as "District".

PURPOSE: District wishes to retain the services of TSA to provide compliance administration services to the District for the District's voluntary retirement programs under Section 403(b) of the Internal Revenue Code ("403(b)") and TSA is willing to provide such services.

1. TSA agrees that for a period of thirty-six (36) months, commencing with the effective date of this Agreement, it will, consistent with its other obligations, render to District such consulting and administration services set forth in Exhibit A, attached and incorporated herein. This Agreement may be renewable at the end of each contract year by mutual Agreement of both parties for two additional one-year periods.
2. District agrees that, for the term of this Agreement, it will render to TSA all reasonable information necessary to accomplish services set forth in Exhibit A. The District shall provide all information including, yet not limited to, items set forth in Exhibit B, attached and incorporated herein. Transmission of all information from the District to TSA shall be performed on a timely basis relative to services provided and service dates set forth in this Agreement.
3. District agrees to remunerate TSA for such consulting and administration services at the stated rate and methods shown in Exhibit C, attached and herein incorporated by reference.
4. TSA shall act as an independent consultant and/or administrator and not as an agent or employee of the District and TSA shall make no representation as an agent or employee of the District. TSA shall furnish evidence of business liability and errors and omissions insurance in such limits of liability and written by an insurance company licensed in the state of Florida and acceptable to the District. TSA shall be responsible for all taxes as an independent consultant and/or administrator. TSA shall have no authority to bind the District or incur other obligations on behalf of the District.
5. TSA agrees to hold in confidence all employee information received from the District in connection with this Agreement and necessary to complete the scope of services outlined in Exhibit A. TSA shall protect all information received from the District from misuse, espionage, loss or theft. This information will not be transmitted or used for the purpose of solicitation in any form, and upon request all information held by TSA will be returned to the District.
6. District agrees to not circumvent TSA such as by dealing directly or indirectly with any previous unknown sources, contacts or any other entities made known by TSA, except as allowed by mutually agreed written waiver.
7. TSA warrants that it is under no obligation to any other entity that in any way conflicts with this Agreement and that it is free enter into this Agreement.
8. This Agreement and all extensions and modifications hereof and all questions relating to its validity and interpretation, performance and enforcement shall be governed by and construed in conformance with the laws of the State of Illinois, unless preempted by federal law.
9. All parties agree that proper venue for any lawsuit arising out of this Agreement shall be in Cook County, Illinois.

10. TSA agrees that it will indemnify and hold harmless the District, individual members of the District, its representatives and employees, from any claim, demand or suit which may arise from, be connected with, or be made due to the negligence or failure to satisfy the requirements of this Agreement. This indemnification shall include all related costs, including but not limited to, attorney's fees, consultant fees, fees for other professional service providers, as well as court costs, fines, penalties or other similar charges against the District, provided that the District notifies TSA, in writing, no later than 30 calendar days after receipt of such claim or demand. Notwithstanding the preceding, this indemnification shall not cover any claim or demand based on erroneous information provided by the District, its employees or other representatives.

11. This Agreement may be modified, amended or terminated by either party upon 60 days written notice to the other party, provided that no such modification, amendment or termination shall affect the liability of either party incurred prior to such event. Any amendment or termination shall include, but not be limited to 60 days notice prior to the end of any fiscal year.

12. This Agreement may be executed in any number of counterparts, each of which, including any reliable copies or facsimiles thereof, will be deemed to be an original and all of which together shall be deemed to be one and the same instrument.

13. If any provision of this Agreement shall be held or declared to be illegal, invalid or unenforceable, such illegal, invalid or unenforceable provisions shall not affect any other provision of this agreement, and the remainder of this Agreement shall continue in full force and effect as though such provisions had not been contained in this Agreement. If the scope of any provision in this Agreement is found to be too broad to permit enforcement of such provision to its fullest extent, the parties consent to judicial modification of such provision and enforcement to the maximum extent permitted by law.

We, the undersigned as duly authorized representatives, agree to all the terms and conditions stated above, and by our signatures, place this Agreement into full force and effect as of the date first above-written.

**NORTHFIELD TOWNSHIP HIGH SCHOOL
DISTRICT 225**

TSA CONSULTING GROUP, INC.

By: *Hillarie Siena*

By: *Janet Williamson*

Title Director of Business Affairs
Hillarie Siena
September 2, 2008

Janet Williamson
Chief Operations Officer

EXHIBIT A

In accordance with the Agreement between the District and TSA, the following services will be provided by TSA:

1. Maximum Allowable Contribution (MAC) calculations will be delivered to the District at least twice annually for all employees eligible to participate in the employer's authorized 403(b) plan. These calculations shall include limits applicable to 403(b) plans under Sections 403(b)(2), 402(g) and 415 of the Internal Revenue Code. Such calculations shall be performed in accordance with accepted standards and subject to the prevailing Internal Revenue Code provisions and Regulations at that time. MAC's will be based on information obtained from the District and/or the employee and any statement or guarantee of accuracy by TSA will be contingent on the accuracy of the information delivered by the District and/or the employee.
2. TSA shall provide an annual review and audit of the previous year's contributions for all employees. TSA shall notify the District of all non-compliant contributions and provide the necessary data to facilitate notification to employees affected and completion of correction procedures as required by current Revenue Procedures.
3. A master file will be maintained by TSA for use by the employer to reference all MAC calculations for employees during the term of this Agreement. The master file will be provided to the District in electronic and hard copy format with the same frequency as MAC calculations are provided, unless otherwise agreed to in writing by both parties.
4. Employee handbooks will be delivered to the District once annually in sufficient quantities for all eligible employees. The employee awareness and educational materials shall be generic in content regarding 403(b) requirements, and will also address the specific policies and procedures of the District relative to all retirement programs maintained by the District. Handbooks will be revised annually to reflect changes in IRS rules or changes in the District's policies and procedures.
5. A basic compliance report on existing District policies and procedures relative to the retirement plans maintained by the District shall be provided by TSA. Additionally, TSA will assist the District in reviewing vendor practices (to the extent such information is available) to determine appropriate compliance standards with regard to employee accounts. Upon request, a comprehensive report, reviewing and analyzing District practices with respect to the legal requirements applicable to any or all programs, prepared by legal counsel specializing in retirement plans and employee benefits, is available at an additional charge to be mutually agreed upon. This report shall include a detailed analysis of policies and procedures including individual vendor information with regard to compliance.
6. Video presentations will be produced, distributed and made available via online stream by TSA once annually. Video presentations shall be generic and topical in nature concerning the 403(b) programs.
7. Web pages specific to the District will be made available and will be maintained by TSA for information on their retirement plans.

8. TSA shall provide ongoing administrative support to the District, including, but not limited to, the development of appropriate policies and/or procedures regarding all employee retirement programs. Such administrative support includes research and development of any new programs and/or vendors that may be regarded as beneficial to the District and the employees of the Northfield Township High School District 225.

9. TSA expressly agrees to cooperate with and offer assistance to the District in the event of any audit of the 403(b) plans by the IRS.

10. TSA will provide plan recordkeeping administration services, including:

- 10.1 Plan Documents: TSA will provide appropriate Plan Documents and Adoption Agreements to the Employer, for review and approval. These documents shall govern the plan(s).
- 10.2 Meaningful Notice: For those employees not receiving employee handbooks that serve as meaningful notice, TSA will assist the Employer in developing and distributing employee communications material including specific information on eligibility and enrollment procedures. These communications shall be developed and distributed at least once each calendar year. Employees will also be guided to Internet web pages that are available throughout the year that contain a full summary plan description detailing their ability to participate in the programs and how to enroll.
- 10.3 Forms and Procedures: TSA will develop standardized administrative forms for use by the Employer and participants for the purposes of enrollment and asset transactions under the Plan(s).
- 10.4 Participant Records: TSA will establish and maintain a record for each participant reflecting the account balance, date, amount and type of each distribution transaction in the participant's account. Records maintained by TSA shall include all information necessary to comply with applicable regulations, rulings and procedures established by the Internal Revenue Service for the plan types indicated herein. The Employer will determine eligibility requirements for employees and TSA shall be entitled to rely on the Employer's eligibility determinations.
- 10.5 Participant Inquiries: TSA will provide adequate access to participants regarding their records and transactions recorded by TSA. Access shall include, at a minimum, customer service representatives during normal business hours to assist participants with information and transactions under the Plan(s). TSA will provide secure web access to aggregated account information from vendors with which they participate, updated on a monthly basis where the information is available.
- 10.6 Aggregation of Data: TSA will assist the Employer with the development and execution of agreements between the Employer and each investment product provider under the Plan(s) regarding the sharing and aggregation of participant data necessary to facilitate recordkeeping and administration duties for the Plan(s). TSA will exercise its best efforts to cooperate with each provider that maintains participant accounts under the Plan(s) that are subject to the recordkeeping requirements of applicable Internal Revenue Service regulations, rulings and procedures.
- 10.7 Employer Reports: TSA will prepare Plan reports as necessary for the Employer including, yet not limited to, plan level balance information, plan level transaction information, contribution auditing and excess contribution corrections.
- 10.8 Technical Assistance: TSA will provide additional technical and consulting assistance to the Employer upon request and under terms mutually agreeable between TSA and the Employer.
- 10.9 Vendor Evaluation: TSA will, as a condition of this Agreement, evaluate the vendor companies and the investment products to be offered to employees. Full vendor RFP services or other assistance to the District is available upon mutual agreement between both parties.

11. EPARS (Common Remitting) services will be provided upon execution of the "EPARS" Subscription Agreement.

EXHIBIT B

In accordance with the Agreement between TSA and Northfield Township High School District 225, the following information and services will be provided by the District to TSA:

1. All available data necessary to complete the services provided by TSA as outlined in Exhibit A. TSA shall assist the District in the determination of which data is necessary for TSA to complete its services, and shall provide the District with a list detailing such information. Such data shall include, yet not be limited to, District policies and procedures regarding all qualified plans offered by the District, participating vendor information, employee data pertinent to MAC calculations to the extent possible for current and prior years' service, and all additional information deemed necessary to complete the scope of work as defined by the Agreement. Data required for MAC calculations shall be supplied electronically by the District in a format mutually agreed upon by both parties to the Agreement.
2. Distribution of all employee and worksite materials on a timely basis. Materials to be distributed shall include, yet not be limited to, requests for additional employee information pertinent to the scope of this Agreement, employee MAC calculations including the retrieval of delivery receipts, employee handbooks and worksite videos.
3. All other appropriate, commonly accepted, efforts necessary to develop and maintain compliance with existing or amended Internal Revenue Code provisions regarding the 403(b) plan offered by the District. As part of its plan administrative services, TSA shall provide guidance to the District as to which additional efforts are appropriate, commonly accepted, or necessary to maintain compliance.
4. The District shall require all providers of investment products and services to the retirement plans to cooperate with TSA by providing any information needed to complete the terms of this Agreement.
5. The District shall instruct staff to cooperate fully with TSA regarding the compliance review and in obtaining all necessary information for TSA to complete the duties described in this Agreement. The District realizes that any delay in providing data and information to TSA may impede completion of services as described in this Agreement.

EXHIBIT C

BASIS OF REMUNERATION: Annual compensation for services provided by TSACG subject to the Agreement shall be invoiced at the rate stated below.

Standard Fees for all services listed in the **Compliance Edge® Program**:

**1. Comprehensive Program - The Compliance Edge®
Total Cost of basic services**

A. Set-up Fee – **Waived by TSA Consulting Group, Inc.**
\$ 0.00 set up fee

B. Annual maintenance fee based on the current monthly fee for specified scope of services and including maintaining employee data, contribution audit and calculation of MAC, new updated employee handbooks, employer & vendor evaluations updates, and review and updates to employer sponsored retirement plans, distribution recordkeeping, common remitting (EPARS) and plan documents.

\$20.00 per active participant per year billed monthly (number of employees will be reconciled on an annual basis upon receipt of data)

Estimated initial number of employees: 800

All services shall be billed monthly beginning September 1, 2008 at the equivalent rates shown above for each contract year.

Fees described above are based on total number of employees for this employer. Rates for larger or smaller groups may vary according to current published rate schedules established by TSACG.

**Glenbrook High School District 225, IL
 (Northfield Township High School District 225, IL)
 Payroll Reduction Authorization for 403(b)
 Annuity Contract or 403(b)(7) Custodial Account**

Name of Company — 403(b) Product Provider
(A separate SRA form is required for each vendor.)

Employee's Name	Social Security Number
Work Location	Position

Original Agreement

With respect to services rendered by the Employee hereafter, the Employer and the Employee hereby agree the Employee's compensation for such services shall be reduced by:

Equal amounts of \$ _____ per pay period beginning the _____, 20__ pay period.

The amount elected above shall result in a total ANNUAL REDUCTION not to exceed the maximum allowable contribution calculation as stated below. The Employer agrees that it will remit the amount of such reduction for the 403(b) Tax Sheltered Annuity or 403(b)(7) custodial account offered by the Company listed above.

Amendment Agreement - Type of Change Desired

Increase from \$ _____ per pay period to \$ _____ beginning the _____, 20__ pay period.

Decrease from \$ _____ per pay period to \$ _____ beginning the _____, 20__ pay period.

Suspend—Name of Company _____

Effective Date of Change _____, 20__

I have read the above and understand the proposed change. I hereby request that such change be effected. I realize that if the change results in decrease or elimination of reduction under the 403(b) T.S.A. program, that this reduction or elimination cannot be "made up" in the future unless it falls within the allowable limits for that year.

Terminal Pay at Retirement or Termination

One-time reduction from Terminal Pay \$ _____
 Total from Terminal Pay

The Employee expressly understands and agrees that if the amount requested above is more than the amount due to the Employee (less applicable taxes), no reduction will be made and the entire amount will be paid to the Employee.

This Agreement shall be legally binding and irrevocable with respect to amounts earned while the Agreement is in effect, and any termination of this Agreement shall be effective only with respect to amounts not yet earned at the time of said termination. It is provided that this reduction does not exceed the Employee's statutory limits under Section 402(g) or the limitation of Section 415 of the Internal Revenue Code. This limits the total allowable salary reduction to all Companies to which salary reduction contributions can be made. It is understood that the amount specified will be forwarded to the Company listed above, provided that the Employee has sufficient earnings during the immediately preceding pay period to accommodate the requested reduction. In the event that the calculations provided by the District are lower than the calculations provided by the company / representative, the District's calculation shall prevail.

I hereby authorize my Employer to reduce or suspend any contributions established by this agreement, if in its opinion, the total annual contributions would exceed my Maximum Allowable Contribution in any calendar year.

The Employee is responsible for the accuracy of the excludable amounts stated in this Agreement. Any overstatement of the amounts excludable as a salary reduction in this agreement, or any other violation of the requirement of Section 403(b) could result in additional taxes, interests, and penalties to the Employee.

It is the intent of the parties that the non-forfeitable retirement deferred annuity or custodial contract pursuant to this Agreement shall qualify for the Federal Income Tax benefits provided for in Section 403(b) of the Internal Revenue Code of 1954, as amended. **Any change to this Agreement must be in writing to the Employer and becomes effective upon the execution of this Agreement by Employee and Employer.**

This Agreement may be terminated by either the Employer or Employee upon thirty (30) days notice to the Company and to the Employer or Employee as applicable.

Effective Date of this Agreement _____, 20__

Glenbrook High School District 225, IL
 (Northfield Township High School District 225, IL)

 AGENT / REPRESENTATIVE NAME Agent's Phone

 EMPLOYEE SIGNATURE

 AGENT / REPRESENTATIVE SIGNATURE

 EMPLOYER SIGNATURE

Dated _____, 20__

Dated _____, 20__

Section A - Authorization to Purchase Annuities

1. The Board of Education of District #225 shall make tax sheltered annuity (TSA) plans meeting the requirements of the Internal Revenue Service available to the staff through payroll deductions; both fixed and variable plans may be offered.
2. The assistant superintendent for business affairs, or designee, will act as the Board's representative in all matters dealing with TSAs sold to Glenbrook employees through the school district, signing all applications for group policies, reviewing literature to be distributed, and maintaining copies of all master contracts and agreements. The assistant superintendent for business affairs, or designee, will publish, from time to time, a list of the companies which the District has qualified to do business with District employees.
3. No company will be approved by the assistant superintendent for business affairs unless at least five employees have contracted for TSA participation with that company, and that company has completed and signed the "Investment Provider Service Agreement for 403(B) Retirement Programs (Non-ERISA)" form.
4. Any company doing business in the District may be disqualified from participation by the assistant superintendent for business affairs should the participation with the company become inactive for a period of 12 months or more, or for other good cause.
5. Failure on the part of any company and/or agent to comply with this policy will be sufficient grounds for disqualification.

Section B - Approval of Salary Reduction Agreements

All employees entering into a Salary Reduction Agreement must have on file in the District Business Office a completed "Glenbrook Salary Reduction Agreement for 403(B) Programs" form before the election will become effective:

1. Employees who wish to use special "catch-up elections" to contribute more than the basic salary deferral for the year must provide a vendor, financial, tax or legal counsel form which shows the maximum exclusion allowance (MEA) calculation for the tax year.

Section C - Changes to Salary Reduction Agreements

1. Employees may change their reduction agreement once every six months. Specifically, one change can be made from January through June, and one change can be made from July through December. Initiating or terminating a salary reduction agreement is considered to be a change. Salary Reduction Agreements may be terminated at any time.

Section D - Contact Between Employees and Insurance Agents

1. Only companies determined to be qualified by the assistant superintendent for business affairs may make printed TSA literature available to Glenbrook employees on campus. The literature may not contain any statement which indicates that the Board of Education or the administration recommends any company or plan.
2. Once contacted by a Glenbrook employee, an agent of the company may meet the employee at school to discuss policy provisions. An agent may also meet the employee at school to have papers signed. In either event, agents will not be allowed to remain on school premises to solicit business from other employees.
3. Employees' addresses, personal e-mail addresses and/or telephone numbers will not be provided to qualified company agents.
4. Initial contact with the agent must be made by the employee or the assistant superintendent for business or designee.

Section E – Plan Management and Periodic Statements

The employee shall be responsible for directing the management of his or her individual plan, for requesting periodic statements from the company and for verifying the accuracy of the statements.

To the fullest extent permitted by law, the Board of Education, its Board members and employees shall have no liability for any losses suffered by the employee that result (directly or indirectly) from his/her participation in the District's 403(b) program. The employee shall save, defend, indemnify, and otherwise hold harmless the Board of Education, its Board members and employees, to the fullest extent permitted by law, from any and all actions, claims, demands, losses, injuries, and damages whatsoever that may result (directly or indirectly) from his/her participation in the District's 403(b) program. The Board of Education, its Board members and employees have made no representation regarding the advisability, appropriateness or tax consequences of any employee's participation in the District's 403(b) program or employee's allocation to any company which the District has qualified to do business with District employees.

Section F – Non-Endorsement of Service Providers

Qualification of vendors shall be based upon compliance with TSA regulations, as amended from time to time, and execution of the service provider's agreement. Such qualification shall not be deemed as an endorsement by the District of any provider or plan.

Approved: February 2, 1976 (Item #5676)
Revised: November 19, 1984
Revised: January 25, 1993
Revised: February 9, 1998
Revised: February 28, 2000
Revised: July 13, 2009
Revised: November 8, 2010

Glenbrook High School District #225

PROCEDURES FOR IMPLEMENTING BOARD POLICY: TAX SHELTERED ANNUITIES 4070

Page 1 of 3 pages

Section A

The assistant superintendent for business affairs, or designee, will act as the Board's representative in all matters dealing with tax sheltered annuities (TSA) sold to Glenbrook employees through the school district. As such, the assistant superintendent for business affairs, or designee, will sign all applications, review literature to be distributed, and maintain copies of all master contracts and agreements.

Section B

Each company and each agent must comply with the following regulations. Failure to comply with any of these regulations will be sufficient grounds for disqualification to make sales to Glenbrook employees.

I. Procedure for Agent and/or Company Approval

- 1) All agents must have on file in the District Office or with a designated third party administrator (with a copy provided for the District), a master group policy or a copy of the individual policy to be issued to Glenbrook employees. All insurance companies selling TSA policies to Glenbrook employees must have on file in the District Business Office or with a designated third party administrator (with a copy provided for the District), a completed tax sheltered annuities insurance company agreement form containing the Board approved Investment Provider Service Agreement for 403(B) Retirement Programs (Non-ERISA). The assistant superintendent for business affairs, or designee, will not sign an application for a TSA nor will monies be released until the required policies and the completed forms have been submitted to the District by the company.
- 2) Employee names, addresses, personal e-mail addresses, and telephone numbers will not be provided to insurance agents by the District.
- 3) Printed TSA literature provided by District-qualified insurance agents will be made available for review by Glenbrook employees by placing it in employee areas in the schools or via electronic transmission. A sample of the information to be distributed must be provided to the assistant superintendent for business affairs, or designee, for review and approval prior to distribution. The literature may not indicate that the Board of Education or the administration recommends the plan to the employees. Once approved, packets of literature may be delivered to the District Business Office. The literature will be placed in the schools for all employees to take home and review, or made available via electronic transmission.

2. Contact with Employees

- 1) Initial contact with employees may be made through printed literature, initiated by the employee, by referral from other employees, or by outside contact by the agent.
- 2) Once contacted by a Glenbrook employee, an agent may then meet with the employee at school to discuss the TSA plan offered. Agents may also meet an employee at school to have papers signed. IN EITHER EVENT AGENTS WILL NOT BE ALLOWED TO REMAIN ON SCHOOL PREMISES TO SOLICIT BUSINESS FROM OTHER EMPLOYEES OR FOR ANY OTHER PURPOSE.

3. Procedure for Enrolling Employees in TSA

- 1) When an employee has decided to enroll in a TSA plan, the agent must have the employee complete a Salary Reduction Agreement for 403(B) Programs form, provided by the District's third party administrator.
- 2) When completed and signed by the employee and agent, the Salary Reduction Agreement for 403(B) Programs form, must be forwarded to the assistant superintendent for business affairs, or designee, for signature.
- 3) TSA agreements completed, signed and received the first of the month will produce a salary deduction for that month. Agreements completed, signed and received after the first of the month will produce a payroll deduction for the month following the month of submittal.
- 4) Monies will be dispersed to companies from the District Business Office only through the District's third party administrator.
- 5) Changes in the amount of the TSA are to be handled in exactly the same manner as new TSA agreements.
- 6) The employee shall be responsible for directing management of his or her personal account, and for requesting periodic statements from the insurance company reflecting payments made by the school district. The employee shall also be responsible for verifying the accuracy of the statements. An employee having a question about the statement should immediately contact the agent. If the question cannot be resolved by contacting the agent, the employee should contact the District Business Office or designated third party administrator for assistance.

- 7) As a condition of his/her participation in the District's 403(b) program, the employee must agree in writing that, to the fullest extent permitted by law, the Board of Education, its Board members and employees shall have no liability for any losses suffered by the employee that result (directly or indirectly) from his/her participation in the District's 403(b) program. The employee shall further agree in writing to save, defend, indemnify, and otherwise hold the Board of Education, its Board members and employees harmless, to the fullest extent permitted by law, from any and all actions, claims, demands, losses, injuries, and damages whatsoever that may result (directly or indirectly) from his/her participation in the District's 403(b) program. The employee's agreement shall further acknowledge that the Board of Education, its Board members and employees has made no representation to the employee regarding the advisability, appropriateness or tax consequences of his/her participation in the District's 403(b) program or the employee's allocation to any company which the District has qualified to do business with District employees.

Revised: November 19, 1984
Revised: January 25, 1993
Revised: February 9, 1998
Revised: July 13, 2009
Revised: November 8, 2010

GLENBROOK NORTH HIGH SCHOOL

Employee Name

Administrator

Ryan S Bretag
John Catalano
Chad Davidson
William R Eike
Eric T Etherton
John Leo Finan
Kris A Frandson
Kathryn S French
Deborah Ann Koller
Mary C Kosirog
John K Leonard
Robin Levine-Wissing
Robert Pieper
Paul M. Pryma
Mary E. Rockrohr
Robin Sheperd
Edward A. Solis
Michael T. Tarjan

Teacher/Counselor

Nicole Abbott
Susan E Albert
Stefanie M Anderson
Erin L Argyros
Christina Bauer
Carie Lynn Benedetto
Bradley Benson
Jason D Berg
Robert J Berg
Lindsey I Berman
Meghan A Betzel
Rachel W Bialk
Leanne Kuhlman Block
David Boyle
Joyce Bozacki-Rae
Kathleen C Brosnan
Renee Brosnan
Aaron L Brown
John T Byrne
Michael A. Campbell
Richard F Chapman
Wanyin Chou
Jennifer H Cicciu
Martin Cless
Kelli Cohen
Christopher J Cooper
Susan K Corfield
Karen M Cunningham
Christopher C DeKuiper
Timothy Drevline
Christine C Drucker
Ryan S. Dul
Susan Eddington

William F Edison
Emily Caryl Eller
Jamie E Ellinger-Macon
Michael English
Frank Anthony Fiala
Beth Ann Figaro
Karen A Fitzsimons
Danielle K Fluegge
Bonnie J Foster
John M Fournier
Theodora M Franck
Verlin Fraser
Robert J Froehlich
Joan Gallagher-Bolos
Robert M. Gallivan
Kerry K. Galson
Ronald D. Gatchalian
Ann Gebhardt
Justin S Georgacakis
Justin Gerbich
Joseph D. Gerencser
Amy B Goldsmith
Lilian Matheson Gomez
Lori L. Gonzalez
Stephen Edmond Goodman
Marcel A Grdinic
Michael B Greenstein
Katherine E Gutierrez
Rommel A Guzman
Edward E Hajost
Bryan Halpern
Annahi Hart
Christy Hemesath
Erica A Henrich
Heather Higgins
Tara Hoefft-Runde
Danielle Holden
Marketa Holecek
James B. Hoover Jr
William J Horine
Emily Horvath
Jim Howie
Jerome P Hoynes
Lorena Sue Huguelet
Sarah H Ilie
Mindy B Ingersoll
Matthew Izenstark
Katie E. Jones
Jeanette L Jordan
Jeff K Jordan
Jeff A Kallay
Hannah Min Kang
Russell Katahira
Todd Keeler
Tiffany S Kim
Kathleen M Kinsella
Scott A Knapp
Sherri M Koeppen

John J Krickl
Joy M Lacey
Rosemary Langer
Jennifer A. Laudadio
Amanda E Lazzaro
Katrina L LeBlanc
Robert LeBlanc
Pearl Lee
Mark B Lewis
Craig T Loch
Amy E Ludolph
Sachiko Majoros
Kathryn I Martin
Francis P Mathieu
Jennifer Marie Mau
Brian McDonough
Maureen C McDonough
Rhoda McInerney
Robert B Milkowski
Matthew Miller
Kathleen J Mitchem
Christopher Morgan
Josh Morrel
Karena K Nelson
Craig Niemiec
Michael J Nisi
Jillian Lee Nowak
Vima M Odiotti
Kristin Emily Olson
Mark L. O'Rourke
Rodolfo Perez
Ana Paloma Peso
Marie J Petrini-Poli
Kim Petty
Penn E Phillips
Michael Piskel
Matthew L Purdy
William Race
Michael R Rast
Mark Reboria
Martha M Reed
Julie Ann Robinson
Jessica Werner Roby
Denis Rodriguez
James E Rogers
Rebecca Silverman Rogers
Todd M Rubin
Joshua A Runkle
Mark Running
Barry C Ruppert
Dominic A Savino
Nicole L. Scherr
Amanda Scholz
Michael J Schroeder
Jennifer Schultz
Mardi Scott
Christina Lee Seaborg
Jill M Serling

Carey Sides
Janice Y Sit
Jonathan Sorkin
Michael Standerski
Lisa Steffey
Darin Sullivan
Margaret M Sullivan
Matthew R Sullivan
Nicholas Timmer
Dane Fox Travis
Kirby J Tripple
Rita M. Umansky
Nathan A Unterman
Anna W Upson
Megan E Vaccarello
Norma J Vakil
Paul M Vignocchi
David C Vincent
Patrick J. Wagner
Jon Robin Walker
Andrew M Wallace
Jeffrey A Ware
David D Weber
Karyn Weber
Frank Whalen
Scott L Williams
Jean P Witty
Christine C E Woods
Aimee L. Wool
Daniel Workman
Mary E Zold-Herrera

Secretarial/Clerical

Nicolette Aloy
Louise Berger
Jean M Boklewski
Eileen S Bourne
Angela Cowin
Debbie L Dean
Marlene K Dobrin
Amelia L Flammang
Mary Flannery-Day
Susan R Gabler
Janet K Green
Margot E Halpern
Traci A Johnston
Karen L Karp
Karin E Kirch
Cynthia J Kozeluh
Elizabeth E Levchenko
Suzan M Maddox
Debra R Maskin
Carolyn A McGuire
Ann M Murray
Ellyce S Olson
Jody R Peacock
Robin E Pehlke

Ellie L Rudolfi
Terri S Ryan
Jennifer E-R Wawryk
Deborah L Woods

Maintenance

Patrick J Allen
Miguel R Arechar
Javier Benitez
Randy L Calabrese
Susan M Calucci
Hector A Cartagena
Rubel AQ Chowdhury
Antonio Collazo
Egrain Collazo
Allen Curington
Robert M DeMaio
Mikhail Dobin
Joel F Ferrer
Scott L Fleischauer
Roman Frid
Roberto Gutierrez
Patrick W Hickman
John J Jost
Brian K Julien
Patrick W Julien
Anatoliy Kats
Mark S Klopp
Rafael R Lopez
Arturo Lopez-Ramirez
Raul Lopez-Ramirez
Pedro Mancilla Garcia
Brian J Murdy
Andy Nardini
Alex Pouplikollas
James Quinn
Jorge R Rivera
Juan B Rodriguez-Lopez
Joel Roman
Daniel J Sotelo
John A Surace
Stanislaw Szacilo
Joseph H Taylor
Daniel A Whisler

Support Staff

Stephanie L Bitter
Paul L Carlson
Christopher M Doebler
Matthew J Fastert
Colleen N Huebner
Rafael B Iriarte
Joel A Monaghan
Thomas G O'Connell

Paraprofessional

Barbara I Casey
Helen C Catsaros
Darlene J Daniels
Kimberly D Deschamps
Michael J Keady
James C Lee
Jerry Mocariski
Becky L Monat
Steven Schulhof
Michael H Summerfelt
Gary D Winkle

Instructional Assistant

Cynthia J Beranek
Antonette M Campagna
Meaghan T Clavey
Steven M Collins
Evelyn Crews
Carol S Fischer
Jarrod S Georgacakis
John P Glorioso
Mary E Gregg
Catalina Guerrero
Andrew R Guilde
Susan S Hahn
Anita M Hawke
Emily A Horigan
Jerry B Kim
Leanne N Kotlarz
Kevin J Kurasch
Brad J LaMie
Scott M Lasky
Julia A Levit
Mary Beth Manso
Thomas O Marinis
Kathleen A McLaughlin
Stacey A Mechales
Jill K Nelson
James L Ossey
Jodie A Panzer
Sherry J Reisman
Diane DeRosa Reynolds
Alexandra R Salomone
LeeElyn M Sparkes
John A Stanonik
Lindsay M Thieleman
Amy Ticho
Dennis L Vander Kuur
Ryan R Winter

GLENBROOK SOUTH HIGH SCHOOL

Employee Name

Administrator

Ronald E. Bean
Lara E Cummings
Danita M Fitch
Gary J. Freund
Sean W. Garrison
Phillip Gartner
Dawn R Hall
David Scott Jakes
Terrence M Jozwik
Susan D. Levine-Kelley
Cameron Donald Muir
Steven D Rockrohr
Jeffrey W. Rylander
James W Shellard
Martin G Sirvatka
Stephen B Stanicek
Brian Wegley
Stacey M Wolfe

Teacher/Counselor

John E Allen
Chiara Andrews
Zachary I Appel
Janez M Arko
James M Bachmann
Stephanie E Bailey
Beth Ann Barber
Meghan M Bargar
Mark Bauman
Brian C Baxter
Terry J Benjamin
Deborah A Berlin
Matthew I Bertke
Frank Bexes
Anne Blair
Dana K Boehmer
Kara Bolf
Steven Bolf
Erin Bosack
Damien Benjamin Braude
Hillary A. Bullock
Carol A Buresh
Elizabeth Bushek
Lindsey S. Camacho
Rosemarie Carsello
Patrick T Castillo
Amanda R Chapman
Mary Choldin
Timothy Cichowski
Deborah Ann Hammersley Cohen

Joy Cooper
Bryan M. Cope
Christina Marie Cosgrove
Kathy A Coskey
John L Cowlin
Yitzchak Hillel Crandus
Elizabeth A Daugherty
Mark E. Dec
Diane K Dillon
Robin R Doyle
Matthew E Drone
Laura Duffy
Ellen E Eichler
Emily J. Ekstrand
Amie Elliott
Mary Ann Ericksen
Stephen M Farber
Julie Ann Feeney
Dawn Fendt
William Mark Ferguson
Brenda Field
Scott Field
Stacy Flannery
JoEllen Flener
Susan K Flickinger
Gerald Fogarty
Lauren Fraser
Jennifer G. Friedmann
Cecile Frydman
Mark P Gallagher
Nancy A Giebel
Scott Glass
James C. Glynn Jr.
Karen Goering
Ann M B Golding
Alan D Greenberg
Scott Greenspan
Steven Grosland
Marianne Gudmundsson
Seong Bong Ha
Patricia Marie Haban
Matthew K Hamilton
Todd Hansen
Marshall J. Harris
Terry Harris
David P Hartman
Kurt W Hasenstein
Jennifer Hayner
Thomas J Henderson
Daniel Hicks
David P Hill
Christopher M Hilvert
Debra Hinchey
Pantra Hoeft
Katie Hoover

Cheryl J Hope
LeaAnne Hotton
Daniel Hudson
Kimberly Huesmann-Delaney
Benedict Hussmann
Natalie Ann Ingaunis
Kristen K Jacobson
Mary Z Jaeger
Natalie Jakucyn
Matthew Johlle
Matthew Jones
Sharon L Kaltman
David W Kane
Joseph F Karlovsky
Tara R Katz
Courtney C Kelly
Kenneth E Kerr
Marianne Kerr
Annie I Kim
Ryan L Kinsella
Kimberly A Kiraly
Catherine C Klahn
John Klasen
Karen E Klebba
John R. Knight
David A. Knudson
Frederick M Kocian
Linda M Kocian
Joshua J Koo
Karen LeBlanc
Ann LePage
John P Lewis
Joanna D Lialios
Judy A Libman
David Lieberman
Kelly Lowery
Sylvia Lubinski
Elizabeth Lupfer
William J. Lyon
Keith K. MacDonald
Yasuko Makita-Discekici
Despina Mandarino
Mark C. Maranto
Stevi A Marks
Barbara C. Marzillo
Peter P Masciopinto
Scott W Matthews
Carol S May
Molly M McBride
Julie T McDermott
Kelli A. McDonald
Randall T McGraw
Rosanna McManamon
Joanne Medak
Christine M Memler

John P Meyer
Sonja K Meyer
Debbie Middleton
Thomas C. Mietus
Tim Monahan
Mina Moon
Taylor N Morello
Patricia A Moulakelis
Sandra Mulligan
Travis C Myers
Suzanne Nadel
Scott T. Nemecek
Kathryn M Nicolotti
Mikael Noll
Amy L Norwood
John P O'Malley IV
Janice L Osowski
Daniel F Oswald
Jeffrey I Paek
Christina Pak
Erika L Pedersen
Nicole E Pilotte
Rebecca S. Pollack
Katrina S. Prockovic
Veronica Reyes
Daniel Terence Rhoades
Lisa Gail Richardson
Deborah C Robinett
David Rogers
Socorro Rogers
Carrie M Rosen
Robert E Rosinski
Rachael Rothrauff
Julia C Schaefer
Jeffrey S Scheinkopf
Michelle Scheinkopf
Brian T Schmalzer
Neil E Schmidgall
David C Schoenwetter
Katherine L Scholten
Catherine M Schroeder
Sejal Schullo
Stephanie R Self
Jill N Serikaku
Christi Ann Shaner
Sharon K Sheehan
Stephen A Silca
Jean C Simmons
Cheryl Simon
Michael R Sinda
Afrodite D Skaouris
John Skorupa
David M Smith
Julie M Smith
Kay L Sopocy

Michael J. Stancik
Deborah L. Stein
John E Sullivan
Lauren A Sutherlin
Ryan Sutherlin
Tara Tate
Kelly A Timson
Matthew T Topham
Brandon L Tucker
Alyson M VanderPlas
Mary Vicars
Michael J Vodicka
Anne M Walsh
Kurt B Webb
Suzanne Webb
Steven E Weissenstein
Brian E Whalen
Matthew R Whipple
Benjamin D Widner
Megan E Williams
Mary H Wiltjer
Rebecka A Wittenstrom
Aaron A Wojcik
Gregory A Wojcik
Louise A Wright
Hong Wu
Sukjin Yoon
Jeffrey Yordy
Teresa Youngberg
Jerry Zabin
Jorge Zamora
Daniel Zapler
Paul S Zwiercan

Secretarial/Clerical

Amelia G Alpert
Claudia J Bailey
Katherine G Coombs
Jeanne A Davito
Dorothy L Durchslag
Cynthia R Franz
Rosanne Goodrich
Kathleen Hargesheimer
Lynette M Huebner
Angelica Ibarra
Lorna C Johnson
Bernice A Kirchler
Lorraine Kroll
Rosanne Mackie
Bonita M Morris
Judith L Norton
Lucinda Pouplikollas
Deborah J Schneider
Patricia Siegert

Sandra A Sormaz
Diana F Starcevich
Margaret L Torres
Renee I Travers
Christine G Valles
Tina M Wagner
Lois E Wolfson
Judy A Wolter

Maintenance

Razzouk Adam
Kyle Adlon
Erik D Ainscough
Michael T Asquini
Hirms Y Barham
Sahar Barkho
Scott M Bish
Matthew G Boarini
Richard F Breman
Michael A Calucci
Michael Chernyavsky
Adam W Dankha
Daisy M Demeas
Mario Duran
Robert E Ewen
Alexander V Florczak
Richard P Frantell
David M Friske
Charles E Haley
Jean-Louis G Henriot
Ross F Hessler
Jonathan A Holmblad
Ralph T Imbo
Gregory Johnson
Igor N Korshukov
Dean E Krock
Robert E Lugiai
Sandra L McGee
Richard Moozakis
Frantz Pierre
Anthony J Reilly
Fred A Rudolphi
Sean C Savage
Benjamin T Simons
Neville Thompson
Ivan A William
Bill R Williams
Clifford F Williams
Arnold Zurita

Support Staff

Amanda L Anderson
Anthony C Catsaros

Charles P Murdough
Jonathan R Novotny
Brian Kent Robinson
Lisa Meinhard Sly
Richard C Winship

Paraprofessional

Margaret Balabanos-Bank
Melissa A Brown-Harris
Susan A Collins
Diane L Egebrecht
Catherine F Furse
William D Gleason
Ellen D Goldstein
Imran Ijaz
Victor A Lopez Jr
Donna Sawicki
James M Wood

Instructional Assistant

Lars D Anderson
Walter L Anderson Jr
Halina M Antolovic
Kyle P Barber
Michael Boyle
Kevin M Braun
Kevin T Bulger
Hector Carabez
Phil Carello
John F Casey
Angela D Coady
Michael L Collins
Robert R Cowell
Brianna N Daubenspeck
Shannon M Devine
Jeffrey A Edelman
Jeff J Foster
David W Garbe
Mary Ann Geib
Michelle A Goodrich
James H Grayes
Peter D Griffin
Linda S Hammer
Sherry G Koch
Emma K Martell
Lydia D Marushka
William O. McInerney
Delbert A Mette
Brittany K Mortensen
Joseph M Mulloy
Lena Noh
Troy N Ossey
Ana F Pereira-Godoy

Margaret M Ritter
Marianna Ruggerio
Brian H Shaoul
JiYon Shin
Suzanne H Shore
Austin M Smith
Julie F Spellman
Luanne M Stoll
Tyra M Strobel
Steven J Szpisjak
Lyudmila Tarakanova
Jonathan D Voss
Patricia A Watermann
Anne White
Ann E Wiberg
Carol M Winston
James Henry Wolter
Gail L Zuckerman

GLENBROOK OFF CAMPUS

Employee Name

Administrator

Douglas W Strong

Teacher/Counselor

Susan K Baxter

Lisa E. Harper

Stephanie L. Henrichs

Robert Hopkins

Pa'al Chaand Joshi

Allison M Klaric

Nijole Pabst

Mary Harrington Rabinak

Susan M. Ryan

Michael C Yacullo

Secretarial/Clerical

Joan A Duerig

Paraprofessional

Kimberly R Hasnas

Instructional Assistant

Lauren Berk

Alison E Halm

Steven V Halm

Irene Koliopoulos

Elyse M McGinn

Karla M Sorkin

Dawn M Taylor

Carol S West

Thomas J Wilkes

GLENBROOK EVENING SCHOOL

Employee Name

Administrator

Francisco Santa

Teacher/Counselor

Melissa DeFrenza-Israel

DISTRICT OFFICE

Employee Name

Administrator

Steve Anthony Caliendo
Jennifer Maureen Pearson
Kimberly L. Ptak
Michael Riggle
Hillary J Siena
Vicki L Tarver
Marcus Werner Thimm
Rosanne Marie Williamson

Secretarial/Clerical

Edith Baerson
Beth M Clark
Angel B De La Paz
Kay N Edler
Gayle M Gambill
Alexandra Gan
Elaine M Geallis
Alice T Kus
Rhonda D Lukas
Victoria J Palmer
Linda C Regal
Debbie C Timpe
Lisa Beth Wall
Margaret K Wargaski
Susan A Werker

Support Staff

Zia K Ahmed
Tariq Baig
Christopher J Dusza
Karen B Geddeis
Pat T Giorgas
Phillip Kujawinski
Ryan M Manly
Eric R Meyer
Alla Ostrovskaya
Kurt Simmers
Robert J Sly
Peter A Spero
Konstantinos Zachariou
Jennifer A Zimmerman