

Board of Education Most Recent Offer to NUEA

Submitted to IELRB
July 29, 2021

Status of Negotiations

- The Board of Education has been working with the Naperville Unit Education Association (NUEA) to negotiate a fair multiyear contract that serves the best interests of all stakeholders – our students, parents, teachers, and taxpayer community.
- After regular meetings with the NUEA since January, an independent mediator was engaged last month to help bring the parties closer to an agreement.
- However, the NUEA has initiated the public posting process, in which both the Board and the NUEA submit their most recent offers to the Illinois Educational Labor Relations Board (IELRB) for public posting.

Continued Negotiation Efforts

- The Board is committed to continuing negotiations with the NUEA throughout the public posting process and until a fair settlement is reached.
- While the current NUEA contract expired on June 30, 2021, it is common for teachers to return to the classroom without disruption after a contract has expired.
- The first day of student attendance for the forthcoming school year is August 19, 2021. The Board is confident students can return to the classroom this fall while we continue to meet with the NUEA to reach an agreement.

Board of Education Priorities



Continue to deliver the excellent education our students and community have come to expect and deserve.



Competitively compensate our teachers and staff at every stage of their career for their excellent work in educating our children.



Ensure the agreement reached is fiscally responsible and allows the Board to preserve the long-term financial health of our District.

Snapshot of the Board's Offer: Raises for Every Educator, Every Year

Proposed Educator Salary Schedule Increases	
School Year	Step and Base Increase
2021-2022	3.51% Increase
2022-2023	2.85% Increase
2023-2024	4.37% Increase*
2024-2025	55% CPI-U Plus Step

**Projected increase based on 2020 year-to-date actual
Consumer Price Index (CPI-U) of 4.3%*

Snapshot of the Board's Offer: Raises for Every Educator, Every Year

Average Educator Salary Increases		
School Year	Average Raise	Average Salary
2021-2022	3.60%	\$89,064
2022-2023	2.95%	\$91,658
2023-2024	4.43%*	\$95,705*

**Projected based on 2021 year-to-date actual CPI-U of 4.3%*



See Appendix A for individual Year 1 salaries

Snapshot of the Board's Offer: Increased Paid Sick Leave

5 More Sick Days in Year 1	Increased Sick Day Accumulation Cap to 365 Days
<p><u>Current Contract:</u> Employees currently receive an annual allotment of 15 sick days.</p> <p><u>Board's Offer:</u> The Board has offered to increase the annual sick day allotment to 20 days in the 2021-2022 school year.</p>	<p><u>Current Contract:</u> Employees may accumulate up to 360 unused sick days. The Union proposes increasing the sick day accumulation cap to 370 days.</p> <p><u>Board's Offer:</u> The Board has offered to increase the sick day accumulation cap to 365 days.</p>

Snapshot of the Board's Offer: Increased Paid Parental Leave

35 Paid Leave Days In Addition to Medical Leave

Current Contract: 30 days available sick leave for childbirth under the Illinois School Code applies. An employee also may apply accumulated sick leave for incapacity due to pregnancy, childbirth, or recovery therefrom.

Board's Offer: In addition to the 30 days of paid sick leave for childbirth under the Illinois School Code, employees may apply 5 more sick days that are not dependent on the need to recover from childbirth. An employee may apply accumulated sick leave for incapacity due to pregnancy, childbirth, or recovery therefrom.

? Commonly Asked Questions

Does the Family and Medical Leave Act (FMLA) require paid parental leave?

No. The FMLA entitles eligible employees up to 12 weeks of unpaid leave for certain qualifying reasons, including the birth of a child.

Are teachers entitled to paid leave after childbirth under Illinois law?

The Illinois School Code states teachers may apply available sick days with no supporting medical documentation required for up to 30 days following the birth of a child.

Snapshot of the Board's Offer: Maintain Health Insurance Benefits and Retirement Incentives

The Board's offer maintains the current health insurance contributions and retirement incentive program:



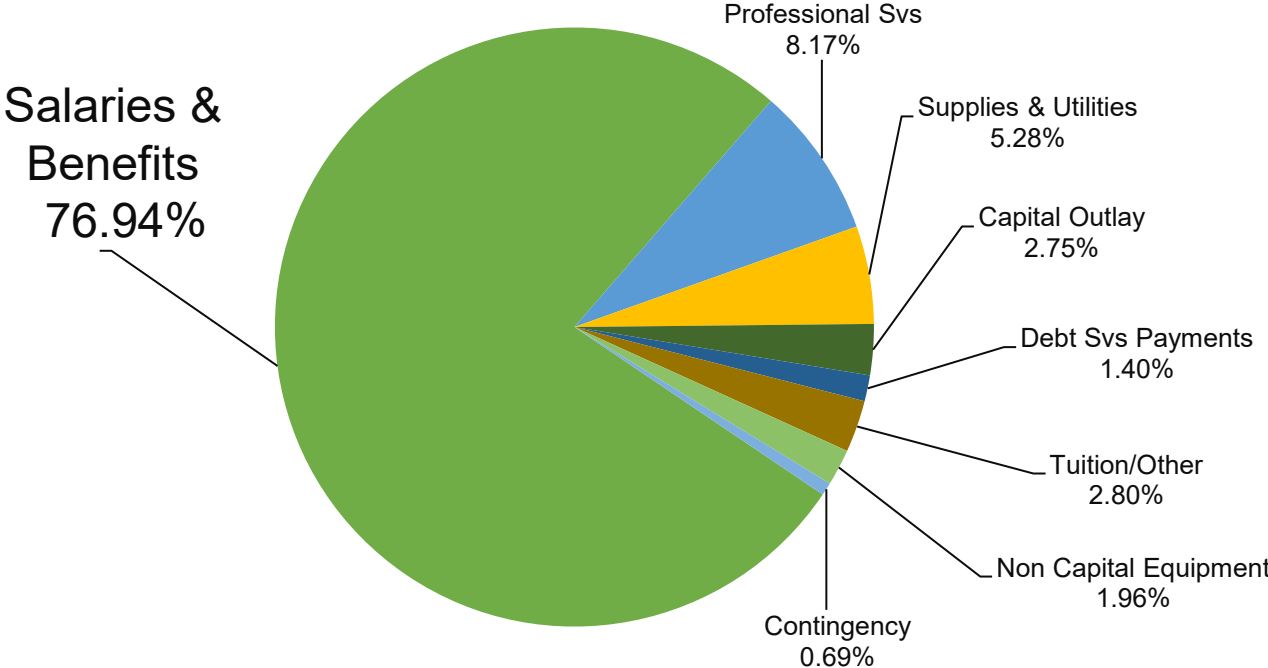
Maintains Board Payment of 85% Toward Employee Health Insurance Costs



Maintains Retirement Incentives Including Post-Retirement Health Insurance Reimbursement

What Percentage of District Funds is Expended on Salaries and Benefits?

FY 2022 Expenditures By Object - All Funds



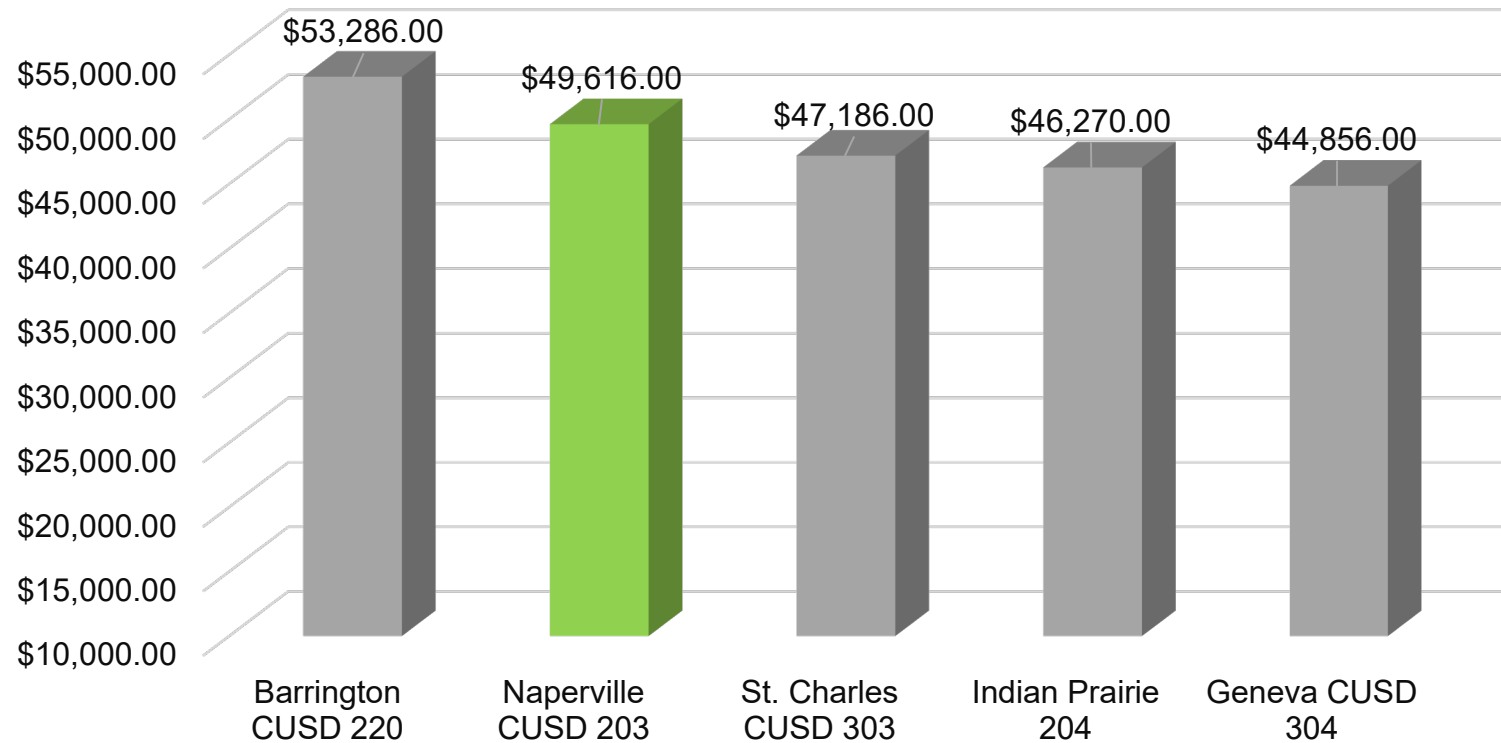
How Do Naperville 203 Educator Salaries Compare to Other Districts?

The 2020-2021 salary schedule is consistent with the Board's priority of competitively compensating our educators at every stage of their career.

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	49,616	50,509	52,210	55,793	58,527	61,255	63,989	66,682	68,667
1	50,468	51,789	53,489	57,707	60,441	63,170	65,903	68,598	70,583
2	51,318	53,063	54,765	59,623	62,357	65,085	67,819	70,513	72,497
3	52,171	54,339	56,040	61,538	64,272	67,000	69,734	72,428	74,413
4	53,018	55,619	57,321	63,459	66,187	68,915	71,650	74,343	76,327
5	53,872	56,963	58,664	65,547	68,102	70,835	73,565	76,259	78,244
6	55,291	58,313	60,014	67,536	70,086	72,820	75,549	78,249	80,234
7				69,521	72,076	73,565	77,539	80,234	82,217
8				71,505	74,061	75,554	79,524	82,217	84,202
9				73,495	76,045	77,539	81,508	84,206	86,191
10				75,480	78,034	79,524	83,498	86,191	88,175
11				77,609	80,163	81,652	85,626	88,320	90,305
12				79,736	82,292	83,780	87,754	90,449	92,434
13				81,865	84,421	85,909	89,883	92,577	94,562
14				83,993	86,549	88,038	92,008	94,705	96,690
15				86,123	88,672	90,165	94,135	96,834	98,818
16					91,089	92,577	96,552	99,245	101,727
17					93,500	94,988	98,963	101,656	104,138
18					95,912	97,399	101,374	104,067	106,549
19					98,323	99,811	103,786	106,479	108,960
20					100,734	103,219	107,471	110,171	112,651
21					103,146	106,623	111,163	113,857	116,338
22					107,219	111,699	114,849	117,732	122,019

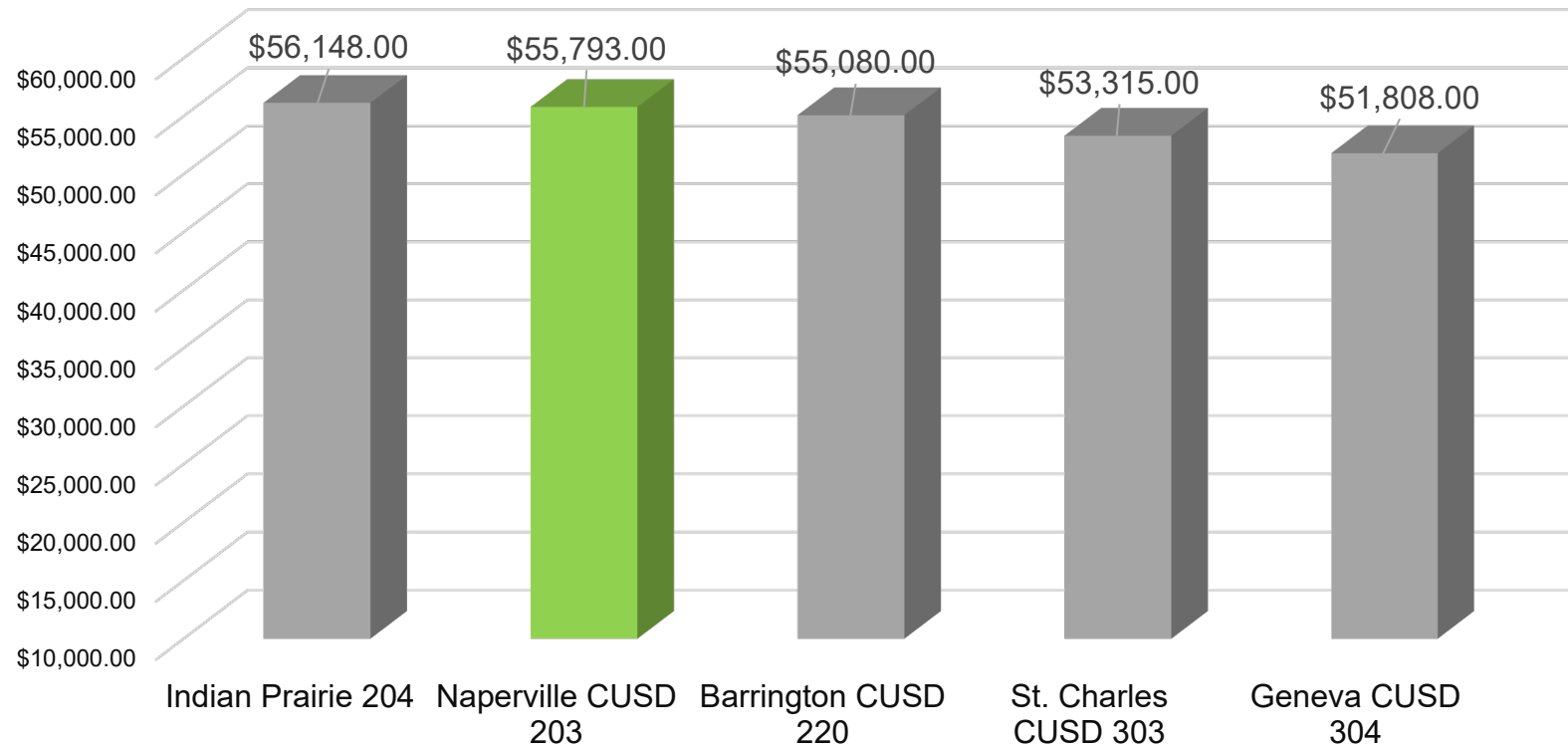
How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: BA+0



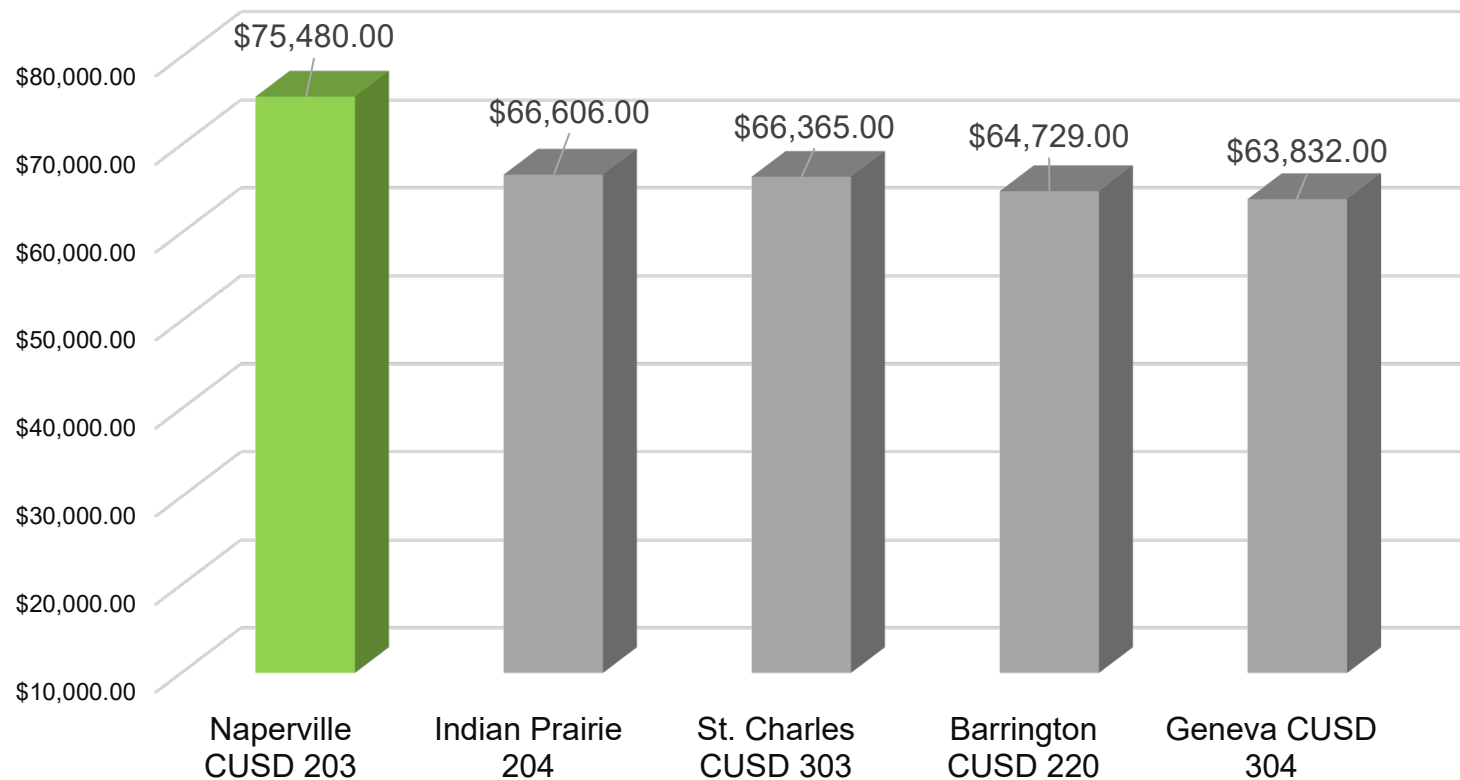
How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: Masters + 0



How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: MA+0 / 10 years of Experience



How Much Do the Board's Proposed Salary Schedules Cost?

To determine the projected cost of salary proposals, the District calculates the total increase in salaries for all employees on the salary schedule based on:

1. **Step Increases:** Each employee's "step" movement at the beginning of the applicable school year; and
2. **Base Increase:** Money added to the "base" salary schedule for the applicable school year.

Increases to the “Base” Salary Schedule

- An employee’s salary is determined by cells on the salary schedule.
- An employee’s assigned “cell” is based on: (1) years of service; and (2) education level.
- When the parties negotiate an increase to the “base” salary schedule, the salaries in each cell increase accordingly.
- The salary schedule is also used to determine extracurricular stipends (% of BA+0).

2020-2021 Salary Schedule

Years of Service										Starting Salaries Per Education Level
↓	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54	←
0	49,616	50,509	52,210	55,793	58,527	61,255	63,989	66,682	68,667	
1	50,468	51,789	53,489	57,707	60,441	63,170	65,903	68,598	70,583	
2	51,318	53,063	54,765	59,623	62,357	65,085	67,819	70,513	72,497	
3	52,171	54,339	56,040	61,538	64,272	67,000	69,734	72,428	74,413	
4	53,018	55,619	57,321	63,459	66,187	68,915	71,650	74,343	76,327	
5	53,872	56,963	58,664	65,547	68,102	70,835	73,565	76,259	78,244	
6	55,291	58,313	60,014	67,536	70,086	72,820	75,549	78,249	80,234	
7				69,521	72,076	73,565	77,539	80,234	82,217	“Base” Salary: Years of Service + Education Level
8				71,505	74,061	75,554	79,524	82,217	84,202	
9				73,495	76,045	77,539	81,508	84,206	86,191	
10				75,480	78,034	79,524	83,498	86,191	88,175	
11				77,609	80,163	81,652	85,626	88,320	90,305	
12				79,736	82,292	83,780	87,754	90,449	92,434	
13				81,865	84,421	85,909	89,883	92,577	94,562	
14				83,993	86,549	88,038	92,008	94,705	96,690	
15				86,123	88,672	90,165	94,135	96,834	98,818	
16					91,089	92,577	96,552	99,245	101,727	
17					93,500	94,988	98,963	101,656	104,138	
18					95,912	97,399	101,374	104,067	106,549	
19					98,323	99,811	103,786	106,479	108,960	
20					100,734	103,219	107,471	110,171	112,651	
21					103,146	106,623	111,163	113,857	116,338	
22					107,219	111,699	114,849	117,732	122,019	

“Step” and “Lane” Salary Increases

- Employees may receive salary increases at the beginning of each school year through a “step” increase.
- Employees move to the next “step” on the salary schedule after a year of service until they reach the last step.
- An employee may also receive a salary increase by moving to the next “lane” based on education level. However, because lane movements are less predictable, the District does not include lane movements in its costing projections.

“Step”:
Years of Service

2020-2021 Salary Schedule

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0									
1	1.72%	2.53%	2.45%	3.43%	3.27%	3.13%	2.99%	2.87%	2.79%
2	1.68%	2.46%	2.39%	3.32%	3.17%	3.03%	2.91%	2.79%	2.71%
3	1.66%	2.40%	2.33%	3.21%	3.07%	2.94%	2.82%	2.72%	2.64%
4	1.62%	2.36%	2.29%	3.12%	2.98%	2.86%	2.75%	2.64%	2.57%
5	1.61%	2.42%	2.34%	3.29%	2.89%	2.79%	2.67%	2.58%	2.51%
6	2.63%	2.37%	2.30%	3.03%	2.91%	2.80%	2.70%	2.61%	2.54%
7				2.94%	2.84%	1.02%	2.63%	2.54%	2.47%
8				2.85%	2.75%	2.70%	2.56%	2.47%	2.41%
9				2.78%	2.68%	2.63%	2.49%	2.42%	2.36%
10				2.70%	2.62%	2.56%	2.44%	2.36%	2.30%
11				2.82%	2.73%	2.68%	2.55%	2.47%	2.42%
12				2.74%	2.66%	2.61%	2.49%	2.41%	2.36%
13				2.67%	2.59%	2.54%	2.43%	2.35%	2.30%
14				2.60%	2.52%	2.48%	2.36%	2.30%	2.25%
15				2.54%	2.45%	2.42%	2.31%	2.25%	2.20%
16					2.73%	2.68%	2.57%	2.49%	2.94%
17					2.65%	2.60%	2.50%	2.43%	2.37%
18					2.58%	2.54%	2.44%	2.37%	2.32%
19					2.51%	2.48%	2.38%	2.32%	2.26%
20					2.45%	3.41%	3.55%	3.47%	3.39%
21					2.39%	3.30%	3.44%	3.35%	3.27%
22					3.95%	4.76%	3.32%	3.40%	4.88%

“Lane”:
Education Level

% Raise
to Next
Step

Cost of the Board's Proposed Salary Schedule Increases

School Year	2021-2022	2022-2023	2023-2024
Step and Base %	3.51%	2.85%	4.37%*
New Cost Step and Base	\$4,356,962	\$3,668,852	\$5,780,001*
Total Cost: Step and Base	\$128,534,912	\$132,203,763	\$137,983,764*

**Projected increase based on 2021 year-to-date actual CPI-U of 4.3%
Contract Year 4 projected cost dependent on 2022 CPI-U*

The Board's Proposed Salary Schedule: 2021-2022 School Year


	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	50,301	51,206	52,930	56,563	59,335	62,100	64,872	67,602	69,615
1	51,164	52,504	54,227	58,503	61,275	64,042	66,812	69,545	71,557
2	52,026	53,795	55,521	60,446	63,218	65,983	68,755	71,486	73,497
3	52,891	55,089	56,813	62,387	65,159	67,925	70,696	73,428	75,440
4	53,750	56,387	58,112	64,335	67,100	69,866	72,639	75,369	77,380
5	54,615	57,749	59,474	66,452	69,042	71,813	74,580	77,311	79,324
6	56,054	59,118	60,842	68,468	71,053	73,825	76,592	79,329	81,341
7				70,480	73,071	74,580	78,609	81,341	83,352
8				72,492	75,083	76,597	80,621	83,352	85,364
9				74,509	77,094	78,609	82,633	85,368	87,380
10				76,522	79,111	80,621	84,650	87,380	89,392
11				78,680	81,269	82,779	86,808	89,539	91,551
12				80,836	83,428	84,936	88,965	91,697	93,710
13				82,995	85,586	87,095	91,123	93,855	95,867
14				85,152	87,743	89,253	93,278	96,012	98,024
15				87,311	89,896	91,409	95,434	98,170	100,182
16					92,346	93,855	97,884	100,615	103,131
17					94,790	96,299	100,329	103,059	105,575
18					97,236	98,743	102,773	105,503	108,019
19					99,680	101,188	105,218	107,948	110,464
20					102,124	104,643	108,954	111,691	114,206
21					104,569	108,094	112,697	115,428	117,943
22					107,219	111,699	114,849	117,732	122,019
23					109,685	114,268	117,491	120,440	124,825

- ✓ Average salary: **\$89,064**
- ✓ Average salary increase: **3.6%**

40% receive at least a 4.0% increase

72% receive at least a 3.6% increase

← New Step 23

 See Appendix A for individual Year 1 salaries

The Board's Proposed Salary Schedule: 2022-2023 School Year

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	50,724	51,636	53,375	57,038	59,833	62,622	65,417	68,170	70,200
1	51,594	52,945	54,683	58,994	61,790	64,580	67,373	70,129	72,158
2	52,463	54,247	55,987	60,954	63,749	66,537	69,333	72,086	74,114
3	53,335	55,552	57,290	62,911	65,706	68,496	71,290	74,045	76,074
4	54,202	56,861	58,600	64,875	67,664	70,453	73,249	76,002	78,030
5	55,074	58,234	59,974	67,010	69,622	72,416	75,206	77,960	79,990
6	56,525	59,615	61,353	69,043	71,650	74,445	77,235	79,995	82,024
7				71,072	73,685	75,206	79,269	82,024	84,052
8				73,101	75,714	77,240	81,298	84,052	86,081
9				75,135	77,742	79,269	83,327	86,085	88,114
10				77,165	79,776	81,298	85,361	88,114	90,143
11				79,341	81,952	83,474	87,537	90,291	92,320
12				81,515	84,129	85,649	89,712	92,467	94,497
13				83,692	86,305	87,827	91,888	94,643	96,672
14				85,867	88,480	90,003	94,062	96,819	98,847
15				88,044	90,651	92,177	96,236	98,995	101,024
16					93,122	94,643	98,706	101,460	103,997
17					95,586	97,108	101,172	103,925	106,462
18					98,053	99,572	103,636	106,389	108,926
19					100,517	102,038	106,102	108,855	111,392
20					102,982	105,522	109,869	112,629	115,165
21					105,447	109,002	113,644	116,398	118,934
22					108,120	112,637	115,814	118,721	123,044
23					110,606	115,228	118,478	121,452	125,874
Longevity 1					111,221	115,868	119,136	122,126	126,573

✓ Average salary: **\$91,658**

✓ Average salary increase: **2.95%**

35% receive at least
a 3.5% increase

70% receive at least
a 3.0% increase

Longevity increases to
Step 23

The Board's Proposed Salary Schedule: 2023-2024 School Year

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	51,924	52,857	54,637	58,387	61,248	64,103	66,964	69,782	71,860
1	52,814	54,197	55,976	60,389	63,251	66,107	68,966	71,788	73,865
2	53,704	55,530	57,311	62,396	65,257	68,111	70,973	73,791	75,867
3	54,596	56,866	58,645	64,399	67,260	70,116	72,976	75,796	77,873
4	55,484	58,206	59,986	66,409	69,264	72,119	74,981	77,799	79,875
5	56,377	59,611	61,392	68,595	71,269	74,129	76,985	79,804	81,882
6	57,862	61,025	62,804	70,676	73,345	76,206	79,062	81,887	83,964
7				72,753	75,428	76,985	81,144	83,964	86,040
8				74,830	77,505	79,067	83,221	86,040	88,117
9				76,912	79,581	81,144	85,298	88,121	90,198
10				78,990	81,663	83,221	87,380	90,198	92,275
11				81,217	83,890	85,448	89,607	92,426	94,503
12				83,443	86,119	87,675	91,834	94,654	96,732
13				85,671	88,346	89,904	94,061	96,881	98,958
14				87,898	90,573	92,132	96,287	99,109	101,185
15				90,126	92,795	94,357	98,512	101,336	103,413
16					95,324	96,881	101,040	103,860	106,457
17					97,847	99,405	103,565	106,383	108,980
18					100,372	101,927	106,087	108,905	111,502
19					102,894	104,451	108,611	111,429	114,026
20					105,418	108,018	112,467	115,293	117,889
21					107,941	111,580	116,332	119,151	121,747
22					110,677	115,301	118,553	121,529	125,954
23					113,222	117,953	121,280	124,324	128,851
Longevity 1					114,122	118,853	122,180	125,224	129,751
Longevity 2					115,022	119,753	123,080	126,124	130,651

- ✓ Average salary: **\$95,705***
- ✓ Average salary increase: **4.43%***

38% receive at least a 5.0% increase*

72% receive at least a 4.0% increase*

Projected longevity increases to Step 23

*Projected based on 2021 year-to-date actual CPI-U of 4.3%

Example Educator Salary Increases

- John is a teacher at the District and has a Masters Degree. John has completed 14 years of service. Under the Board's proposal, John would receive a total step and base increase of 4.02%. John's salary for the 2021-2022 school year would be \$85,152.
- Sarah is a teacher at the District and has completed 20 years of service. Sarah has a Masters Degree and has received 42 credits toward a Doctorate Degree. Under the Board's proposal, Sarah would receive a total step and base increase of 4.89%. Sarah's salary for the 2021-2022 school year would be \$111,691.



See Appendix A for individual Year 1 salaries

Board v. NUEA Most Recent Salary Offers

	Board Proposed Salary Increases		Union Proposed Salary Increases	
	<u>% Raise</u>	<u>New Cost</u>	<u>% Raise</u>	<u>New Cost</u>
2021-2022 SY	3.51% Increase	\$4,356,962	4.22% Increase	\$5,234,699
2022-2023 SY	2.85% Increase	\$3,668,852	3.23% Increase	\$4,180,963
2023-2024 SY	4.37% Increase*	\$5,780,001	5.63% Increase*	\$7,527,621*



See Appendix A for Board individual Year 1 salaries



See Appendix B for NUEA individual Year 1 salaries

Total Projected New Salary Costs School Years 1-3:

Board Salary Proposal	Union Salary Proposal
\$13,805,814	\$16,943,284

NUEA Most Recent Offer: 2020-2021 Individual Salary Increases

20% would receive at least a 5.0% increase

45% would receive at least a 4.75% increase

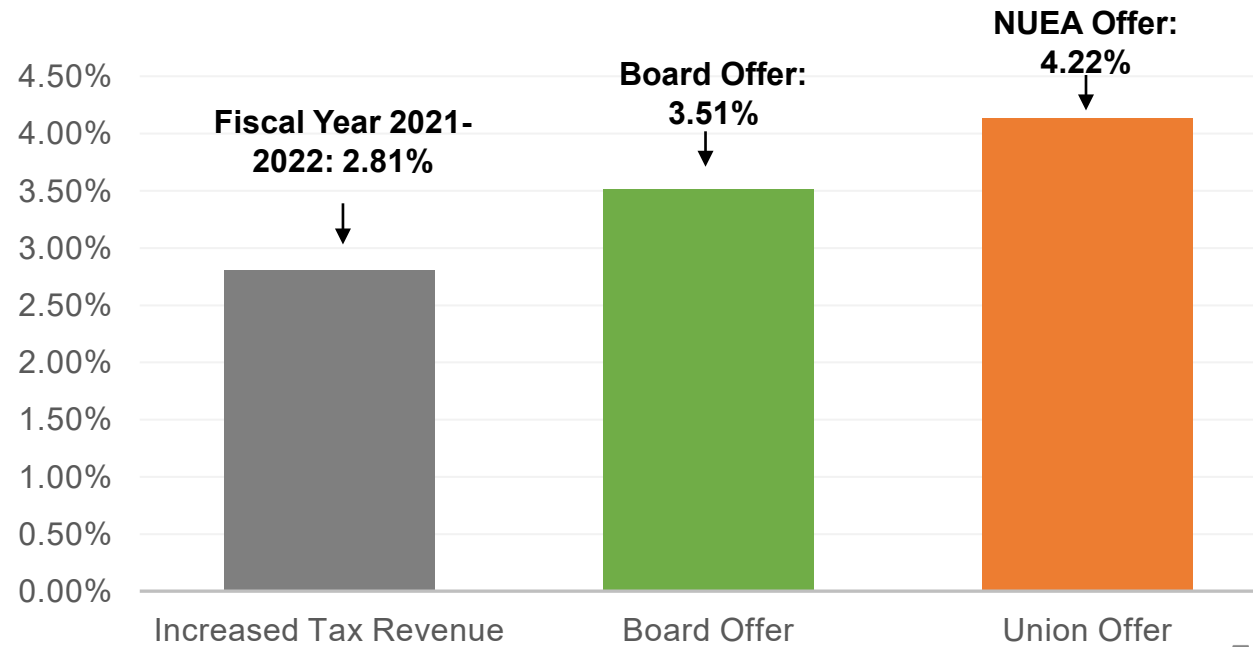
65% would receive at least a 4.5% increase



See Appendix B for NUEA individual Year 1 proposed salaries

Financial Impact of NUEA Offer: 2021-2022 School Year

Property tax extensions are the District's main revenue source. The NUEA's proposed 4.22% salary increase for Year 1 is substantially higher than the District's 2021-2022 increased tax revenue of 2.81%:



Multi-Tiered System of Support (MTSS)

Commonly Asked Questions

What is a Multi-Tiered System of Support (MTSS)?

MTSS is a framework to support educators with implementing responsive and fluid high-quality curriculum and instruction focused on academic and social-emotional learning, including interventions and extensions to ensure the success of all learners. Through the MTSS framework, educators provide all students with access to the core curriculum and high-quality instruction.

Is the MTSS framework new to District 203?

No. The MTSS framework has been in place for years and has evolved to meet the needs of students.

How do educators implement the MTSS framework into the curriculum?

Educators work collaboratively to provide interventions and curricular enhancements for the academic and social-emotional growth and achievement of all students. MTSS programming begins with high quality “Tier 1” classroom instruction to over 85% of students. Intensive interventions that pull students from their classrooms are used to provide additional support for 2-5% of general education students.

Multi-Tiered System of Support (MTSS)

Commonly Asked Questions

Will the District use the MTSS framework to support students after returning from remote learning during the COVID-19 pandemic?

Yes. The District has hired 28 new staff members to support students returning from remote learning in the areas of social work, special education, English language acquisition, and math specialists. The District will continue to provide professional development to support all staff through existing and additional support personnel.

Does the Board's offer add time to educators' workdays?

No. The Board has not proposed any additional time to the workday. Instead of providing MTSS interventions to students during regular classroom periods, the Board has proposed carving out time during the existing instructional minutes at the high school to allow educators to focus specifically on these interventions. The Board has not proposed any alterations to class periods at the elementary or junior high schools.

Other Pending Proposals

The following proposals are also included in the Board's and NUEA's most recent offers:

Item	NUEA Most Recent Offer	Board Most Recent Offer
Personal Leave	NUEA proposes increasing personal leave days available to employees from 2 to 3 days per year.	The Board does not propose any increase to the 2 personal leave days available per year.
Appendix B Appendix B.4	NUEA proposes increasing supplemental compensation rates and including base raises beginning the 2022-2023 school year.	The Board proposes increasing supplemental compensation rates. The Board does not propose including base raises.
Economic Contingency Language	NUEA proposes beginning the 2022-2023 school year to terminate the agreement on the last day of teacher attendance during the applicable school year if the Property Tax Extension Limitation is reduced to 0%.	The Board has proposed economic reopener language in the event of an economic change to TRS pension rates, the District's property tax extension authority, health insurance penalties, or referendum reducing the levy extension amount.
Assignments and Posting	NUEA proposes language regarding vacancy posting and interview procedures.	The Board does not propose any changes to vacancy and posting procedures.
Stipend Committee	NUEA proposes revisions to stipend committee duties related to stipend positions and posting.	The Board proposes revising the budget parameters of the stipend committee.
Emergency Days	NUEA proposes language for e-learning and emergency days.	The Board has not proposed language regarding emergency days.
Interest-Free Loans	NUEA is no longer proposing changes to Appendix C.	The Board proposes removing Appendix C.

Conclusion

- The first day of student attendance for the forthcoming school year is August 19, 2021. The Board is confident students can return to the classroom this fall while we continue to meet with the NUEA to reach a fair agreement that serves the best interests of all stakeholders – our students, parents, teachers, and taxpayer community.

Appendix A

Salary increase only reflects base and step and does not include any potential lane changes

Staff placement and salary reflected as of July, 2021

All salaries reflected as 1.0 FTE

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Bishop, Emily G	103,786	4.98%	108,954
Hill, Mary K	103,786	4.98%	108,954
Twietmeyer, Grace O	103,786	4.98%	108,954
Thompson, Jennifer J	103,786	4.98%	108,954
DeSantis, Michelle R	103,786	4.98%	108,954
Otto-Waddell, Karen C	103,786	4.98%	108,954
Birch, Stephanie M	106,479	4.89%	111,691
O'Boyle, Cathleen M	106,479	4.89%	111,691
Sommer, Sarah M	106,479	4.89%	111,691
Kainrath, Patrice T	106,479	4.89%	111,691
Baldwin, Barry S	116,338	4.88%	122,019
Doman, Michael L	116,338	4.88%	122,019
Fertel, Traci M	116,338	4.88%	122,019
Hantak, Ryan J	116,338	4.88%	122,019
Horner, Brian G	116,338	4.88%	122,019
Kedziora, Jerry	116,338	4.88%	122,019
Kiefer, Margaret M	116,338	4.88%	122,019
McManis, Michael P	116,338	4.88%	122,019
Muehsler, Hans E	116,338	4.88%	122,019
Smith, Katherine R	116,338	4.88%	122,019
Stanley, Nadine N	116,338	4.88%	122,019
Yanke, Elizabeth L	116,338	4.88%	122,019
Andrade, Catherine O	116,338	4.88%	122,019
Kraftson, Anna E	116,338	4.88%	122,019
Johnson, Theresa B	116,338	4.88%	122,019
Borjas, Veronica	116,338	4.88%	122,019
Breslin, Pamela M	107,471	4.86%	112,697
Dunnett, David F	107,471	4.86%	112,697
Mohn, Donna R	107,471	4.86%	112,697
Papagiannis, Katherine	107,471	4.86%	112,697
Kopf, Emily B	55,793	4.86%	58,503
Adams, Sean M	55,793	4.86%	58,503
Dahowski, David E	55,793	4.86%	58,503
Hrydziuszko, Deborah A	55,793	4.86%	58,503
Gallagher, Patrick J	55,793	4.86%	58,503
Arzadon, Hannah R	99,811	4.84%	104,643
Cano, Olga	99,811	4.84%	104,643
Anderson, Candice M	99,811	4.84%	104,643
Bedore, Jeffry M	108,960	4.81%	114,206
Bell, Barbara	108,960	4.81%	114,206
Davison, Deborah K	108,960	4.81%	114,206
Engeldahl, Jennifer S	108,960	4.81%	114,206
Ferro, Joseph P	108,960	4.81%	114,206
Free, Leslie A	108,960	4.81%	114,206
Ghouse, Naseem F	108,960	4.81%	114,206
Jay, Jerry B	108,960	4.81%	114,206

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Joyce, Deborah A	108,960	4.81%	114,206
Granatelli, Maxyne W	108,960	4.81%	114,206
Ferro, Jamie L	108,960	4.81%	114,206
Palubicki, Elizabeth T	108,960	4.81%	114,206
Pour, Brian	108,960	4.81%	114,206
Ramsbottom, Todd J	108,960	4.81%	114,206
Sanborn, Scott R	108,960	4.81%	114,206
Schmitt, Adam	108,960	4.81%	114,206
Brucker, Elizabeth A	108,960	4.81%	114,206
Kresl, Anthony P	108,960	4.81%	114,206
Csutak, Barbara R	108,960	4.81%	114,206
Kleinmaier, Jeffrey J	108,960	4.81%	114,206
Lara, Milagros	108,960	4.81%	114,206
Wszolek, Sara A	108,960	4.81%	114,206
Ancira, Sara K	110,171	4.77%	115,428
Scherrman, John P	110,171	4.77%	115,428
Weir, Marisela I	110,171	4.77%	115,428
Czernik, Sandra L	110,171	4.77%	115,428
Cortes, Damary L	110,171	4.77%	115,428
Knott, Julie A	106,623	4.76%	111,699
Meyers, Kathryn M	57,707	4.75%	60,446
Braun, Sarah C	57,707	4.75%	60,446
Pucylowski, Adam M	57,707	4.75%	60,446
Kennedy, Claire E	57,707	4.75%	60,446
Chen, Ye	57,707	4.75%	60,446
South, Dana M	57,707	4.75%	60,446
Alstadt, David J	103,219	4.72%	108,094
Eissens, Amy M	103,219	4.72%	108,094
Reilly, Kristin M	103,219	4.72%	108,094
Leaf, Anthony W	103,219	4.72%	108,094
Knight, Julie M	103,219	4.72%	108,094
Haas, Eric A	103,219	4.72%	108,094
Sandborn, Elizabeth M	63,459	4.72%	66,452
Chaidez, Kelsey A	63,459	4.72%	66,452
Pettit, Kaelyn C	63,459	4.72%	66,452
Shin, Meenjung A	63,459	4.72%	66,452
Dada, Safa	63,459	4.72%	66,452
Groenendyk, Christopher R	63,459	4.72%	66,452
Smith, Sara A	63,459	4.72%	66,452
O'Connor, Alexandra E	63,459	4.72%	66,452
Katsenes, Katherine A	63,459	4.72%	66,452
Ellig, Marissa N	63,459	4.72%	66,452
Stanley, Samantha D	63,459	4.72%	66,452
McKenzie, Emily K	63,459	4.72%	66,452
Stercay, Lauren E	63,459	4.72%	66,452
Govostis, Roselyn M	63,459	4.72%	66,452

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Miller, Alyssa M	63,459	4.72%	66,452
Sindelar, Cortney G	63,459	4.72%	66,452
Burke, Tamara L	112,651	4.70%	117,943
Chaney, Jeremiah P	112,651	4.70%	117,943
Chipman, Katrina A	112,651	4.70%	117,943
Michalek, Michelle R	112,651	4.70%	117,943
Weiss, Nicole	112,651	4.70%	117,943
Fitzpatrick, Megan M	112,651	4.70%	117,943
Pjesky, Kirsten A	112,651	4.70%	117,943
Hitzeman, Helena M	112,651	4.70%	117,943
Johnson, Rodney D	112,651	4.70%	117,943
Guglielmucci, Stephanie A	112,651	4.70%	117,943
Kowalkowski, Jason M	112,651	4.70%	117,943
Lenz, Jason R	112,651	4.70%	117,943
Moen, Lisa M	112,651	4.70%	117,943
Nelson, Eric J	112,651	4.70%	117,943
O'Connor, Michael F	112,651	4.70%	117,943
O'Neill, Kimberly E	112,651	4.70%	117,943
Rains, Erin E	112,651	4.70%	117,943
Hicks, Aislinn M	112,651	4.70%	117,943
Smith, Paula M	112,651	4.70%	117,943
Rees, Heidi	112,651	4.70%	117,943
Halama, Yaejung J	112,651	4.70%	117,943
Smith, Alisha R	112,651	4.70%	117,943
Sands, Heidi N	59,623	4.64%	62,387
Snyder, Taylor M	59,623	4.64%	62,387
Vogelsang, Amy B	59,623	4.64%	62,387
Hanafi, Patricia A	59,623	4.64%	62,387
Molenda-Lesniak, Margaret	59,623	4.64%	62,387
Cusick, Grace M	59,623	4.64%	62,387
Shallcross, Stephanie L	60,441	4.59%	63,218
Ullestad, Alison M	61,538	4.55%	64,335
Floeter-Bretag, Catherine J	61,538	4.55%	64,335
Czarnik, Rebecca C	61,538	4.55%	64,335
Winkler, Jennifer K	61,538	4.55%	64,335
Good, Megan E	61,538	4.55%	64,335
Borta, Emily A	61,538	4.55%	64,335
Reynoso, Raul A	61,538	4.55%	64,335
Karasewski, Abigail N	61,538	4.55%	64,335
Moriarty, Brandon R	61,538	4.55%	64,335
Garcia, Maria D	61,538	4.55%	64,335
Valentine, Rachel A	61,538	4.55%	64,335
Lathan, Megan J	61,538	4.55%	64,335
Schultz, Andrew J	61,538	4.55%	64,335
Ramsden, Susanna J	61,538	4.55%	64,335
Neal, Mario	61,538	4.55%	64,335

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Davis, Jennifer C	61,538	4.55%	64,335
Nguyen, Kerry C	61,538	4.55%	64,335
Konatarevic, Stefany	62,357	4.49%	65,159
Sowell, Jillian R	65,547	4.46%	68,468
Ruiz, Valerie R	65,547	4.46%	68,468
Rogers, Lauren G	65,547	4.46%	68,468
Kuklinski, Rafal	65,547	4.46%	68,468
Mitchell, Joseph T	65,547	4.46%	68,468
Forde, Michael M	65,547	4.46%	68,468
Bollinger, Sarah C	65,547	4.46%	68,468
Boente, Melissa A	65,547	4.46%	68,468
Harper, Kevin M	65,547	4.46%	68,468
Many, Kristine M	65,547	4.46%	68,468
Rudy, Rebecca G	65,547	4.46%	68,468
Engimann, Emily B	65,547	4.46%	68,468
Miller, Sean R	65,547	4.46%	68,468
Hughes, David C	65,547	4.46%	68,468
Phalon, Deirdre A	65,547	4.46%	68,468
Schwerin, Marisa	63,989	4.41%	66,812
Kurtides, Alexa C	63,989	4.41%	66,812
Murray, Sarah E	63,989	4.41%	66,812
Hasse, Matthew A	64,272	4.40%	67,100
Panega, Timothy R	64,272	4.40%	67,100
Zarembski, Mary M	64,272	4.40%	67,100
Silva, Miguel A	64,272	4.40%	67,100
Schertz, Nicole T	64,272	4.40%	67,100
Brady, Seth T	98,818	4.36%	103,131
Story, Lauren L	98,818	4.36%	103,131
Gebel, Susan T	98,818	4.36%	103,131
Giuliani, Mary M	98,818	4.36%	103,131
Hodge, Christopher J	98,818	4.36%	103,131
Kocisko, Heather E	98,818	4.36%	103,131
Spence, Julie A	98,818	4.36%	103,131
Rakes, Marissa A	98,818	4.36%	103,131
Pinelli, Jason D	98,818	4.36%	103,131
Rechkemmer, Stephanie L	98,818	4.36%	103,131
Rehberg, Melissa R	98,818	4.36%	103,131
Ossey, Ann E	98,818	4.36%	103,131
Shamrock, Lisa M	98,818	4.36%	103,131
Whitt, Jeremy D	98,818	4.36%	103,131
Billings, Natalie R	98,818	4.36%	103,131
Kopec, Kimberly A	98,818	4.36%	103,131
Allen, Dana L	98,818	4.36%	103,131
Freed, Adam W	98,818	4.36%	103,131
Gonzalez-Pino, Ana M	98,818	4.36%	103,131
Barrios, Carmen R	98,818	4.36%	103,131

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Mauloff, Christel M	67,536	4.36%	70,480
Heatherly, Taylor K	67,536	4.36%	70,480
Vollmer, Suzanne V	67,536	4.36%	70,480
Yee, Amanda S	67,536	4.36%	70,480
Haiser, Amanda M	67,536	4.36%	70,480
Feightner, Courtney A	67,536	4.36%	70,480
Peterson, Sarah E	67,536	4.36%	70,480
Egan, Margaret C	67,536	4.36%	70,480
LaFleur, Julianne E	67,536	4.36%	70,480
Linder, Alexis M	67,536	4.36%	70,480
Benson, Michael L	67,536	4.36%	70,480
Freed, Julia M	67,536	4.36%	70,480
Wirtz, Laura A	67,536	4.36%	70,480
Corder, Madalyn D	67,536	4.36%	70,480
Crawford, Kathryn A	67,536	4.36%	70,480
Krzyszkowski, Kimberly A	67,536	4.36%	70,480
Paige, Anna M	67,536	4.36%	70,480
Carrizales, Michelle F	67,536	4.36%	70,480
Alvarez, Marilyn S	68,102	4.33%	71,053
Lynch, Megan M	68,102	4.33%	71,053
Tolcher, Kelly M	68,102	4.33%	71,053
Gross, Jesse E	68,102	4.33%	71,053
Parry, Amy E	68,102	4.33%	71,053
King, Tiauna M	68,102	4.33%	71,053
Scherzer, Catherine J	68,102	4.33%	71,053
Barrera, Michelle	68,102	4.33%	71,053
Keough, Erin M	65,903	4.33%	68,755
Halicky, Roni M	65,903	4.33%	68,755
Callaghan, Matthew C	66,187	4.31%	69,042
Parent, Cathryn J	66,187	4.31%	69,042
Bice, Megan E	66,187	4.31%	69,042
McCaffery, Diana A	67,000	4.28%	69,866
McDonald, Stephanie R	69,521	4.27%	72,492
Hanson, Ellen L	69,521	4.27%	72,492
Mehon, Lauren M	69,521	4.27%	72,492
Johnson, Susan A	69,521	4.27%	72,492
Callaghan, Heather M	69,521	4.27%	72,492
Shields, Katelyn R	69,521	4.27%	72,492
Gilbert, Mary F	69,521	4.27%	72,492
Kulzick, Margaret C	69,521	4.27%	72,492
Nugent, Mitchell	69,521	4.27%	72,492
Kischuk, Daniel A	69,521	4.27%	72,492
Gibson, Chelsea E	69,521	4.27%	72,492
Kopsel, April A	69,521	4.27%	72,492
Kittilsen, Kelsie D	69,521	4.27%	72,492
Mason, Meghan L	69,521	4.27%	72,492

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
LaRue, Kristen M	69,521	4.27%	72,492
Michels, Lauren E	69,521	4.27%	72,492
O'Neill, Kaitlyn M	69,521	4.27%	72,492
March, Shannon E	69,521	4.27%	72,492
Sheley, Samantha J	69,521	4.27%	72,492
Keller, Melissa A	69,521	4.27%	72,492
Welsh, Holly L	69,521	4.27%	72,492
Eich, Devon A	69,521	4.27%	72,492
Crawford, Ryan A	69,521	4.27%	72,492
Rebus, David J	69,521	4.27%	72,492
Furibondo, Nicole D	69,521	4.27%	72,492
Ontiveros, Cynthia	69,521	4.27%	72,492
Daly, Margaret A	69,521	4.27%	72,492
Crawford, Melanie F	69,521	4.27%	72,492
Bean, Holly S	69,521	4.27%	72,492
Ambrose, Margaret M	69,521	4.27%	72,492
Svejda, Andrea L	69,521	4.27%	72,492
Brennan, Brandy M	69,521	4.27%	72,492
Bax, Andrew T	69,521	4.27%	72,492
Pitner, Keith W	69,521	4.27%	72,492
Mulligan, Angela M	69,521	4.27%	72,492
Werve, Kristin M	69,521	4.27%	72,492
Combs, Mallory N	69,521	4.27%	72,492
Spriggs, Madeline	70,086	4.26%	73,071
Novak, Eric C	70,086	4.26%	73,071
Lin, Jeremy S	70,086	4.26%	73,071
Kelly, Erica L	70,086	4.26%	73,071
Halblander, Christine M	70,086	4.26%	73,071
White, Brian M	70,086	4.26%	73,071
Martino, Carina L	70,086	4.26%	73,071
Willer, Amy C	70,086	4.26%	73,071
O'Donnell, Jennifer M	70,086	4.26%	73,071
Jablenski, Cortni E	67,819	4.24%	70,696
Fries, Michael F	75,480	4.24%	78,680
Minhas, Elyse M	75,480	4.24%	78,680
Levin, Courtney A	75,480	4.24%	78,680
Coppersmith, Eric L	75,480	4.24%	78,680
Vande Guchte, Matthew	75,480	4.24%	78,680
Brown, Danielle N	75,480	4.24%	78,680
Camp, Lisa Marie	75,480	4.24%	78,680
Lewis, Emily A	75,480	4.24%	78,680
Lenz, Katherine D	75,480	4.24%	78,680
Monteleone, Jessica A	75,480	4.24%	78,680
Piekarz, Jodi A	75,480	4.24%	78,680
Marcordes-Bruns, Courtney E	75,480	4.24%	78,680
Grubb, Amy L	75,480	4.24%	78,680

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Lara, Megan M	75,480	4.24%	78,680
Vock, Angela M	75,480	4.24%	78,680
Boogerd, Annette C	70,835	4.22%	73,825
Dejmek, Katherine M	70,835	4.22%	73,825
Conway, Erica L	70,835	4.22%	73,825
Anderson, Allison M	70,835	4.22%	73,825
Cortez, Raquel	70,835	4.22%	73,825
Seymour-Ells, Karen S	68,598	4.21%	71,486
Baxter, Sarah J	68,667	4.21%	71,557
Pyle, Sarah E	68,667	4.21%	71,557
Ludlam, Kristen N	68,915	4.21%	71,813
Cole, Jenna M	71,505	4.20%	74,509
Whang, Deborah	71,505	4.20%	74,509
Magnuson, Angela J	71,505	4.20%	74,509
Golminas, Sandra P	71,505	4.20%	74,509
Lackey, Stephanie L	71,505	4.20%	74,509
Shipbaugh, Jennifer D	71,505	4.20%	74,509
Bell, Martin B	71,505	4.20%	74,509
Siambekos, Stacey	71,505	4.20%	74,509
Driscoll, Taylor A	71,505	4.20%	74,509
Zinzer, Anne E	71,505	4.20%	74,509
Hynes, Emily R	71,505	4.20%	74,509
Anderson, Kaitlyn A	71,505	4.20%	74,509
Oliver, Emma K	71,505	4.20%	74,509
Bratland, Karl A	71,505	4.20%	74,509
Columbus, Amy S	71,505	4.20%	74,509
Blank, Anne I	71,505	4.20%	74,509
Straka, Nicholas R	71,505	4.20%	74,509
Feid, Christopher T	71,505	4.20%	74,509
Sujak, Samantha E	71,505	4.20%	74,509
Nungaray, Reyna L	71,505	4.20%	74,509
Pellegrini, Anthony D	71,505	4.20%	74,509
Fehrenbacher, Andrew T	71,505	4.20%	74,509
Jimenez, Elsa N	71,505	4.20%	74,509
Schultze, Maureen A	71,505	4.20%	74,509
Carrizales, Ryan A	71,505	4.20%	74,509
Germany, Christine M	71,505	4.20%	74,509
Solorio, Ilse	71,505	4.20%	74,509
Freese, Marissa	72,076	4.17%	75,083
Kahl, Amanda J	72,076	4.17%	75,083
Strack-Hymen, Stephanie K	72,076	4.17%	75,083
Espinoza, Marlene	72,076	4.17%	75,083
Parry, Thomas R	72,076	4.17%	75,083
Foreman, Morgan A	72,076	4.17%	75,083
Karlov, Evett R	72,076	4.17%	75,083
Palicka, Courtney M	72,076	4.17%	75,083

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Ulrich, Brooke A	72,076	4.17%	75,083
Green, Amanda M	72,076	4.17%	75,083
Loughlin, Dana L	72,076	4.17%	75,083
Robbins, Samantha D	72,076	4.17%	75,083
Wroblewski, Elizabeth	69,734	4.17%	72,639
Wood, Hannah R	69,734	4.17%	72,639
Wolf, Jennifer S	69,734	4.17%	72,639
Langdon, Jonathan A	69,734	4.17%	72,639
Bowman, Susan M	69,734	4.17%	72,639
Handel, Patricia A	77,609	4.16%	80,836
Kandl, Sarah A	77,609	4.16%	80,836
Pak, Jennifer J	77,609	4.16%	80,836
Keleghan, Julie	77,609	4.16%	80,836
Mackrie, Thomas	77,609	4.16%	80,836
Figueroa, Danielle N	77,609	4.16%	80,836
Nutt, Michael D	77,609	4.16%	80,836
Vrchota, Tristin A	77,609	4.16%	80,836
Torres, Dennise	77,609	4.16%	80,836
Gborigi, Kerri L	77,609	4.16%	80,836
Clow, Megan A	77,609	4.16%	80,836
Crement, Bonnie J	77,609	4.16%	80,836
Simon, Jennifer L	77,609	4.16%	80,836
Evans, Zoe Z	77,609	4.16%	80,836
Scott, Lauren E	77,609	4.16%	80,836
Pavona, Ruth H	77,609	4.16%	80,836
Carr, Megan	78,034	4.15%	81,269
Kolbe, Tammy S	78,034	4.15%	81,269
Bahr, Jacqueline L	78,034	4.15%	81,269
Todd, Patricia K	78,034	4.15%	81,269
Krok, Lauren M	78,034	4.15%	81,269
Ulreich, Katherine R	78,034	4.15%	81,269
Rorer, Terri A	78,034	4.15%	81,269
Gale, Courtney A	78,034	4.15%	81,269
Walsh, Jennifer N	78,034	4.15%	81,269
Nichols, Kathryn M	78,034	4.15%	81,269
Zimmerman, Shawna N	78,034	4.15%	81,269
Dermos, Mary M	78,034	4.15%	81,269
Rehs, Shannon L	88,672	4.14%	92,346
Lisnich, Allen J	88,672	4.14%	92,346
Eide, Heather L	88,672	4.14%	92,346
Markelz, Jessica L	88,672	4.14%	92,346
Trannon, Jennifer A	88,672	4.14%	92,346
Figueroa, Leslie J	88,672	4.14%	92,346
Valdez, Flaudiano	88,672	4.14%	92,346
Wollemann, Kelly L	88,672	4.14%	92,346
Perez, Rodolfo	88,672	4.14%	92,346

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Olejnik, Michelle L	70,583	4.13%	73,497
Ranallo, Victoria L	73,565	4.12%	76,597
Donnelly, Victoria M	73,565	4.12%	76,597
Radasevich, Julia E	73,565	4.12%	76,597
Mennella, Amanda L	73,565	4.12%	76,597
Hashiguchi, Mallory G	73,565	4.12%	76,597
Smith, Candy	73,495	4.12%	76,522
Silder, Amie K	73,495	4.12%	76,522
Dengel, Ryan R	73,495	4.12%	76,522
Koziol, Danielle M	73,495	4.12%	76,522
Poremba, Kelsey B	73,495	4.12%	76,522
Braun, Erin B	73,495	4.12%	76,522
Aguilera, Domenica	73,495	4.12%	76,522
Lynch, Katharine I	73,495	4.12%	76,522
Fitzenreider, Noah J	73,495	4.12%	76,522
Weber, Gina E	73,495	4.12%	76,522
Carloss, Meagan K	73,495	4.12%	76,522
Viager, Sarah A	73,495	4.12%	76,522
Klett, Katherine E	73,495	4.12%	76,522
Lichtenberg, Lindsey R	73,495	4.12%	76,522
Bucz, Edwin J	73,495	4.12%	76,522
Klen, Dana C	73,495	4.12%	76,522
DeNio, Brady L	73,495	4.12%	76,522
Dolinar, Christopher J	73,495	4.12%	76,522
Gonzalez, Eduardo A	73,495	4.12%	76,522
Zieman, Matthew R	73,495	4.12%	76,522
Schusler, Lisa M	73,495	4.12%	76,522
Golz, Jessica L	73,495	4.12%	76,522
Bilik, Kristin M	73,495	4.12%	76,522
Dexl, Melissa C	73,495	4.12%	76,522
Bird, Taylor C	73,495	4.12%	76,522
Havinga, Eric J	73,495	4.12%	76,522
Pietrus, Victoria E	73,495	4.12%	76,522
Mullenix, Nicole R	73,495	4.12%	76,522
Daker, Vanessa B	73,495	4.12%	76,522
Widd, Jennifer E	73,495	4.12%	76,522
Yung, Emily A	73,495	4.12%	76,522
Hellwig, Erin K	73,565	4.11%	76,592
Girgis, Alyssa R	73,565	4.11%	76,592
Cooper, Rachel A	73,565	4.11%	76,592
Ondrus, Steven G	73,565	4.11%	76,592
Gonzalez, Angelica	73,565	4.11%	76,592
Salter, Amie C	74,061	4.10%	77,094
Graham, Benjamin J	74,061	4.10%	77,094
Moravec, Daniela M	74,061	4.10%	77,094
Mullin, Kathleen M	74,061	4.10%	77,094

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Lee, Kristin E	74,061	4.10%	77,094
Justice, Jonathan E	74,061	4.10%	77,094
Clifford, Jessica L	74,061	4.10%	77,094
Pennings, Lindsay D	74,061	4.10%	77,094
Andrzejuk, Laura A	74,061	4.10%	77,094
Schultz, Michael C	74,061	4.10%	77,094
Crawford, Jonathan R	74,061	4.10%	77,094
Pak, Tony	74,061	4.10%	77,094
Banas, Timothy B	74,061	4.10%	77,094
Stiger, Maribel	79,524	4.09%	82,779
Douglas, Christa L	79,524	4.09%	82,779
Southon, Amy S	79,524	4.09%	82,779
Rauen, Anne N	79,524	4.09%	82,779
Hillyer, Allison M	79,524	4.09%	82,779
Pellegrino, Gina A	79,524	4.09%	82,779
Golden, Tulia E	79,524	4.09%	82,779
Bodach, Renee J	79,524	4.09%	82,779
Headtke, Teresa S	79,524	4.09%	82,779
Phillips, Kristin	90,165	4.09%	93,855
Murphy, Amy L	90,165	4.09%	93,855
Mackall, Mary Beth	90,165	4.09%	93,855
Quintanar, Jessica L	90,165	4.09%	93,855
South, Brian M	90,165	4.09%	93,855
Zinn, Blake C	90,165	4.09%	93,855
Rudolph, Courtney L	90,165	4.09%	93,855
Szewczyk, Lindsay C	90,165	4.09%	93,855
McCabe, Francine M	71,650	4.09%	74,580
Boyer, Alyssa J	71,650	4.09%	74,580
Cephus, Sherita R	71,650	4.09%	74,580
Lucas, Alyse R	71,650	4.09%	74,580
Jumbeck, Emily J	79,736	4.09%	82,995
Pearlman, David N	79,736	4.09%	82,995
Williams, Noelle C	79,736	4.09%	82,995
Blondell, Matthew	79,736	4.09%	82,995
Early, Marissa C	79,736	4.09%	82,995
Steger, Michael S	79,736	4.09%	82,995
Kelley, Marianne K	79,736	4.09%	82,995
Wingle, Christy M	79,736	4.09%	82,995
Czerak, Deborah M	79,736	4.09%	82,995
Keiner, Emily J	79,736	4.09%	82,995
McCaw, Christina A	79,736	4.09%	82,995
Bass, Laura A	79,736	4.09%	82,995
Hernandez, Eulalia	79,736	4.09%	82,995
Hemmens, Daniel J	79,736	4.09%	82,995
Reichel, Kristen K	79,736	4.09%	82,995
Jacobs, Kathleen H	80,163	4.07%	83,428

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Cook, Janel K	80,163	4.07%	83,428
Polykandriotis, Taryen L	80,163	4.07%	83,428
Tuggle, Kelyn N	80,163	4.07%	83,428
Meyers, Valerie L	80,163	4.07%	83,428
Pena, Perla	80,163	4.07%	83,428
Anderson, Laurel E	80,163	4.07%	83,428
Barcelona, Lilybell O	80,163	4.07%	83,428
Dunn, Brian P	91,089	4.06%	94,790
Hirst, Rebecca	91,089	4.06%	94,790
King, Wright J	91,089	4.06%	94,790
Rusnak, Kathryn A	91,089	4.06%	94,790
Blitek, Kimberly L	91,089	4.06%	94,790
Wainwright, Matthew J	91,089	4.06%	94,790
Teeling, Pamela M	91,089	4.06%	94,790
Nierman, Brian E	91,089	4.06%	94,790
Derybowski, Victoria L	91,089	4.06%	94,790
Bruehl, Rebecca J	72,428	4.06%	75,369
Moynihan, Michelle C	72,428	4.06%	75,369
Westberg, Erica A	72,428	4.06%	75,369
Wunderlich, Alyssa C	72,428	4.06%	75,369
Colson, Christopher J	72,497	4.06%	75,440
Langosch, Keith A	75,549	4.05%	78,609
Wick, Rachel A	75,549	4.05%	78,609
Paul, Rebecca K	53,872	4.05%	56,054
Talac, Christopher M	53,872	4.05%	56,054
Baig, Yusra F	53,872	4.05%	56,054
Benedyk-Fuglsang, Kathleen †	53,872	4.05%	56,054
Henry, Heidi A	53,872	4.05%	56,054
Liskey, Nicole E	53,872	4.05%	56,054
Yu, Jennifer	53,872	4.05%	56,054
Wenkel, Lauren E	53,872	4.05%	56,054
Schreiner, Stephanie A	75,554	4.04%	78,609
Bosley, Meghan L	75,554	4.04%	78,609
Morrissey, Kevin F	75,554	4.04%	78,609
McNamara, Elise	75,554	4.04%	78,609
Schmidt, Jennifer L	75,554	4.04%	78,609
Labriola, Lauren M	75,554	4.04%	78,609
Comer, Julie A	75,554	4.04%	78,609
Heilicser, Cheryl M	75,554	4.04%	78,609
Roberts, Vicki A	76,045	4.03%	79,111
Kime, Julia M	76,045	4.03%	79,111
Padilla, Emily	76,045	4.03%	79,111
Burns, Patrick J	76,045	4.03%	79,111
Cirone, Daniela	76,045	4.03%	79,111
Rauen, Sean M	76,045	4.03%	79,111
Hobday, Lisa E	76,045	4.03%	79,111

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Marshall, Jennifer A	76,045	4.03%	79,111
Carius, Brent M	76,045	4.03%	79,111
LaPerna, Joanna M	76,045	4.03%	79,111
Hey, Sheri A	76,045	4.03%	79,111
Zieman, Kristine E	76,045	4.03%	79,111
Indelli, Christine M	76,045	4.03%	79,111
Pittman, David D	76,045	4.03%	79,111
Shears, Cody L	76,045	4.03%	79,111
Sprovieri, Alyssa	81,652	4.02%	84,936
Harris, Molly	81,652	4.02%	84,936
Dexter, Gretchen M	81,652	4.02%	84,936
Nameche, Mary L	81,652	4.02%	84,936
Cibils, Lynn M	92,577	4.02%	96,299
Cortes-Markle, Leslie N	92,577	4.02%	96,299
Pagano, Nichole B	92,577	4.02%	96,299
Serbinski, Michael J	92,577	4.02%	96,299
Specht, Anne S	92,577	4.02%	96,299
Ryan, Jason A	92,577	4.02%	96,299
Phillips-O'Neill, Corey S	92,577	4.02%	96,299
Conte-Russian, Leslie A	92,577	4.02%	96,299
Ganesan, Melody E	92,577	4.02%	96,299
Koretke, Sharon C	81,865	4.02%	85,152
Cardenas, Lisa M	81,865	4.02%	85,152
Lullo, James R	81,865	4.02%	85,152
Frendewey, Brad J	81,865	4.02%	85,152
Sanoshy, Thomas J	81,865	4.02%	85,152
Bergantino, Angela	81,865	4.02%	85,152
Micensky, Kathryn E	81,865	4.02%	85,152
West, Olga L	81,865	4.02%	85,152
Vanecek, Robert L	81,865	4.02%	85,152
Beck, Brittany C	81,865	4.02%	85,152
Howe, Renee M	81,865	4.02%	85,152
Stines, Melissa A	81,865	4.02%	85,152
Donohue, Patrick M	81,865	4.02%	85,152
Delgado, Michele	82,292	4.00%	85,586
Groves, Julietta J	82,292	4.00%	85,586
Pace, Melanie K	82,292	4.00%	85,586
Pantol, Karin M	82,292	4.00%	85,586
Pellegrini, Kimberly A	82,292	4.00%	85,586
Simon, Andrew R	82,292	4.00%	85,586
Skopec, Elizabeth C	82,292	4.00%	85,586
Loos, Courtney W	82,292	4.00%	85,586
Neubauer, Bradley J	82,292	4.00%	85,586
Johnson, Ashley A	82,292	4.00%	85,586
Leonard, Meredith J	82,292	4.00%	85,586
Billish, Renee L	93,500	4.00%	97,236

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Stevens, Nicole L	93,500	4.00%	97,236
Graefen, Robin	93,500	4.00%	97,236
Staub, Lisa J	93,500	4.00%	97,236
Lehman, Hilary K	93,500	4.00%	97,236
Colbert, Matthew J	93,500	4.00%	97,236
Cundiff, Jesse C	93,500	4.00%	97,236
Nolan, Gene A	93,500	4.00%	97,236
Buchanan, Caressa L	74,343	3.99%	77,311
Holba, Andrea L	74,413	3.99%	77,380
Miles, Shanta C	74,413	3.99%	77,380
Gohla, Alexandria A	74,413	3.99%	77,380
Turner, Sydney S	74,413	3.99%	77,380
Fors, Katie E	94,135	3.98%	97,884
Rosner, Jill M	94,135	3.98%	97,884
Barboza, Michelle	94,135	3.98%	97,884
Klein, Stephanie M	94,135	3.98%	97,884
Kedziora, Kimberly M	77,539	3.97%	80,621
Sterrett, Jane	77,539	3.97%	80,621
Nikkel, Joseph V	77,539	3.97%	80,621
Walter, Abby E	77,539	3.97%	80,621
Aukers, Jennifer L	77,539	3.97%	80,621
Arthurs, Christopher L	77,539	3.97%	80,621
Oeffling, Amy E	77,539	3.97%	80,621
McLeod, Joshua T	77,539	3.97%	80,621
Cravatta, Ashlee N	77,539	3.97%	80,621
Schweinberg, Michael G	77,539	3.97%	80,621
Ryan, Rachel M	77,539	3.97%	80,621
Waller, Katharine V	77,539	3.97%	80,621
Schaberger, Jenna R	77,539	3.97%	80,621
Duffy, Patrick M	77,539	3.97%	80,621
Helbig, Claire K	77,539	3.97%	80,621
Maita, Jennifer A	77,539	3.97%	80,621
McKenney, Rachael L	77,539	3.97%	80,621
Frye, Russell M	77,539	3.97%	80,621
Mazzaferro, Kristina M	83,498	3.96%	86,808
Gates, Alyssa K	83,498	3.96%	86,808
Jurkiw, Stephanie L	83,498	3.96%	86,808
Gabrielli, Georganne F	83,498	3.96%	86,808
Reicher, Melanie S	83,498	3.96%	86,808
Benters, Lauren V	83,498	3.96%	86,808
Kearney, Kaitlin K	83,498	3.96%	86,808
Dugger, Katherine A	83,498	3.96%	86,808
Shaw, Miranda A	78,244	3.96%	81,341
Pontow, Tiffanie H	78,244	3.96%	81,341
Hendrick, Brendan D	78,244	3.96%	81,341
Smith, Jennifer L	83,780	3.96%	87,095

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Volpe, Ashley N	83,780	3.96%	87,095
Holman, Leah D	83,780	3.96%	87,095
Torne, Jaime C	83,780	3.96%	87,095
Highland, Cristina	83,780	3.96%	87,095
Cotrano, Amber L	94,988	3.95%	98,743
Khan, Noor F	94,988	3.95%	98,743
Baumgartner, Andria R	94,988	3.95%	98,743
Heiden, Rebecca L	94,988	3.95%	98,743
Kurtz, Jamie L	78,249	3.95%	81,341
Kiszkowski, Lindsay A	78,249	3.95%	81,341
Shah, Brittanie M	78,249	3.95%	81,341
Conant, Elizabeth A	83,993	3.95%	87,311
Koenes, Ashlee N	83,993	3.95%	87,311
Blaskovitz, Jennifer A	83,993	3.95%	87,311
Zedrow, Patrick J	83,993	3.95%	87,311
Arndt, Jeffrey M	83,993	3.95%	87,311
Estes, Brandon	83,993	3.95%	87,311
Phillips, Tracy L	83,993	3.95%	87,311
Bornancin, Nathan A	83,993	3.95%	87,311
Janssen, Nicholas P	83,993	3.95%	87,311
Lundquist, Paige C	83,993	3.95%	87,311
Walters-Beach, Victoria A	83,993	3.95%	87,311
O'Leary, Kari A	83,993	3.95%	87,311
Seal, Karen L	83,993	3.95%	87,311
Herrera, Annette	83,993	3.95%	87,311
Chisausky, Gwendolyn E	83,993	3.95%	87,311
Todnem, Sarah N	83,993	3.95%	87,311
Ghiotto, Christina A	50,509	3.95%	52,504
Lueken, Sara E	103,146	3.95%	107,219
Reich, Jane E	103,146	3.95%	107,219
Stebnicki, Lisa L	103,146	3.95%	107,219
Whildin, Thaddeus M	103,146	3.95%	107,219
Anderson, Stacy J	103,146	3.95%	107,219
Edge, Becky J	103,146	3.95%	107,219
Wilson, Ritu	84,421	3.94%	87,743
Ulreich, Michael	84,421	3.94%	87,743
Hall, Ryan L	84,421	3.94%	87,743
Casey, Edward J	84,421	3.94%	87,743
Klenner, Jamie A	84,421	3.94%	87,743
Wood, Kyle J	84,421	3.94%	87,743
Striedl, Sue J	84,421	3.94%	87,743
Aguilar, Jesus M	84,421	3.94%	87,743
Volkening, Jo	84,421	3.94%	87,743
Jardine, Sonja M	84,421	3.94%	87,743
Munoz-Swaninger, Yenny	84,421	3.94%	87,743
Accardo, Jill R	84,421	3.94%	87,743

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Yborra, Jessica A	84,421	3.94%	87,743
Mancuso, Rebecca L	95,912	3.93%	99,680
Widbin, Lisa A	95,912	3.93%	99,680
Kay, Janet L	95,912	3.93%	99,680
Morris, Debra S	95,912	3.93%	99,680
Albiniak, Sarah	95,912	3.93%	99,680
Young, Lisa A	95,912	3.93%	99,680
Romano, Claudia K	95,912	3.93%	99,680
Moore, Stephanie K	95,912	3.93%	99,680
Barr, Katherine M	96,552	3.91%	100,329
Todd, Amy L	96,552	3.91%	100,329
Hernandez, Monica M	96,552	3.91%	100,329
Oczki, Mary E	96,552	3.91%	100,329
Donahue, Nicole D	79,524	3.91%	82,633
Bratland, Mary P	79,524	3.91%	82,633
Arnold, Stephanie A	79,524	3.91%	82,633
Allison, Patricia	96,834	3.90%	100,615
Cunningham, Stacy J	96,834	3.90%	100,615
Richardson, Kristin N	96,834	3.90%	100,615
Vitale, Stephanie L	96,834	3.90%	100,615
Martin, Lee M	96,834	3.90%	100,615
Katsma, Ross W	96,834	3.90%	100,615
Pyzik, Amanda E	96,834	3.90%	100,615
Weinstein, Kate	85,626	3.90%	88,965
Glazik, Elizabeth A	85,626	3.90%	88,965
Gonzalez, Humberto	85,626	3.90%	88,965
Harper, Shannon M	85,626	3.90%	88,965
Giglio, Amanda L	85,626	3.90%	88,965
Hartwig, Jennifer S	85,626	3.90%	88,965
Malatia, Dawn M	85,626	3.90%	88,965
Mitev, Lisa B	85,626	3.90%	88,965
Smith, Shana L	85,909	3.89%	89,253
Kaisling, Kelly M	85,909	3.89%	89,253
Nix, Claudia G	85,909	3.89%	89,253
Schmitt, Emily B	85,909	3.89%	89,253
Hetrick, Jennifer L	85,909	3.89%	89,253
Clarke, Jennifer D	97,399	3.89%	101,188
Murray, Kevin M	97,399	3.89%	101,188
Theisen, Melissa	97,399	3.89%	101,188
Wiencek, Lisa F	97,399	3.89%	101,188
O'Shea, Marc E	97,399	3.89%	101,188
Yanke, Jeffrey J	97,399	3.89%	101,188
Zamora, Beth	97,399	3.89%	101,188
Gordon, Kevin S	97,399	3.89%	101,188
Smirnov, Maya	97,399	3.89%	101,188
Almaraz, Yvette	97,399	3.89%	101,188

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Stack, Steven J	80,234	3.89%	83,352
Johnson, Leah R	80,234	3.89%	83,352
Witt, Jennifer L	80,234	3.89%	83,352
Chorney, Melissa B	80,234	3.89%	83,352
Greenspan, Rachel E	80,234	3.89%	83,352
Oswald, Sydney M	80,234	3.89%	83,352
Clifford, Ryan T	86,191	3.88%	89,539
Bentel, Christina I	86,191	3.88%	89,539
Chenelle, Julia	86,191	3.88%	89,539
Williams, Sean A	86,191	3.88%	89,539
Markwell, Kelley A	86,191	3.88%	89,539
Irwin, Michelle M	51,789	3.87%	53,795
Wantland, Jacob M	51,789	3.87%	53,795
Waterman, Lisa E	51,789	3.87%	53,795
Amundsen, Karen M	86,549	3.87%	89,896
Goldstein, Dan J	86,549	3.87%	89,896
Havenaar, Nancy J	86,549	3.87%	89,896
Tomei, Melissa C	86,549	3.87%	89,896
Stokes, Karen L	86,549	3.87%	89,896
Duddy, Dianna F	86,549	3.87%	89,896
Albiniak, Michael J	98,323	3.87%	102,124
Wu, Ronnie	98,323	3.87%	102,124
Kinsella, Kelly A	98,323	3.87%	102,124
Kozlik, Ashley J	98,323	3.87%	102,124
Phelan, Howard V	98,323	3.87%	102,124
Schramer, Michelle L	98,323	3.87%	102,124
Goff, Donna R	98,323	3.87%	102,124
Wilko, Amber D	98,323	3.87%	102,124
Rattary, Valerie I	98,323	3.87%	102,124
Freeding, Erin L	98,323	3.87%	102,124
Schwartz, Erin M	52,210	3.86%	54,227
Noffke, John	81,508	3.85%	84,650
Becvar, Paul R	81,508	3.85%	84,650
Bartman, Amanda T	81,508	3.85%	84,650
Gottlieb, Catherine J	81,508	3.85%	84,650
Olenek, Colleen J	81,508	3.85%	84,650
Heinz, Jacquelyn B	81,508	3.85%	84,650
Hastings, Amy M	98,963	3.85%	102,773
Maschman, Aaron D	98,963	3.85%	102,773
Dunlap, Kari W	98,963	3.85%	102,773
Atiq, Jihan	99,245	3.84%	103,059
Miller, Christine A	99,245	3.84%	103,059
Denius, Lisha B	99,245	3.84%	103,059
Pearson, Michael D	99,245	3.84%	103,059
Stemm, Kimberly C	87,754	3.84%	91,123
Dempster, Allison R	87,754	3.84%	91,123

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Zimmermann, Geoffrey B	87,754	3.84%	91,123
Positano, Michael L	87,754	3.84%	91,123
Valkanos, Christa A	87,754	3.84%	91,123
Ross, Lisa R	87,754	3.84%	91,123
Kimberley, Laura M	82,217	3.83%	85,368
Larson, Janell M	82,217	3.83%	85,368
Carlson, Timothy R	82,217	3.83%	85,368
Sayler, Jessica M	55,619	3.83%	57,749
Correa, Elizabeth	55,619	3.83%	57,749
Bora, Katherine E	55,619	3.83%	57,749
Gardner, Stacie N	55,619	3.83%	57,749
Borgetti, Cayla M	55,619	3.83%	57,749
McKissic, Caryn M	55,619	3.83%	57,749
Zurales, Angela C	55,619	3.83%	57,749
Schindler, Teresa L	55,619	3.83%	57,749
Cantu, Joey	88,038	3.83%	91,409
Ramos, Vanessa A	88,038	3.83%	91,409
Rowzee, Mark V	88,038	3.83%	91,409
Madzinski, Michael E	88,038	3.83%	91,409
Brodeur, Rachel A	88,038	3.83%	91,409
Wehrli, Sharon	88,038	3.83%	91,409
Barker, Jacquelyn	88,038	3.83%	91,409
Porter, Dena L	88,038	3.83%	91,409
Hadad, Jorge	88,038	3.83%	91,409
Galaria, Azima H	88,038	3.83%	91,409
Eberly, Stacy L	88,038	3.83%	91,409
Peters, Courtney G	88,175	3.83%	91,551
Verdier, Brenna R	88,175	3.83%	91,551
Benages, Kevin A	88,175	3.83%	91,551
Alltop, Jessica	88,175	3.83%	91,551
Majchrowski, Jason M	88,175	3.83%	91,551
Quinn, Anna T	88,175	3.83%	91,551
Smith, Ryan L	88,175	3.83%	91,551
Zamora, Veronica	88,175	3.83%	91,551
Colletti, Erin M	88,175	3.83%	91,551
Pate, Heather M	88,175	3.83%	91,551
Sheridan, Nancy	82,217	3.83%	85,364
Kowalkowski, Kristen L	82,217	3.83%	85,364
Ortmann, Bridget P	82,217	3.83%	85,364
Glowacki, Jennifer A	82,217	3.83%	85,364
Ditch, Gregory D	82,217	3.83%	85,364
Malik, Sarah E	88,320	3.82%	91,697
Becker, Karen M	88,320	3.82%	91,697
Johns, Ashley R	88,320	3.82%	91,697
Cuny, Jamie C	53,063	3.82%	55,089
Nalefski, Kevin E	53,063	3.82%	55,089

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Clark, Jodi A	53,063	3.82%	55,089
Gallagher, Kara K	100,734	3.81%	104,569
Zeller, Elaine P	100,734	3.81%	104,569
Ebervein, Beth K	100,734	3.81%	104,569
Sayles, Lauren C	53,489	3.80%	55,521
Carlson, Keith R	101,374	3.79%	105,218
Epstein, Nikole M	101,374	3.79%	105,218
Ceresa, Andaree C	101,374	3.79%	105,218
Meyers, Sarah K	101,374	3.79%	105,218
Gatenby, Griffin R	101,656	3.78%	105,503
Plackett, Jeffrey T	101,656	3.78%	105,503
Silder, Scott M	101,656	3.78%	105,503
Terada, Brent M	101,656	3.78%	105,503
Gamez, Annamaria	101,656	3.78%	105,503
Johnson, Jennifer M	101,656	3.78%	105,503
Greulik, Sharyl E	101,656	3.78%	105,503
Brown, Steven J	56,963	3.78%	59,118
Skrbec, Caitlin R	56,963	3.78%	59,118
Siambekos, Rebecca M	56,963	3.78%	59,118
Vollstedt, Taylor R	56,963	3.78%	59,118
Henaghan, Kaitlyn M	56,963	3.78%	59,118
Olsen, Morgan E	56,963	3.78%	59,118
Fiedler, Emily M	56,963	3.78%	59,118
Canty, Araceli	56,963	3.78%	59,118
Bock, Lindsey M	101,727	3.78%	105,575
Danbom, Jeff	101,727	3.78%	105,575
DeBora, Ryan J	101,727	3.78%	105,575
Dill, Marcellina A	101,727	3.78%	105,575
Miller, April	101,727	3.78%	105,575
Gorey, James M	101,727	3.78%	105,575
Gray, Alison L	101,727	3.78%	105,575
Gebbie, Lisa M	101,727	3.78%	105,575
Jarvis, Michael D	101,727	3.78%	105,575
LaFleur, Mari Anne	101,727	3.78%	105,575
Shin, Alison S	101,727	3.78%	105,575
Michael, Janna L	101,727	3.78%	105,575
Sullivan, Stephanie	101,727	3.78%	105,575
Morenus, Theresa	101,727	3.78%	105,575
O'Dowd, Brian T	101,727	3.78%	105,575
O'Malley, Stephen C	101,727	3.78%	105,575
McCann, Erika	101,727	3.78%	105,575
Urban, Jennifer L	101,727	3.78%	105,575
Eclavea, Sarah A	101,727	3.78%	105,575
Smith, Linda W	101,727	3.78%	105,575
Stumpenhorst, Joshua D	101,727	3.78%	105,575
Chesters, Katherine R	101,727	3.78%	105,575

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Reid, Jason T	101,727	3.78%	105,575
Vivian, Susan J	101,727	3.78%	105,575
Chiu, Piling E	101,727	3.78%	105,575
Dahlstrom, Brian D	101,727	3.78%	105,575
Dahn, Eric	89,883	3.78%	93,278
Barrett, Andrea R	89,883	3.78%	93,278
Goletz, Steven	89,883	3.78%	93,278
Buttera, Kari A	89,883	3.78%	93,278
Nolten, Jennifer E	84,202	3.77%	87,380
Murray, Molly R	84,202	3.77%	87,380
Wilkerson, Mary E	90,305	3.77%	93,710
Mitchell, Kyle	90,305	3.77%	93,710
Hopkins, Megan E	90,305	3.77%	93,710
Zwickert, Letitia M	90,305	3.77%	93,710
Bradley, Charles H	90,305	3.77%	93,710
Berg, Joanna M	90,305	3.77%	93,710
Mrozinski, Debrah H	90,305	3.77%	93,710
Stevenson, Lindsey S	90,305	3.77%	93,710
Vargas, Misael	90,305	3.77%	93,710
Arseneau, Allison P	90,305	3.77%	93,710
Morrow, Alexandra J	84,206	3.77%	87,380
Pardungkiattisak, Tanya	84,206	3.77%	87,380
Veronico, Lisa M	84,206	3.77%	87,380
LaPorte, Brian P	84,206	3.77%	87,380
Georgacopoulos, Angelo L	84,206	3.77%	87,380
Bran, Cynthia	84,206	3.77%	87,380
Graske, Sarah L	84,206	3.77%	87,380
Boesso, Kiersten L	54,339	3.77%	56,387
Weis, Mallory A	54,339	3.77%	56,387
Filer, Christine L	54,339	3.77%	56,387
Horan, Matthew	90,449	3.77%	93,855
Sabo, Robert A	90,449	3.77%	93,855
Poro, Gerald M	90,449	3.77%	93,855
Rubo, Justin R	57,321	3.76%	59,474
Stock, Sarah C	57,321	3.76%	59,474
Carrico, Shannon C	57,321	3.76%	59,474
Lombardo, Marissa C	57,321	3.76%	59,474
Schreiner, Mei-lin E	54,765	3.74%	56,813
Kinn, Terrence P	104,067	3.73%	107,948
Pignatelli, Jamie D	104,067	3.73%	107,948
Platt, Robert D	104,067	3.73%	107,948
Weigand, Jennifer M	104,067	3.73%	107,948
Anderson, Kristen C	104,067	3.73%	107,948
Loehmann, Laura L	104,067	3.73%	107,948
Hafer, Megan	104,067	3.73%	107,948
Ameri, Charity A	104,138	3.73%	108,019

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Lafferty, Crystal L	104,138	3.73%	108,019
Kane, Christen	104,138	3.73%	108,019
Mueller, Tricia L	104,138	3.73%	108,019
Ewanic, Lauren A	104,138	3.73%	108,019
Nikkel, Breanne M	104,138	3.73%	108,019
Falk, Joshua R	104,138	3.73%	108,019
Kennel, Betty J	104,138	3.73%	108,019
Korntheuer, Stephanie S	104,138	3.73%	108,019
Pitts, Michelle E	104,138	3.73%	108,019
Liszka, David J	104,138	3.73%	108,019
Rizzo, Jannette K	104,138	3.73%	108,019
Contois, Amy R	104,138	3.73%	108,019
Rzepka, Nicole M	104,138	3.73%	108,019
Guimon-Warren, Maura E	104,138	3.73%	108,019
Bentley, Jeromy T	104,138	3.73%	108,019
LeRoy, Erin P	104,138	3.73%	108,019
Krenek, Kathleen J	104,138	3.73%	108,019
Konrad, Natasha D	104,138	3.73%	108,019
Girard, Erika L	104,138	3.73%	108,019
Cremins, Connie A	104,138	3.73%	108,019
Campbell, Kristine L	104,138	3.73%	108,019
Blanco, Colleen M	104,138	3.73%	108,019
DeAngelis, Kathryn	104,138	3.73%	108,019
Geraghty, Katherine	92,008	3.72%	95,434
Silvestri, Anthony	92,008	3.72%	95,434
Ashton, Cary D	92,008	3.72%	95,434
Searcy, Kathryn J	92,008	3.72%	95,434
Park, Susan M	92,008	3.72%	95,434
Folley, Corie E	92,008	3.72%	95,434
Mitchell, Meredith A	92,434	3.71%	95,867
Wilson, Michael T	92,434	3.71%	95,867
Adams, Kyle	92,434	3.71%	95,867
Crannell, Cara	92,434	3.71%	95,867
Robbins, Suzanna S	92,434	3.71%	95,867
Schmit, Geoffrey C	92,434	3.71%	95,867
Franta, Jennie F	92,434	3.71%	95,867
Okarma, Jennifer L	92,434	3.71%	95,867
Bert, Amanda E	92,434	3.71%	95,867
Vinton, Stephanie M	92,434	3.71%	95,867
Szopinski, Samantha J	92,434	3.71%	95,867
Guerrero, Maribel	92,434	3.71%	95,867
Meehan-Browning, Erin E	92,434	3.71%	95,867
Stumpf, Catherine A	92,434	3.71%	95,867
Barrick, Sara L	92,434	3.71%	95,867
Seyring, Erin O	86,191	3.71%	89,392
Gallagher, Stephanie A	86,191	3.71%	89,392

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Dawson, Lauren K	86,191	3.71%	89,392
Colletti, Anthony N	86,191	3.71%	89,392
Folsom, Nicole C	86,191	3.71%	89,392
Glasby, Colleen M	58,664	3.71%	60,842
Miller, Mary Z	58,664	3.71%	60,842
McIntosh, Justin D	58,664	3.71%	60,842
Watson, Barbara J	92,577	3.71%	96,012
Sanford, Tobey	92,577	3.71%	96,012
Schild, Heather L	92,577	3.71%	96,012
Gafrick, Fred S	92,577	3.71%	96,012
Louis, Jennifer A	92,577	3.71%	96,012
Liace, Margaret K	92,577	3.71%	96,012
Saar, Kristy L	92,577	3.71%	96,012
Dreisbach, Kimberly R	92,577	3.71%	96,012
Jessen, Karl A	56,040	3.70%	58,112
Lugiai, Robert S	56,040	3.70%	58,112
Smid, Alexander J	56,040	3.70%	58,112
Zehnal, Madeline R	56,040	3.70%	58,112
Malzone, Alyssa A	56,040	3.70%	58,112
Keuer, Leslie A	106,549	3.67%	110,464
Barth, Amy M	106,549	3.67%	110,464
Trowbridge, Kathryn S	106,549	3.67%	110,464
Brown, Timothy P	106,549	3.67%	110,464
Diorio, Rebecca L	106,549	3.67%	110,464
Groom, Renae D	106,549	3.67%	110,464
Meluch, Darla K	106,549	3.67%	110,464
Plackett, Megan A	106,549	3.67%	110,464
Lukawski, Kimberly	106,549	3.67%	110,464
Toczykowski, Sandy	106,549	3.67%	110,464
Gilbert, Sara M	106,549	3.67%	110,464
Vandenbergh, Elida J	106,549	3.67%	110,464
Shambo, Ryan T	106,549	3.67%	110,464
Talaga, Kelly J	106,549	3.67%	110,464
Danbom, Deborah	106,549	3.67%	110,464
Manganello, Karyn E	106,549	3.67%	110,464
Warren, Maria A	106,549	3.67%	110,464
Biskup, Jamie L	106,549	3.67%	110,464
Damery, Brian K	106,549	3.67%	110,464
Spragg, Mary F	106,549	3.67%	110,464
O'Brien-Wolf, Jamie L	106,549	3.67%	110,464
Florence, Mark A	106,549	3.67%	110,464
Hervey, Jennifer M	106,549	3.67%	110,464
Velazquez, Gabriela D	106,549	3.67%	110,464
Casey, Candace F	94,562	3.66%	98,024
Richardson, Kristen A	94,562	3.66%	98,024
Howley, Gina A	94,562	3.66%	98,024

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Chiappetta, James	94,562	3.66%	98,024
Newcomb, Sara	94,562	3.66%	98,024
Griffith, Crystal L	94,562	3.66%	98,024
Liszka, Emily A	94,562	3.66%	98,024
Lago, Nicholas	94,562	3.66%	98,024
Leo, Caitlin A	94,562	3.66%	98,024
Murphy, Andrea M	94,562	3.66%	98,024
Girup, Kyle J	94,562	3.66%	98,024
Oskroba, Melissa K	94,562	3.66%	98,024
Arnold, Lisette M	94,562	3.66%	98,024
Shammas, Noor Z	94,562	3.66%	98,024
Lulic, McKenna R	94,562	3.66%	98,024
Miller, Derek J	94,562	3.66%	98,024
Barbino, Eleanor	94,705	3.66%	98,170
Warriner, Christine D	94,705	3.66%	98,170
Martin, Leann D	94,705	3.66%	98,170
Mitchell, Amy A	94,705	3.66%	98,170
McGroarty, Kelly K	94,705	3.66%	98,170
Sjordal, Lisa S	94,705	3.66%	98,170
Degraff, Tricia M	96,690	3.61%	100,182
Aspan, Stephanie A	96,690	3.61%	100,182
Gebbie, Thomas J	96,690	3.61%	100,182
Kaisling, Eric R	96,690	3.61%	100,182
Konrad, Michelle E	96,690	3.61%	100,182
Figi, Nicole M	96,690	3.61%	100,182
McManis, Melisa	96,690	3.61%	100,182
Ramsay, Anne	96,690	3.61%	100,182
Smith, Debra L	96,690	3.61%	100,182
Widlacki, Ann M	96,690	3.61%	100,182
Pan, Yvonne Y	96,690	3.61%	100,182
Berkley, Ross P	96,690	3.61%	100,182
Getting, Creighton L	96,690	3.61%	100,182
Thomson, Tracy S	96,690	3.61%	100,182
Heslinga, Heidi L	96,690	3.61%	100,182
Reitz, Hazel E	96,690	3.61%	100,182
Walsh, Katrina E	96,690	3.61%	100,182
Martinez, Jeanette E	96,690	3.61%	100,182
Bennett, Linda	96,690	3.61%	100,182
Rayborn, Lauren M	96,690	3.61%	100,182
John, Jessica L	96,690	3.61%	100,182
Volling, Sandra E	96,690	3.61%	100,182
Park, Janet S	96,690	3.61%	100,182
Boyens, Kathryn M	96,690	3.61%	100,182
Suman, Meghan O	96,690	3.61%	100,182
Nave Stawasz, Rosemary L	96,690	3.61%	100,182
Cavlovic, Amy K	113,857	3.40%	117,732

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Frost, Sandra L	113,857	3.40%	117,732
Gerwig, Matthew R	113,857	3.40%	117,732
Henricksen, Heather L	113,857	3.40%	117,732
Metoyer, Jennifer A	113,857	3.40%	117,732
Atseff, Laura E	113,857	3.40%	117,732
Matas, Janell R	113,857	3.40%	117,732
Mougette, Jessie L	113,857	3.40%	117,732
Robertson, Ann A	113,857	3.40%	117,732
Richards, Tracy K	113,857	3.40%	117,732
Heffernan, Christopher P	111,163	3.32%	114,849
Nesci, Deanna L	111,163	3.32%	114,849
Quaid, Kevin M	111,163	3.32%	114,849
Pusateri, Kathleen M	49,616	3.12%	51,164
Donahue, Emma M	49,616	3.12%	51,164
Kinder, Alexandria E	49,616	3.12%	51,164
Dille, Nathanael J	49,616	3.12%	51,164
Ciesla, Rebecca C	49,616	3.12%	51,164
Herron, Samantha L	49,616	3.12%	51,164
Maveus, Tyler J	49,616	3.12%	51,164
Croci, Lucas M	49,616	3.12%	51,164
Nunez, Yazmin	49,616	3.12%	51,164
Bethhauser, Jennifer C	49,616	3.12%	51,164
Schaefer, Maria L	49,616	3.12%	51,164
Hernandez, Naneth	49,616	3.12%	51,164
Rohl, Nicholas R	49,616	3.12%	51,164
Rutkowski, Kayla M	49,616	3.12%	51,164
Estvander, Alyssa M	49,616	3.12%	51,164
Dolph, Margaret C	49,616	3.12%	51,164
Funk, Stacey E	49,616	3.12%	51,164
Rogalski, Cameron M	49,616	3.12%	51,164
Der, Tara C	49,616	3.12%	51,164
Nudera, Catherine E	49,616	3.12%	51,164
Wittstock, Kimberly J	49,616	3.12%	51,164
Hill, Rachel A	49,616	3.12%	51,164
Medlock, Elijah P	49,616	3.12%	51,164
Roth, Luke W	50,468	3.09%	52,026
Caldwell, Kelsey N	50,468	3.09%	52,026
Burns, Liza P	50,468	3.09%	52,026
Arnot, Sandra N	50,468	3.09%	52,026
Monyek, Haleigh K	50,468	3.09%	52,026
Doran, Liam J	50,468	3.09%	52,026
Morrison, Alexis K	50,468	3.09%	52,026
Kolbe, Jacob S	50,468	3.09%	52,026
McCauley, Stephanie A	50,468	3.09%	52,026
Wisinski, Courtney S	50,468	3.09%	52,026
Moss, Nolan H	50,468	3.09%	52,026

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Zoephel, Brenna E	50,468	3.09%	52,026
McGuire, Christina M	50,468	3.09%	52,026
Borre, Richard J	50,468	3.09%	52,026
McNamara, Kelly M	50,468	3.09%	52,026
Ross, Rodney E	50,468	3.09%	52,026
Pilmer, Matthew F	50,468	3.09%	52,026
Eriksen, Anna J	50,468	3.09%	52,026
Bhatia, Shraya A	50,468	3.09%	52,026
Chmielewski, Hanna R	50,468	3.09%	52,026
McNeill, Trista J	50,468	3.09%	52,026
Kirk, Brett E	51,318	3.07%	52,891
Jensen, Andrew J	51,318	3.07%	52,891
Klimczak, Caila L	51,318	3.07%	52,891
Fansler, Lindsey N	51,318	3.07%	52,891
Kielminski, Katie D	51,318	3.07%	52,891
Brodette, Elizabeth J	51,318	3.07%	52,891
Brown, Alexis N	51,318	3.07%	52,891
Fabbri, Allison P	51,318	3.07%	52,891
Willis, Kendall J	51,318	3.07%	52,891
Dumler, Sarah E	51,318	3.07%	52,891
Zeeb, Abigail L	51,318	3.07%	52,891
Dunlap, Remi E	51,318	3.07%	52,891
Cosgrove, Megan M	51,318	3.07%	52,891
Stanford, Kelli C	51,318	3.07%	52,891
Forrest, Megan M	51,318	3.07%	52,891
Stevens, Casandra M	51,318	3.07%	52,891
Laxton, Joan M	51,318	3.07%	52,891
Taamallah, Nisrine E	51,318	3.07%	52,891
Cooper, Megan J	51,318	3.07%	52,891
Miller, Jeffrey W	52,171	3.03%	53,750
McMahon, Ashley R	52,171	3.03%	53,750
Hoffmann, Jennifer A	52,171	3.03%	53,750
Witort, Teresa J	52,171	3.03%	53,750
Gargano, Alexandra N	52,171	3.03%	53,750
White, Colin T	52,171	3.03%	53,750
Carnrike, Amanda M	52,171	3.03%	53,750
Curtis, Hannah N	52,171	3.03%	53,750
MacDuff, Lauren A	52,171	3.03%	53,750
Rusenas, Viktor A	52,171	3.03%	53,750
Gilbert, Amy C	52,171	3.03%	53,750
Cherry, Samantha C	52,171	3.03%	53,750
Dwyer, Mya C	52,171	3.03%	53,750
Kwon, Hye Won	52,171	3.03%	53,750
Roy, Madelynn J	52,171	3.03%	53,750
Wilson, Morgan E	52,171	3.03%	53,750
Paulson, Grace C	52,171	3.03%	53,750

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Furgason, Kristen F	52,171	3.03%	53,750
Weston, Marie A	52,171	3.03%	53,750
Dugdale, Dylan A	52,171	3.03%	53,750
Stephanides, Nina K	52,171	3.03%	53,750
Krzak, Jennifer E	52,171	3.03%	53,750
Krzak, Eric M	52,171	3.03%	53,750
Salerno, Patrice M	53,018	3.01%	54,615
Allen, Samantha A	53,018	3.01%	54,615
Blonn, Kathleen P	53,018	3.01%	54,615
Curry, Macey J	53,018	3.01%	54,615
Kelly, Bridget K	53,018	3.01%	54,615
Huston, Lisa M	53,018	3.01%	54,615
Mildice, Lauren A	53,018	3.01%	54,615
Marshall, Morgan K	53,018	3.01%	54,615
Sneyd, Sara J	53,018	3.01%	54,615
Jones, Nicole E	53,018	3.01%	54,615
Carrillo, Lilliana	53,018	3.01%	54,615
Wood, Michala M	53,018	3.01%	54,615
Cain, Kimberly A	53,018	3.01%	54,615
Curley, Michael E	72,820	2.42%	74,580
Conner, Phoebe C	72,820	2.42%	74,580
Ma, Anna	72,820	2.42%	74,580
Charvat, Stephanie M	72,820	2.42%	74,580
Ralph, Lauren N	72,820	2.42%	74,580
Budzon, Gabrielle A	72,820	2.42%	74,580
Considine, Traci L	114,849	2.30%	117,491
Hegranes, Victoria L	114,849	2.30%	117,491
Iverson, Dan G	114,849	2.30%	117,491
Rivera, Melana A	114,849	2.30%	117,491
Rivera, Irisbelsy	114,849	2.30%	117,491
Robinson, Sheryl L	114,849	2.30%	117,491
Shumate, Dena M	114,849	2.30%	117,491
Arizaga, Sylvia L	114,849	2.30%	117,491
Fleck, Amanda C	114,849	2.30%	117,491
Ekis, Christine M	114,849	2.30%	117,491
Champion, Thomas W	117,732	2.30%	120,440
Chidley, Carin S	117,732	2.30%	120,440
Engler, Tami R	117,732	2.30%	120,440
Hayman, Christine A	117,732	2.30%	120,440
Hoff, Charles J	117,732	2.30%	120,440
Hollander, David L	117,732	2.30%	120,440
Johnson, Timothy A	117,732	2.30%	120,440
Kreiling, Janelle L	117,732	2.30%	120,440
Nicoski, Cheryl A	117,732	2.30%	120,440
Benyo, Jacqueline	117,732	2.30%	120,440
Sacher, Robert E	117,732	2.30%	120,440

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Fiduccia, Rose Marie	117,732	2.30%	120,440
Tarson, Susan L	117,732	2.30%	120,440
Mitchler, Deborah L	117,732	2.30%	120,440
Wheeler, Dawn T	117,732	2.30%	120,440
Wilks, Tracy M	117,732	2.30%	120,440
Williams, Tana L	117,732	2.30%	120,440
Denny-Northrup, Rochelle M	117,732	2.30%	120,440
Barry, Kathleen	117,732	2.30%	120,440
Stec, Ann M	117,732	2.30%	120,440
Papafotopoulos, Tiffany	117,732	2.30%	120,440
Bochenski, Michael A	107,219	2.30%	109,685
Fiore, John B	107,219	2.30%	109,685
Howard, Corbett W	107,219	2.30%	109,685
Loan, Jane A	107,219	2.30%	109,685
Mulholland, Virginia C	107,219	2.30%	109,685
Olson, Diane M	107,219	2.30%	109,685
Polites, James W	107,219	2.30%	109,685
Reilly, Marybeth	107,219	2.30%	109,685
Tomek-Erdman, Anne Marie	107,219	2.30%	109,685
Warren, Laura L	107,219	2.30%	109,685
McCormick, Rosa X	107,219	2.30%	109,685
Riddle, Jason E	107,219	2.30%	109,685
Day, Christine M	111,699	2.30%	114,268
Hayward, John M	111,699	2.30%	114,268
Madsen, David J	111,699	2.30%	114,268
Matteson, Angela J	111,699	2.30%	114,268
Gamboa, Tracey A	111,699	2.30%	114,268
Reeves, Michelle	111,699	2.30%	114,268
Roy, Christine M	111,699	2.30%	114,268
Stanicek, Christian F	111,699	2.30%	114,268
Sturgeon, Juliann M	111,699	2.30%	114,268
Wright, John O	111,699	2.30%	114,268
Bukusi, Wanjugu W	111,699	2.30%	114,268
Lehmann, Donna	111,699	2.30%	114,268
Benyo, Christopher A	122,228	2.30%	125,039
Giese, Terry E	122,228	2.30%	125,039
Wills, Curtis R	122,228	2.30%	125,039
Crockett, Jeanine M	123,104	2.30%	125,935
Nussbaum, Andrew J	123,104	2.30%	125,935
Schmidt, Jayne A	123,104	2.30%	125,935
Abbott, Jean M	122,019	2.30%	124,825
Auld, Thomas W	122,019	2.30%	124,825
Bell, Elizabeth A	122,019	2.30%	124,825
Bilardello, John M	122,019	2.30%	124,825
Brady, Lori A	122,019	2.30%	124,825
Brindle, Kristin M	122,019	2.30%	124,825

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Buckley, Michael D	122,019	2.30%	124,825
Burke, Jeffrey J	122,019	2.30%	124,825
Cabrera, Karen R	122,019	2.30%	124,825
Cannon-Ruffo, Colleen	122,019	2.30%	124,825
Carroll, David L	122,019	2.30%	124,825
Catalano, Lisa G	122,019	2.30%	124,825
Churchill, Keri L	122,019	2.30%	124,825
Clark, Lorraine M	122,019	2.30%	124,825
Connell, Lisa R	122,019	2.30%	124,825
Dalton, Lisa A	122,019	2.30%	124,825
Davis, David D	122,019	2.30%	124,825
Davis, Karyn	122,019	2.30%	124,825
Dethrow, Matthew W	122,019	2.30%	124,825
Dohm, Tina S	122,019	2.30%	124,825
Dore, Judith A	122,019	2.30%	124,825
Dycus, Jason W	122,019	2.30%	124,825
Ellberg, Michael W	122,019	2.30%	124,825
Eysturlid, Erica J	122,019	2.30%	124,825
Farrell, Kathleen M	122,019	2.30%	124,825
Farrell, Kevin J	122,019	2.30%	124,825
Fedderly, Kathleen R	122,019	2.30%	124,825
Flack, Suzy J	122,019	2.30%	124,825
Gardner, Lisa M	122,019	2.30%	124,825
Galdikas, Sara J	122,019	2.30%	124,825
Gamboa, Ignacio	122,019	2.30%	124,825
Gasser, Kathleen E	122,019	2.30%	124,825
Gedz, Susan G	122,019	2.30%	124,825
Greenfield, Jennie J	122,019	2.30%	124,825
Hannan, Karen S	122,019	2.30%	124,825
Havenaar, Jay J	122,019	2.30%	124,825
Heinson, Denise A	122,019	2.30%	124,825
Henz, Lynn A	122,019	2.30%	124,825
Herrmann, Beth Ann	122,019	2.30%	124,825
Hodonicky, Jennifer L	122,019	2.30%	124,825
Holmberg, Todd A	122,019	2.30%	124,825
Horwath, Rebecca A	122,019	2.30%	124,825
Reed, Kristyn M	122,019	2.30%	124,825
Hunt, Robin R	122,019	2.30%	124,825
Iverson, Laura B	122,019	2.30%	124,825
Jansen, Jennifer K	122,019	2.30%	124,825
Johnson, Brian G	122,019	2.30%	124,825
Joyce, Edward A	122,019	2.30%	124,825
Kainrath, Kristen N	122,019	2.30%	124,825
Kane, Timothy T	122,019	2.30%	124,825
Kessler, Brian	122,019	2.30%	124,825
Klein-Collins, John J	122,019	2.30%	124,825

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Konrad, Jay C	122,019	2.30%	124,825
Kramer, Peter J	122,019	2.30%	124,825
Labedz, Karen L	122,019	2.30%	124,825
Larucci, Frank V	122,019	2.30%	124,825
Madden, Jennifer S	122,019	2.30%	124,825
Madden, Timothy A	122,019	2.30%	124,825
McGrath, Thomas D	122,019	2.30%	124,825
McNeeley, Pamela L	122,019	2.30%	124,825
McWhirter, Andrew R	122,019	2.30%	124,825
Miller, Scott A	122,019	2.30%	124,825
Miller-Bucholz, Danis D	122,019	2.30%	124,825
Moore, Elizabeth T	122,019	2.30%	124,825
Moreau, Angela S	122,019	2.30%	124,825
Most, Karen L	122,019	2.30%	124,825
Myers, John C	122,019	2.30%	124,825
Nauman, Jean M	122,019	2.30%	124,825
Nekolny, Jennifer	122,019	2.30%	124,825
Nudera, Beth C	122,019	2.30%	124,825
Nudera, Jeffrey A	122,019	2.30%	124,825
Paladino, Cheryl N	122,019	2.30%	124,825
Pankow, Suzanne R	122,019	2.30%	124,825
Peller, Jeffrey J	122,019	2.30%	124,825
Pisarski, Tracey L	122,019	2.30%	124,825
Porter, Robert D	122,019	2.30%	124,825
Racey, David J	122,019	2.30%	124,825
Rader, Lori F	122,019	2.30%	124,825
Reagan, Kristine M	122,019	2.30%	124,825
Rester, Christopher A	122,019	2.30%	124,825
Tilt, Cindy M	122,019	2.30%	124,825
Cummings, Debra S	122,019	2.30%	124,825
Roesler, Mary Jane	122,019	2.30%	124,825
Rogers, Jennifer T	122,019	2.30%	124,825
Curless, Victoria M	122,019	2.30%	124,825
Roucka, Mark P	122,019	2.30%	124,825
Salentine, William S	122,019	2.30%	124,825
Sardone, Jennifer L	122,019	2.30%	124,825
Schatz, Kimberly A	122,019	2.30%	124,825
Schoengrund, Kathleen S	122,019	2.30%	124,825
Scott, Allan C	122,019	2.30%	124,825
Seubold, Pamela J	122,019	2.30%	124,825
Skarr, Mark J	122,019	2.30%	124,825
Sladkey, David U	122,019	2.30%	124,825
Smith, Randall S	122,019	2.30%	124,825
Sniadecki, Matthew R	122,019	2.30%	124,825
Sommerville, Janet E	122,019	2.30%	124,825
Sundstrom, Amanda J	122,019	2.30%	124,825

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Thompson, Brett A	122,019	2.30%	124,825
Watson, Edgar	122,019	2.30%	124,825
Johnson, Theresa J	122,019	2.30%	124,825
White, Allison K	122,019	2.30%	124,825
Williams, Robert E	122,019	2.30%	124,825
Winiecki, Adam M	122,019	2.30%	124,825
Wisinski, Lisa M	122,019	2.30%	124,825
Wood, Cynthia L	122,019	2.30%	124,825
Wukitsch, Lisa S	122,019	2.30%	124,825
Rampy, Susan K	122,019	2.30%	124,825
Kalat, Angelica L	122,019	2.30%	124,825
Seguino, Katherine M	122,019	2.30%	124,825
Bell, Christine L	122,019	2.30%	124,825
Sniadecki, Patricia A	122,019	2.30%	124,825
Tan Torres, Alma L	122,019	2.30%	124,825
Andrees, Lynn A	122,019	2.30%	124,825
Ortiz, Michael E	122,019	2.30%	124,825
Ryan, Jill	122,019	2.30%	124,825
Leonardo, Katherine P	122,019	2.30%	124,825
Rembrecht, Jennifer A	122,019	2.30%	124,825
Saucedo, Leticia T	122,019	2.30%	124,825
Cruz-Manrique, Diana E	122,019	2.30%	124,825
Newell, Laura	122,019	2.30%	124,825
Anderson, Maura B	122,019	2.30%	124,825
Alonso, Janet L	122,019	2.30%	124,825
Piraino, Laura A	58,313	1.38%	59,118
Parks, Katelyn	58,313	1.38%	59,118
Haack, Katelyn J	58,313	1.38%	59,118
Noffke, Jaime N	58,313	1.38%	59,118
Stablein, Erin M	58,313	1.38%	59,118
Shabel, Elizabeth A	58,313	1.38%	59,118
Bennington, Ann T	58,313	1.38%	59,118
Rzeszutko, Todd J	58,313	1.38%	59,118
Ingram, Dawn D	58,313	1.38%	59,118
Hall, Eileen M	58,313	1.38%	59,118
Casey, Kathleen M	58,313	1.38%	59,118
Werve, Christopher P	58,313	1.38%	59,118
Vicicondi, Nina V	58,313	1.38%	59,118
Burke, Kimberly	61,007	1.38%	61,849
Olisar, Noreen	67,750	1.38%	68,685
Kim, Jong Ho	67,750	1.38%	68,685
Grier, Lindsay A	67,750	1.38%	68,685
Anderson, Noel K	104,277	1.38%	105,716
Hamann, Robert C	104,277	1.38%	105,716
Hayes, Kevin T	104,277	1.38%	105,716
Meehan, Kevin R	104,277	1.38%	105,716

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Schmecht, Diane M	104,277	1.38%	105,716
Atwater, Susan L	55,291	1.38%	56,054
Pradel, Anne M	55,291	1.38%	56,054
Dickerson, Amy M	55,291	1.38%	56,054
Dostal, Laura J	55,291	1.38%	56,054
Jacobucci, Jillian M	55,291	1.38%	56,054
Serchuk, Melisa F	55,291	1.38%	56,054
Mielcarz, Kelly S	55,291	1.38%	56,054
Rivera, Kelly N	55,291	1.38%	56,054
Getzin, Shelby B	55,291	1.38%	56,054
Smith, Joan E	55,291	1.38%	56,054
Brunski, Marti A	55,291	1.38%	56,054
Golz, Hannah C	55,291	1.38%	56,054
Yager, Angela S	55,291	1.38%	56,054
Indelicato, Kelsey M	55,291	1.38%	56,054
Blazek, Adam R	55,291	1.38%	56,054
Vine, Joanne	97,470	1.38%	98,815
Hayes, Julie T	60,014	1.38%	60,842
Peterson, Brian J	60,014	1.38%	60,842
Cone, Eva	60,014	1.38%	60,842
Sass, Heidi S	60,014	1.38%	60,842
Berghoff, Kayla M	60,014	1.38%	60,842
Padgett, Gregory S	60,014	1.38%	60,842
Mask, Carrie A	60,014	1.38%	60,842
Kralovic, Michael D	60,014	1.38%	60,842
Jaime, Olivia C	60,014	1.38%	60,842
Hansen, Adam M	60,014	1.38%	60,842
Harris, Samantha L	60,014	1.38%	60,842
Quinn, Kelly C	65,669	1.38%	66,575
Splendoria, Suzanne	86,123	1.38%	87,311
Campise, Gino	86,123	1.38%	87,311
Canty, Karen	86,123	1.38%	87,311
Cole, John S	86,123	1.38%	87,311
Duncan, Neil M	86,123	1.38%	87,311
Alberts, Sarah I	86,123	1.38%	87,311
Gresk, Matthew W	86,123	1.38%	87,311
Christenson, Lynette P	86,123	1.38%	87,311
Higgins, Carol M	86,123	1.38%	87,311
Jankowski, Melissa M	86,123	1.38%	87,311
Kirincich, Ann M	86,123	1.38%	87,311
Munro, Denise D	86,123	1.38%	87,311
Oberbeck, Jennifer A	86,123	1.38%	87,311
Pajor, Jacquelyn A	86,123	1.38%	87,311
Hagenbaumer, Kristina J	86,123	1.38%	87,311
Dinon, Lisa M	86,123	1.38%	87,311
Jachim, Kimberly E	86,123	1.38%	87,311

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Petrovic, Julie A	86,123	1.38%	87,311
Shaner, Amber C	86,123	1.38%	87,311
Van Harlingen, Jeffrey A	86,123	1.38%	87,311
Eilers, Connie J	86,123	1.38%	87,311
Weigel, John P	86,123	1.38%	87,311
Williams, Greta C	86,123	1.38%	87,311
Winborne, Kerry A	86,123	1.38%	87,311
Furbee, Traci C	86,123	1.38%	87,311
Norgaard, Jennifer R	86,123	1.38%	87,311
Reible, Jennifer	86,123	1.38%	87,311
Hanley, Lynne E	86,123	1.38%	87,311
South, Sarah N	86,123	1.38%	87,311
Jacobs, Paulina R	86,123	1.38%	87,311
Valaitis, Emily R	86,123	1.38%	87,311
Liabo, Kathryn J	86,123	1.38%	87,311
Bontkowski, Holly A	86,123	1.38%	87,311
Englishharden, Angela B	86,123	1.38%	87,311
Sturgeon, Jeffrey M	86,123	1.38%	87,311
Bornancin, Rachel F	86,123	1.38%	87,311
Cabrera, Jennifer J	86,123	1.38%	87,311

Appendix B

Salary increase only reflects base and step and does not include any potential lane changes

Staff placement and salary reflected as of July, 2021

All salaries reflected as 1.0 FTE

This appendix is for demonstrative purposes only and does not supercede the contract proposal language

EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Bishop, Emily G	103,786	5.79%	109,795
Hill, Mary K	103,786	5.79%	109,795
Twietmeyer, Grace O	103,786	5.79%	109,795
Thompson, Jennifer J	103,786	5.79%	109,795
DeSantis, Michelle R	103,786	5.79%	109,795
Otto-Waddell, Karen C	103,786	5.79%	109,795
Birch, Stephanie M	106,479	5.70%	112,553
O'Boyle, Cathleen M	106,479	5.70%	112,553
Sommer, Sarah M	106,479	5.70%	112,553
Kainrath, Patrice T	106,479	5.70%	112,553
Breslin, Pamela M	107,471	5.67%	113,566
Dunnett, David F	107,471	5.67%	113,566
Mohn, Donna R	107,471	5.67%	113,566
Papagiannis, Katherine	107,471	5.67%	113,566
Kopf, Emily B	55,793	5.67%	58,955
Adams, Sean M	55,793	5.67%	58,955
Dahowski, David E	55,793	5.67%	58,955
Hrydziuszko, Deborah A	55,793	5.67%	58,955
Gallagher, Patrick J	55,793	5.67%	58,955
Arzadon, Hannah R	99,811	5.65%	105,451
Cano, Olga	99,811	5.65%	105,451
Anderson, Candice M	99,811	5.65%	105,451
Bedore, Jeffry M	108,960	5.62%	115,087
Bell, Barbara	108,960	5.62%	115,087
Davison, Deborah K	108,960	5.62%	115,087
Engeldahl, Jennifer S	108,960	5.62%	115,087
Ferro, Joseph P	108,960	5.62%	115,087
Free, Leslie A	108,960	5.62%	115,087
Ghouse, Naseem F	108,960	5.62%	115,087
Jay, Jerry B	108,960	5.62%	115,087
Joyce, Deborah A	108,960	5.62%	115,087
Granatelli, Maxyne W	108,960	5.62%	115,087
Ferro, Jamie L	108,960	5.62%	115,087
Palubicki, Elizabeth T	108,960	5.62%	115,087
Pour, Brian	108,960	5.62%	115,087
Ramsbottom, Todd J	108,960	5.62%	115,087
Sanborn, Scott R	108,960	5.62%	115,087
Schmitt, Adam	108,960	5.62%	115,087
Brucker, Elizabeth A	108,960	5.62%	115,087
Kresl, Anthony P	108,960	5.62%	115,087
Csutak, Barbara R	108,960	5.62%	115,087
Kleinmaier, Jeffrey J	108,960	5.62%	115,087
Lara, Milagros	108,960	5.62%	115,087
Wszolek, Sara A	108,960	5.62%	115,087
Ancira, Sara K	110,171	5.58%	116,319

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Staff placement and salary reflected as of July, 2021

All salaries reflected as 1.0 FTE

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Scherrman, John P	110,171	5.58%	116,319
Weir, Marisela I	110,171	5.58%	116,319
Czernik, Sandra L	110,171	5.58%	116,319
Cortes, Damary L	110,171	5.58%	116,319
Meyers, Kathryn M	57,707	5.55%	60,912
Braun, Sarah C	57,707	5.55%	60,912
Pucylowski, Adam M	57,707	5.55%	60,912
Kennedy, Claire E	57,707	5.55%	60,912
Chen, Ye	57,707	5.55%	60,912
South, Dana M	57,707	5.55%	60,912
Alstadt, David J	103,219	5.53%	108,928
Eissens, Amy M	103,219	5.53%	108,928
Reilly, Kristin M	103,219	5.53%	108,928
Leaf, Anthony W	103,219	5.53%	108,928
Knight, Julie M	103,219	5.53%	108,928
Haas, Eric A	103,219	5.53%	108,928
Sandborn, Elizabeth M	63,459	5.52%	66,964
Chaidez, Kelsey A	63,459	5.52%	66,964
Pettit, Kaelyn C	63,459	5.52%	66,964
Shin, Meenjung A	63,459	5.52%	66,964
Dada, Safa	63,459	5.52%	66,964
Groenendyk, Christopher R	63,459	5.52%	66,964
Smith, Sara A	63,459	5.52%	66,964
O'Connor, Alexandra E	63,459	5.52%	66,964
Katsenes, Katherine A	63,459	5.52%	66,964
Ellig, Marissa N	63,459	5.52%	66,964
Stanley, Samantha D	63,459	5.52%	66,964
McKenzie, Emily K	63,459	5.52%	66,964
Stercay, Lauren E	63,459	5.52%	66,964
Govostis, Roselyn M	63,459	5.52%	66,964
Miller, Alyssa M	63,459	5.52%	66,964
Sindelar, Cortney G	63,459	5.52%	66,964
Burke, Tamara L	112,651	5.51%	118,853
Chaney, Jeremiah P	112,651	5.51%	118,853
Chipman, Katrina A	112,651	5.51%	118,853
Michalek, Michelle R	112,651	5.51%	118,853
Weiss, Nicole	112,651	5.51%	118,853
Fitzpatrick, Megan M	112,651	5.51%	118,853
Pjesky, Kirsten A	112,651	5.51%	118,853
Hitzeman, Helena M	112,651	5.51%	118,853
Johnson, Rodney D	112,651	5.51%	118,853
Guglielmucci, Stephanie A	112,651	5.51%	118,853
Kowalkowski, Jason M	112,651	5.51%	118,853
Lenz, Jason R	112,651	5.51%	118,853
Moen, Lisa M	112,651	5.51%	118,853

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Staff placement and salary reflected as of July, 2021

All salaries reflected as 1.0 FTE

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Nelson, Eric J	112,651	5.51%	118,853
O'Connor, Michael F	112,651	5.51%	118,853
O'Neill, Kimberly E	112,651	5.51%	118,853
Rains, Erin E	112,651	5.51%	118,853
Hicks, Aislinn M	112,651	5.51%	118,853
Smith, Paula M	112,651	5.51%	118,853
Rees, Heidi	112,651	5.51%	118,853
Halama, Yaejung J	112,651	5.51%	118,853
Smith, Alisha R	112,651	5.51%	118,853
Sands, Heidi N	59,623	5.44%	62,868
Snyder, Taylor M	59,623	5.44%	62,868
Vogelsang, Amy B	59,623	5.44%	62,868
Hanafi, Patricia A	59,623	5.44%	62,868
Molenda-Lesniak, Margaret	59,623	5.44%	62,868
Cusick, Grace M	59,623	5.44%	62,868
Shallcross, Stephanie L	60,441	5.40%	63,705
Ullestad, Alison M	61,538	5.35%	64,831
Floeter-Bretag, Catherine J	61,538	5.35%	64,831
Czarnik, Rebecca C	61,538	5.35%	64,831
Winkler, Jennifer K	61,538	5.35%	64,831
Good, Megan E	61,538	5.35%	64,831
Borta, Emily A	61,538	5.35%	64,831
Reynoso, Raul A	61,538	5.35%	64,831
Karasewski, Abigail N	61,538	5.35%	64,831
Moriarty, Brandon R	61,538	5.35%	64,831
Garcia, Maria D	61,538	5.35%	64,831
Valentine, Rachel A	61,538	5.35%	64,831
Lathan, Megan J	61,538	5.35%	64,831
Schultz, Andrew J	61,538	5.35%	64,831
Ramsden, Susanna J	61,538	5.35%	64,831
Neal, Mario	61,538	5.35%	64,831
Davis, Jennifer C	61,538	5.35%	64,831
Nguyen, Kerry C	61,538	5.35%	64,831
Konatarevic, Stefany	62,357	5.30%	65,662
Sowell, Jillian R	65,547	5.26%	68,996
Ruiz, Valerie R	65,547	5.26%	68,996
Rogers, Lauren G	65,547	5.26%	68,996
Kuklinski, Rafal	65,547	5.26%	68,996
Mitchell, Joseph T	65,547	5.26%	68,996
Forde, Michael M	65,547	5.26%	68,996
Bollinger, Sarah C	65,547	5.26%	68,996
Boente, Melissa A	65,547	5.26%	68,996
Harper, Kevin M	65,547	5.26%	68,996
Many, Kristine M	65,547	5.26%	68,996
Rudy, Rebecca G	65,547	5.26%	68,996

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Engimann, Emily B	65,547	5.26%	68,996
Miller, Sean R	65,547	5.26%	68,996
Hughes, David C	65,547	5.26%	68,996
Phalon, Deirdre A	65,547	5.26%	68,996
Schwerin, Marisa	63,989	5.22%	67,328
Kurtides, Alexa C	63,989	5.22%	67,328
Murray, Sarah E	63,989	5.22%	67,328
Hasse, Matthew A	64,272	5.21%	67,618
Panega, Timothy R	64,272	5.21%	67,618
Zarembski, Mary M	64,272	5.21%	67,618
Silva, Miguel A	64,272	5.21%	67,618
Schertz, Nicole T	64,272	5.21%	67,618
Brady, Seth T	98,818	5.17%	103,926
Story, Lauren L	98,818	5.17%	103,926
Gebel, Susan T	98,818	5.17%	103,926
Giuliani, Mary M	98,818	5.17%	103,926
Hodge, Christopher J	98,818	5.17%	103,926
Kocisko, Heather E	98,818	5.17%	103,926
Spence, Julie A	98,818	5.17%	103,926
Rakes, Marissa A	98,818	5.17%	103,926
Pinelli, Jason D	98,818	5.17%	103,926
Rechkemmer, Stephanie L	98,818	5.17%	103,926
Rehberg, Melissa R	98,818	5.17%	103,926
Ossey, Ann E	98,818	5.17%	103,926
Shamrock, Lisa M	98,818	5.17%	103,926
Whitt, Jeremy D	98,818	5.17%	103,926
Billings, Natalie R	98,818	5.17%	103,926
Kopec, Kimberly A	98,818	5.17%	103,926
Allen, Dana L	98,818	5.17%	103,926
Freed, Adam W	98,818	5.17%	103,926
Gonzalez-Pino, Ana M	98,818	5.17%	103,926
Barrios, Carmen R	98,818	5.17%	103,926
Mauloff, Christel M	67,536	5.16%	71,024
Heatherly, Taylor K	67,536	5.16%	71,024
Vollmer, Suzanne V	67,536	5.16%	71,024
Yee, Amanda S	67,536	5.16%	71,024
Haiser, Amanda M	67,536	5.16%	71,024
Feightner, Courtney A	67,536	5.16%	71,024
Peterson, Sarah E	67,536	5.16%	71,024
Egan, Margaret C	67,536	5.16%	71,024
LaFleur, Julianne E	67,536	5.16%	71,024
Linder, Alexis M	67,536	5.16%	71,024
Benson, Michael L	67,536	5.16%	71,024
Freed, Julia M	67,536	5.16%	71,024
Wirtz, Laura A	67,536	5.16%	71,024

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Corder, Madalyn D	67,536	5.16%	71,024
Crawford, Kathryn A	67,536	5.16%	71,024
Krzyszowski, Kimberly A	67,536	5.16%	71,024
Paige, Anna M	67,536	5.16%	71,024
Carrizales, Michelle F	67,536	5.16%	71,024
Alvarez, Marilyn S	68,102	5.14%	71,601
Lynch, Megan M	68,102	5.14%	71,601
Tolcher, Kelly M	68,102	5.14%	71,601
Gross, Jesse E	68,102	5.14%	71,601
Parry, Amy E	68,102	5.14%	71,601
King, Tiauna M	68,102	5.14%	71,601
Scherzer, Catherine J	68,102	5.14%	71,601
Barrera, Michelle	68,102	5.14%	71,601
Keough, Erin M	65,903	5.13%	69,285
Halicky, Roni M	65,903	5.13%	69,285
Callaghan, Matthew C	66,187	5.12%	69,574
Parent, Cathryn J	66,187	5.12%	69,574
Bice, Megan E	66,187	5.12%	69,574
McCaffery, Diana A	67,000	5.08%	70,405
McDonald, Stephanie R	69,521	5.08%	73,051
Hanson, Ellen L	69,521	5.08%	73,051
Mehon, Lauren M	69,521	5.08%	73,051
Johnson, Susan A	69,521	5.08%	73,051
Callaghan, Heather M	69,521	5.08%	73,051
Shields, Katelyn R	69,521	5.08%	73,051
Gilbert, Mary F	69,521	5.08%	73,051
Kulzick, Margaret C	69,521	5.08%	73,051
Nugent, Mitchell	69,521	5.08%	73,051
Kischuk, Daniel A	69,521	5.08%	73,051
Gibson, Chelsea E	69,521	5.08%	73,051
Kopsel, April A	69,521	5.08%	73,051
Kittilsen, Kelsie D	69,521	5.08%	73,051
Mason, Meghan L	69,521	5.08%	73,051
LaRue, Kristen M	69,521	5.08%	73,051
Michels, Lauren E	69,521	5.08%	73,051
O'Neill, Kaitlyn M	69,521	5.08%	73,051
March, Shannon E	69,521	5.08%	73,051
Sheley, Samantha J	69,521	5.08%	73,051
Keller, Melissa A	69,521	5.08%	73,051
Welsh, Holly L	69,521	5.08%	73,051
Eich, Devon A	69,521	5.08%	73,051
Crawford, Ryan A	69,521	5.08%	73,051
Rebus, David J	69,521	5.08%	73,051
Furibondo, Nicole D	69,521	5.08%	73,051
Ontiveros, Cynthia	69,521	5.08%	73,051

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Daly, Margaret A	69,521	5.08%	73,051
Crawford, Melanie F	69,521	5.08%	73,051
Bean, Holly S	69,521	5.08%	73,051
Ambrose, Margaret M	69,521	5.08%	73,051
Svejda, Andrea L	69,521	5.08%	73,051
Brennan, Brandy M	69,521	5.08%	73,051
Bax, Andrew T	69,521	5.08%	73,051
Pitner, Keith W	69,521	5.08%	73,051
Mulligan, Angela M	69,521	5.08%	73,051
Werve, Kristin M	69,521	5.08%	73,051
Combs, Mallory N	69,521	5.08%	73,051
Spriggs, Madeline	70,086	5.06%	73,634
Novak, Eric C	70,086	5.06%	73,634
Lin, Jeremy S	70,086	5.06%	73,634
Kelly, Erica L	70,086	5.06%	73,634
Halblander, Christine M	70,086	5.06%	73,634
White, Brian M	70,086	5.06%	73,634
Martino, Carina L	70,086	5.06%	73,634
Willer, Amy C	70,086	5.06%	73,634
O'Donnell, Jennifer M	70,086	5.06%	73,634
Jablenski, Cortni E	67,819	5.05%	71,242
Fries, Michael F	75,480	5.04%	79,287
Minhas, Elyse M	75,480	5.04%	79,287
Levin, Courtney A	75,480	5.04%	79,287
Coppersmith, Eric L	75,480	5.04%	79,287
Vande Guchte, Matthew	75,480	5.04%	79,287
Brown, Danielle N	75,480	5.04%	79,287
Camp, Lisa Marie	75,480	5.04%	79,287
Lewis, Emily A	75,480	5.04%	79,287
Lenz, Katherine D	75,480	5.04%	79,287
Monteleone, Jessica A	75,480	5.04%	79,287
Piekarz, Jodi A	75,480	5.04%	79,287
Marcordes-Bruns, Courtney E	75,480	5.04%	79,287
Grubb, Amy L	75,480	5.04%	79,287
Lara, Megan M	75,480	5.04%	79,287
Vock, Angela M	75,480	5.04%	79,287
Boogerd, Annette C	70,835	5.02%	74,394
Dejmek, Katherine M	70,835	5.02%	74,394
Conway, Erica L	70,835	5.02%	74,394
Anderson, Allison M	70,835	5.02%	74,394
Cortez, Raquel	70,835	5.02%	74,394
Seymour-Ells, Karen S	68,598	5.01%	72,037
Baxter, Sarah J	68,667	5.01%	72,109
Pyle, Sarah E	68,667	5.01%	72,109
Ludlam, Kristen N	68,915	5.01%	72,366

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Cole, Jenna M	71,505	5.01%	75,084
Whang, Deborah	71,505	5.01%	75,084
Magnuson, Angela J	71,505	5.01%	75,084
Golminas, Sandra P	71,505	5.01%	75,084
Lackey, Stephanie L	71,505	5.01%	75,084
Shipbaugh, Jennifer D	71,505	5.01%	75,084
Bell, Martin B	71,505	5.01%	75,084
Siambekos, Stacey	71,505	5.01%	75,084
Driscoll, Taylor A	71,505	5.01%	75,084
Zinzer, Anne E	71,505	5.01%	75,084
Hynes, Emily R	71,505	5.01%	75,084
Anderson, Kaitlyn A	71,505	5.01%	75,084
Oliver, Emma K	71,505	5.01%	75,084
Bratland, Karl A	71,505	5.01%	75,084
Columbus, Amy S	71,505	5.01%	75,084
Blank, Anne I	71,505	5.01%	75,084
Straka, Nicholas R	71,505	5.01%	75,084
Feid, Christopher T	71,505	5.01%	75,084
Sujak, Samantha E	71,505	5.01%	75,084
Nungaray, Reyna L	71,505	5.01%	75,084
Pellegrini, Anthony D	71,505	5.01%	75,084
Fehrenbacher, Andrew T	71,505	5.01%	75,084
Jimenez, Elsa N	71,505	5.01%	75,084
Schultze, Maureen A	71,505	5.01%	75,084
Carrizales, Ryan A	71,505	5.01%	75,084
Germany, Christine M	71,505	5.01%	75,084
Solorio, Ilse	71,505	5.01%	75,084
Freese, Marissa	72,076	4.98%	75,662
Kahl, Amanda J	72,076	4.98%	75,662
Strack-Hymen, Stephanie K	72,076	4.98%	75,662
Espinoza, Marlene	72,076	4.98%	75,662
Parry, Thomas R	72,076	4.98%	75,662
Foreman, Morgan A	72,076	4.98%	75,662
Karlov, Evett R	72,076	4.98%	75,662
Palicka, Courtney M	72,076	4.98%	75,662
Ulrich, Brooke A	72,076	4.98%	75,662
Green, Amanda M	72,076	4.98%	75,662
Loughlin, Dana L	72,076	4.98%	75,662
Robbins, Samantha D	72,076	4.98%	75,662
Wroblewski, Elizabeth	69,734	4.97%	73,199
Wood, Hannah R	69,734	4.97%	73,199
Wolf, Jennifer S	69,734	4.97%	73,199
Langdon, Jonathan A	69,734	4.97%	73,199
Bowman, Susan M	69,734	4.97%	73,199
Handel, Patricia A	77,609	4.96%	81,460

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Kandl, Sarah A	77,609	4.96%	81,460
Pak, Jennifer J	77,609	4.96%	81,460
Keleghan, Julie	77,609	4.96%	81,460
Mackrie, Thomas	77,609	4.96%	81,460
Figuroa, Danielle N	77,609	4.96%	81,460
Nutt, Michael D	77,609	4.96%	81,460
Vrchota, Tristin A	77,609	4.96%	81,460
Torres, Dennise	77,609	4.96%	81,460
Gborigi, Kerri L	77,609	4.96%	81,460
Clow, Megan A	77,609	4.96%	81,460
Crement, Bonnie J	77,609	4.96%	81,460
Simon, Jennifer L	77,609	4.96%	81,460
Evans, Zoe Z	77,609	4.96%	81,460
Scott, Lauren E	77,609	4.96%	81,460
Pavona, Ruth H	77,609	4.96%	81,460
Carr, Megan	78,034	4.95%	81,896
Kolbe, Tammy S	78,034	4.95%	81,896
Bahr, Jacqueline L	78,034	4.95%	81,896
Todd, Patricia K	78,034	4.95%	81,896
Krok, Lauren M	78,034	4.95%	81,896
Ulreich, Katherine R	78,034	4.95%	81,896
Rorer, Terri A	78,034	4.95%	81,896
Gale, Courtney A	78,034	4.95%	81,896
Walsh, Jennifer N	78,034	4.95%	81,896
Nichols, Kathryn M	78,034	4.95%	81,896
Zimmerman, Shawna N	78,034	4.95%	81,896
Dermos, Mary M	78,034	4.95%	81,896
Rehs, Shannon L	88,672	4.95%	93,058
Lisnich, Allen J	88,672	4.95%	93,058
Eide, Heather L	88,672	4.95%	93,058
Markelz, Jessica L	88,672	4.95%	93,058
Trannon, Jennifer A	88,672	4.95%	93,058
Figuroa, Leslie J	88,672	4.95%	93,058
Valdez, Flaudiano	88,672	4.95%	93,058
Wollemann, Kelly L	88,672	4.95%	93,058
Perez, Rodolfo	88,672	4.95%	93,058
Olejniak, Michelle L	70,583	4.93%	74,064
Ranallo, Victoria L	73,565	4.92%	77,187
Donnelly, Victoria M	73,565	4.92%	77,187
Radasevich, Julia E	73,565	4.92%	77,187
Mennella, Amanda L	73,565	4.92%	77,187
Hashiguchi, Mallory G	73,565	4.92%	77,187
Smith, Candy	73,495	4.92%	77,112
Silder, Amie K	73,495	4.92%	77,112
Dengel, Ryan R	73,495	4.92%	77,112

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Koziol, Danielle M	73,495	4.92%	77,112
Poremba, Kelsey B	73,495	4.92%	77,112
Braun, Erin B	73,495	4.92%	77,112
Aguilera, Domenica	73,495	4.92%	77,112
Lynch, Katharine I	73,495	4.92%	77,112
Fitzenreider, Noah J	73,495	4.92%	77,112
Weber, Gina E	73,495	4.92%	77,112
Carloss, Meagan K	73,495	4.92%	77,112
Viager, Sarah A	73,495	4.92%	77,112
Klett, Katherine E	73,495	4.92%	77,112
Lichtenberg, Lindsey R	73,495	4.92%	77,112
Bucz, Edwin J	73,495	4.92%	77,112
Klen, Dana C	73,495	4.92%	77,112
DeNio, Brady L	73,495	4.92%	77,112
Dolinar, Christopher J	73,495	4.92%	77,112
Gonzalez, Eduardo A	73,495	4.92%	77,112
Zieman, Matthew R	73,495	4.92%	77,112
Schusler, Lisa M	73,495	4.92%	77,112
Golz, Jessica L	73,495	4.92%	77,112
Bilik, Kristin M	73,495	4.92%	77,112
Dexl, Melissa C	73,495	4.92%	77,112
Bird, Taylor C	73,495	4.92%	77,112
Havinga, Eric J	73,495	4.92%	77,112
Pietrus, Victoria E	73,495	4.92%	77,112
Mullenix, Nicole R	73,495	4.92%	77,112
Daker, Vanessa B	73,495	4.92%	77,112
Widd, Jennifer E	73,495	4.92%	77,112
Yung, Emily A	73,495	4.92%	77,112
Hellwig, Erin K	73,565	4.92%	77,182
Girgis, Alyssa R	73,565	4.92%	77,182
Cooper, Rachel A	73,565	4.92%	77,182
Ondrus, Steven G	73,565	4.92%	77,182
Gonzalez, Angelica	73,565	4.92%	77,182
Salter, Amie C	74,061	4.90%	77,689
Graham, Benjamin J	74,061	4.90%	77,689
Moravec, Daniela M	74,061	4.90%	77,689
Mullin, Kathleen M	74,061	4.90%	77,689
Lee, Kristin E	74,061	4.90%	77,689
Justice, Jonathan E	74,061	4.90%	77,689
Clifford, Jessica L	74,061	4.90%	77,689
Pennings, Lindsay D	74,061	4.90%	77,689
Andrzejuk, Laura A	74,061	4.90%	77,689
Schultz, Michael C	74,061	4.90%	77,689
Crawford, Jonathan R	74,061	4.90%	77,689
Pak, Tony	74,061	4.90%	77,689

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Banas, Timothy B	74,061	4.90%	77,689
Stiger, Maribel	79,524	4.90%	83,417
Douglas, Christa L	79,524	4.90%	83,417
Southon, Amy S	79,524	4.90%	83,417
Rauen, Anne N	79,524	4.90%	83,417
Hillyer, Allison M	79,524	4.90%	83,417
Pellegrino, Gina A	79,524	4.90%	83,417
Golden, Tulia E	79,524	4.90%	83,417
Bodach, Renee J	79,524	4.90%	83,417
Headtk, Teresa S	79,524	4.90%	83,417
Phillips, Kristin	90,165	4.90%	94,579
Murphy, Amy L	90,165	4.90%	94,579
Mackall, Mary Beth	90,165	4.90%	94,579
Quintanar, Jessica L	90,165	4.90%	94,579
South, Brian M	90,165	4.90%	94,579
Zinn, Blake C	90,165	4.90%	94,579
Rudolph, Courtney L	90,165	4.90%	94,579
Szewczyk, Lindsay C	90,165	4.90%	94,579
McCabe, Francine M	71,650	4.89%	75,155
Boyer, Alyssa J	71,650	4.89%	75,155
Cephus, Sherita R	71,650	4.89%	75,155
Lucas, Alyse R	71,650	4.89%	75,155
Jumbeck, Emily J	79,736	4.89%	83,635
Pearlman, David N	79,736	4.89%	83,635
Williams, Noelle C	79,736	4.89%	83,635
Blondell, Matthew	79,736	4.89%	83,635
Early, Marissa C	79,736	4.89%	83,635
Steger, Michael S	79,736	4.89%	83,635
Kelley, Marianne K	79,736	4.89%	83,635
Wingle, Christy M	79,736	4.89%	83,635
Czerak, Deborah M	79,736	4.89%	83,635
Keiner, Emily J	79,736	4.89%	83,635
McCaw, Christina A	79,736	4.89%	83,635
Bass, Laura A	79,736	4.89%	83,635
Hernandez, Eulalia	79,736	4.89%	83,635
Hemmens, Daniel J	79,736	4.89%	83,635
Reichel, Kristen K	79,736	4.89%	83,635
Jacobs, Kathleen H	80,163	4.88%	84,071
Cook, Janel K	80,163	4.88%	84,071
Polykandriotis, Taryen L	80,163	4.88%	84,071
Tuggle, Kelyn N	80,163	4.88%	84,071
Meyers, Valerie L	80,163	4.88%	84,071
Pena, Perla	80,163	4.88%	84,071
Anderson, Laurel E	80,163	4.88%	84,071
Barcelona, Lilybell O	80,163	4.88%	84,071

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Dunn, Brian P	91,089	4.87%	95,521
Hirst, Rebecca	91,089	4.87%	95,521
King, Wright J	91,089	4.87%	95,521
Rusnak, Kathryn A	91,089	4.87%	95,521
Blitek, Kimberly L	91,089	4.87%	95,521
Wainwright, Matthew J	91,089	4.87%	95,521
Teeling, Pamela M	91,089	4.87%	95,521
Nierman, Brian E	91,089	4.87%	95,521
Derybowski, Victoria L	91,089	4.87%	95,521
Bruehl, Rebecca J	72,428	4.86%	75,950
Moynihan, Michelle C	72,428	4.86%	75,950
Westberg, Erica A	72,428	4.86%	75,950
Wunderlich, Alyssa C	72,428	4.86%	75,950
Colson, Christopher J	72,497	4.86%	76,022
Paul, Rebecca K	53,872	4.85%	56,486
Talac, Christopher M	53,872	4.85%	56,486
Baig, Yusra F	53,872	4.85%	56,486
Benedyk-Fuglsang, Kathleen	53,872	4.85%	56,486
Henry, Heidi A	53,872	4.85%	56,486
Liskey, Nicole E	53,872	4.85%	56,486
Yu, Jennifer	53,872	4.85%	56,486
Wenkel, Lauren E	53,872	4.85%	56,486
Langosch, Keith A	75,549	4.85%	79,215
Wick, Rachel A	75,549	4.85%	79,215
Schreiner, Stephanie A	75,554	4.85%	79,215
Bosley, Meghan L	75,554	4.85%	79,215
Morrissey, Kevin F	75,554	4.85%	79,215
McNamara, Elise	75,554	4.85%	79,215
Schmidt, Jennifer L	75,554	4.85%	79,215
Labriola, Lauren M	75,554	4.85%	79,215
Comer, Julie A	75,554	4.85%	79,215
Heilicser, Cheryl M	75,554	4.85%	79,215
Roberts, Vicki A	76,045	4.83%	79,721
Kime, Julia M	76,045	4.83%	79,721
Padilla, Emily	76,045	4.83%	79,721
Burns, Patrick J	76,045	4.83%	79,721
Cirone, Daniela	76,045	4.83%	79,721
Rauen, Sean M	76,045	4.83%	79,721
Hobday, Lisa E	76,045	4.83%	79,721
Marshall, Jennifer A	76,045	4.83%	79,721
Carius, Brent M	76,045	4.83%	79,721
LaPerna, Joanna M	76,045	4.83%	79,721
Hey, Sheri A	76,045	4.83%	79,721
Zieman, Kristine E	76,045	4.83%	79,721
Indelli, Christine M	76,045	4.83%	79,721

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Pittman, David D	76,045	4.83%	79,721
Shears, Cody L	76,045	4.83%	79,721
Sprovieri, Alyssa	81,652	4.82%	85,591
Harris, Molly	81,652	4.82%	85,591
Dexter, Gretchen M	81,652	4.82%	85,591
Nameche, Mary L	81,652	4.82%	85,591
Cibils, Lynn M	92,577	4.82%	97,042
Cortes-Markle, Leslie N	92,577	4.82%	97,042
Pagano, Nichole B	92,577	4.82%	97,042
Serbinski, Michael J	92,577	4.82%	97,042
Specht, Anne S	92,577	4.82%	97,042
Ryan, Jason A	92,577	4.82%	97,042
Phillips-O'Neill, Corey S	92,577	4.82%	97,042
Conte-Russian, Leslie A	92,577	4.82%	97,042
Ganesan, Melody E	92,577	4.82%	97,042
Koretke, Sharon C	81,865	4.82%	85,809
Cardenas, Lisa M	81,865	4.82%	85,809
Lullo, James R	81,865	4.82%	85,809
Friendewey, Brad J	81,865	4.82%	85,809
Sanoshy, Thomas J	81,865	4.82%	85,809
Bergantino, Angela	81,865	4.82%	85,809
Micensky, Kathryn E	81,865	4.82%	85,809
West, Olga L	81,865	4.82%	85,809
Vanecek, Robert L	81,865	4.82%	85,809
Beck, Brittany C	81,865	4.82%	85,809
Howe, Renee M	81,865	4.82%	85,809
Stines, Melissa A	81,865	4.82%	85,809
Donohue, Patrick M	81,865	4.82%	85,809
Delgado, Michele	82,292	4.80%	86,246
Groves, Julietta J	82,292	4.80%	86,246
Pace, Melanie K	82,292	4.80%	86,246
Pantol, Karin M	82,292	4.80%	86,246
Pellegrini, Kimberly A	82,292	4.80%	86,246
Simon, Andrew R	82,292	4.80%	86,246
Skopec, Elizabeth C	82,292	4.80%	86,246
Loos, Courtney W	82,292	4.80%	86,246
Neubauer, Bradley J	82,292	4.80%	86,246
Johnson, Ashley A	82,292	4.80%	86,246
Leonard, Meredith J	82,292	4.80%	86,246
Billish, Renee L	93,500	4.80%	97,986
Stevens, Nicole L	93,500	4.80%	97,986
Graefen, Robin	93,500	4.80%	97,986
Staub, Lisa J	93,500	4.80%	97,986
Lehman, Hilary K	93,500	4.80%	97,986
Colbert, Matthew J	93,500	4.80%	97,986

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Cundiff, Jesse C	93,500	4.80%	97,986
Nolan, Gene A	93,500	4.80%	97,986
Buchanan, Caressa L	74,343	4.80%	77,908
Holba, Andrea L	74,413	4.79%	77,977
Miles, Shanta C	74,413	4.79%	77,977
Gohla, Alexandria A	74,413	4.79%	77,977
Turner, Sydney S	74,413	4.79%	77,977
Fors, Katie E	94,135	4.78%	98,639
Rosner, Jill M	94,135	4.78%	98,639
Barboza, Michelle	94,135	4.78%	98,639
Klein, Stephanie M	94,135	4.78%	98,639
Kedziora, Kimberly M	77,539	4.78%	81,243
Sterrett, Jane	77,539	4.78%	81,243
Nikkel, Joseph V	77,539	4.78%	81,243
Walter, Abby E	77,539	4.78%	81,243
Aukers, Jennifer L	77,539	4.78%	81,243
Arthurs, Christopher L	77,539	4.78%	81,243
Ryan, Rachel M	77,539	4.78%	81,243
Schaberger, Jenna R	77,539	4.78%	81,243
Helbig, Claire K	77,539	4.78%	81,243
Maita, Jennifer A	77,539	4.78%	81,243
Oeffling, Amy E	77,539	4.78%	81,243
McLeod, Joshua T	77,539	4.78%	81,243
Cravatta, Ashlee N	77,539	4.78%	81,243
Schweinberg, Michael G	77,539	4.78%	81,243
Waller, Katharine V	77,539	4.78%	81,243
Duffy, Patrick M	77,539	4.78%	81,243
McKenney, Rachael L	77,539	4.78%	81,243
Frye, Russell M	77,539	4.78%	81,243
Mazzaferro, Kristina M	83,498	4.77%	87,477
Gates, Alyssa K	83,498	4.77%	87,477
Jurkiw, Stephanie L	83,498	4.77%	87,477
Gabrielli, Georganne F	83,498	4.77%	87,477
Reicher, Melanie S	83,498	4.77%	87,477
Benters, Lauren V	83,498	4.77%	87,477
Kearney, Kaitlin K	83,498	4.77%	87,477
Dugger, Katherine A	83,498	4.77%	87,477
Shaw, Miranda A	78,244	4.76%	81,969
Pontow, Tiffanie H	78,244	4.76%	81,969
Hendrick, Brendan D	78,244	4.76%	81,969
Smith, Jennifer L	83,780	4.76%	87,766
Volpe, Ashley N	83,780	4.76%	87,766
Holman, Leah D	83,780	4.76%	87,766
Torne, Jaime C	83,780	4.76%	87,766
Highland, Cristina	83,780	4.76%	87,766

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Cotrano, Amber L	94,988	4.76%	99,505
Khan, Noor F	94,988	4.76%	99,505
Baumgartner, Andria R	94,988	4.76%	99,505
Heiden, Rebecca L	94,988	4.76%	99,505
Kurtz, Jamie L	78,249	4.75%	81,969
Kiszkowski, Lindsay A	78,249	4.75%	81,969
Shah, Brittanie M	78,249	4.75%	81,969
Conant, Elizabeth A	83,993	4.75%	87,985
Koenes, Ashlee N	83,993	4.75%	87,985
Blaskovitz, Jennifer A	83,993	4.75%	87,985
Zedrow, Patrick J	83,993	4.75%	87,985
Arndt, Jeffrey M	83,993	4.75%	87,985
Estes, Brandon	83,993	4.75%	87,985
Phillips, Tracy L	83,993	4.75%	87,985
Bornancin, Nathan A	83,993	4.75%	87,985
Janssen, Nicholas P	83,993	4.75%	87,985
Lundquist, Paige C	83,993	4.75%	87,985
Walters-Beach, Victoria A	83,993	4.75%	87,985
O'Leary, Kari A	83,993	4.75%	87,985
Seal, Karen L	83,993	4.75%	87,985
Herrera, Annette	83,993	4.75%	87,985
Chisausky, Gwendolyn E	83,993	4.75%	87,985
Todnem, Sarah N	83,993	4.75%	87,985
Ghiotto, Christina A	50,509	4.75%	52,909
Baldwin, Barry S	116,338	4.88%	122,019
Doman, Michael L	116,338	4.88%	122,019
Fertel, Traci M	116,338	4.88%	122,019
Hantak, Ryan J	116,338	4.88%	122,019
Horner, Brian G	116,338	4.88%	122,019
Kedziora, Jerry	116,338	4.88%	122,019
Kiefer, Margaret M	116,338	4.88%	122,019
McManis, Michael P	116,338	4.88%	122,019
Muehsler, Hans E	116,338	4.88%	122,019
Smith, Katherine R	116,338	4.88%	122,019
Stanley, Nadine N	116,338	4.88%	122,019
Yanke, Elizabeth L	116,338	4.88%	122,019
Andrade, Catherine O	116,338	4.88%	122,019
Kraftson, Anna E	116,338	4.88%	122,019
Johnson, Theresa B	116,338	4.88%	122,019
Borjas, Veronica	116,338	4.88%	122,019
Wilson, Ritu	84,421	4.74%	88,420
Ulreich, Michael	84,421	4.74%	88,420
Hall, Ryan L	84,421	4.74%	88,420
Casey, Edward J	84,421	4.74%	88,420
Klenner, Jamie A	84,421	4.74%	88,420

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Wood, Kyle J	84,421	4.74%	88,420
Striedl, Sue J	84,421	4.74%	88,420
Aguilar, Jesus M	84,421	4.74%	88,420
Volkening, Jo	84,421	4.74%	88,420
Jardine, Sonja M	84,421	4.74%	88,420
Munoz-Swaninger, Yenny	84,421	4.74%	88,420
Accardo, Jill R	84,421	4.74%	88,420
Yborra, Jessica A	84,421	4.74%	88,420
Mancuso, Rebecca L	95,912	4.73%	100,449
Widbin, Lisa A	95,912	4.73%	100,449
Kay, Janet L	95,912	4.73%	100,449
Morris, Debra S	95,912	4.73%	100,449
Albiniak, Sarah	95,912	4.73%	100,449
Young, Lisa A	95,912	4.73%	100,449
Romano, Claudia K	95,912	4.73%	100,449
Moore, Stephanie K	95,912	4.73%	100,449
Barr, Katherine M	96,552	4.71%	101,103
Todd, Amy L	96,552	4.71%	101,103
Hernandez, Monica M	96,552	4.71%	101,103
Oczki, Mary E	96,552	4.71%	101,103
Donahue, Nicole D	79,524	4.71%	83,270
Bratland, Mary P	79,524	4.71%	83,270
Arnold, Stephanie A	79,524	4.71%	83,270
Allison, Patricia	96,834	4.71%	101,391
Cunningham, Stacy J	96,834	4.71%	101,391
Richardson, Kristin N	96,834	4.71%	101,391
Vitale, Stephanie L	96,834	4.71%	101,391
Martin, Lee M	96,834	4.71%	101,391
Katsma, Ross W	96,834	4.71%	101,391
Pyzik, Amanda E	96,834	4.71%	101,391
Weinstein, Kate	85,626	4.70%	89,651
Glazik, Elizabeth A	85,626	4.70%	89,651
Gonzalez, Humberto	85,626	4.70%	89,651
Harper, Shannon M	85,626	4.70%	89,651
Giglio, Amanda L	85,626	4.70%	89,651
Hartwig, Jennifer S	85,626	4.70%	89,651
Malatia, Dawn M	85,626	4.70%	89,651
Mitev, Lisa B	85,626	4.70%	89,651
Smith, Shana L	85,909	4.69%	89,941
Kaisling, Kelly M	85,909	4.69%	89,941
Nix, Claudia G	85,909	4.69%	89,941
Schmitt, Emily B	85,909	4.69%	89,941
Hetrick, Jennifer L	85,909	4.69%	89,941
Clarke, Jennifer D	97,399	4.69%	101,969
Murray, Kevin M	97,399	4.69%	101,969

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Theisen, Melissa	97,399	4.69%	101,969
Wiencek, Lisa F	97,399	4.69%	101,969
O'Shea, Marc E	97,399	4.69%	101,969
Yanke, Jeffrey J	97,399	4.69%	101,969
Zamora, Beth	97,399	4.69%	101,969
Gordon, Kevin S	97,399	4.69%	101,969
Smirnov, Maya	97,399	4.69%	101,969
Almaraz, Yvette	97,399	4.69%	101,969
Stack, Steven J	80,234	4.69%	83,995
Johnson, Leah R	80,234	4.69%	83,995
Witt, Jennifer L	80,234	4.69%	83,995
Greenspan, Rachel E	80,234	4.69%	83,995
Chorney, Melissa B	80,234	4.69%	83,995
Oswald, Sydney M	80,234	4.69%	83,995
Clifford, Ryan T	86,191	4.68%	90,229
Bentel, Christina I	86,191	4.68%	90,229
Chenelle, Julia	86,191	4.68%	90,229
Williams, Sean A	86,191	4.68%	90,229
Markwell, Kelley A	86,191	4.68%	90,229
Irwin, Michelle M	51,789	4.67%	54,210
Wantland, Jacob M	51,789	4.67%	54,210
Waterman, Lisa E	51,789	4.67%	54,210
Amundsen, Karen M	86,549	4.67%	90,589
Goldstein, Dan J	86,549	4.67%	90,589
Havenaar, Nancy J	86,549	4.67%	90,589
Tomei, Melissa C	86,549	4.67%	90,589
Stokes, Karen L	86,549	4.67%	90,589
Duddy, Dianna F	86,549	4.67%	90,589
Albiniak, Michael J	98,323	4.67%	102,912
Wu, Ronnie	98,323	4.67%	102,912
Kinsella, Kelly A	98,323	4.67%	102,912
Kozlik, Ashley J	98,323	4.67%	102,912
Phelan, Howard V	98,323	4.67%	102,912
Schramer, Michelle L	98,323	4.67%	102,912
Goff, Donna R	98,323	4.67%	102,912
Wilko, Amber D	98,323	4.67%	102,912
Rattary, Valerie I	98,323	4.67%	102,912
Freeding, Erin L	98,323	4.67%	102,912
Schwartz, Erin M	52,210	4.66%	54,645
Noffke, John	81,508	4.66%	85,303
Becvar, Paul R	81,508	4.66%	85,303
Bartman, Amanda T	81,508	4.66%	85,303
Gottlieb, Catherine J	81,508	4.66%	85,303
Olenek, Colleen J	81,508	4.66%	85,303
Heinz, Jacquelyn B	81,508	4.66%	85,303

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Staff placement and salary reflected as of July, 2021

All salaries reflected as 1.0 FTE

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Hastings, Amy M	98,963	4.65%	103,566
Maschman, Aaron D	98,963	4.65%	103,566
Dunlap, Kari W	98,963	4.65%	103,566
Atiq, Jihan	99,245	4.64%	103,854
Miller, Christine A	99,245	4.64%	103,854
Denius, Lisha B	99,245	4.64%	103,854
Pearson, Michael D	99,245	4.64%	103,854
Stemm, Kimberly C	87,754	4.64%	91,826
Dempster, Allison R	87,754	4.64%	91,826
Zimmermann, Geoffrey B	87,754	4.64%	91,826
Positano, Michael L	87,754	4.64%	91,826
Valkanos, Christa A	87,754	4.64%	91,826
Ross, Lisa R	87,754	4.64%	91,826
Kimberley, Laura M	82,217	4.63%	86,027
Larson, Janell M	82,217	4.63%	86,027
Carlson, Timothy R	82,217	4.63%	86,027
Cantu, Joey	88,038	4.63%	92,114
Ramos, Vanessa A	88,038	4.63%	92,114
Rowzee, Mark V	88,038	4.63%	92,114
Madzinski, Michael E	88,038	4.63%	92,114
Brodeur, Rachel A	88,038	4.63%	92,114
Wehrli, Sharon	88,038	4.63%	92,114
Barker, Jacquelyn	88,038	4.63%	92,114
Porter, Dena L	88,038	4.63%	92,114
Hadad, Jorge	88,038	4.63%	92,114
Galaria, Azima H	88,038	4.63%	92,114
Eberly, Stacy L	88,038	4.63%	92,114
Sayler, Jessica M	55,619	4.63%	58,195
Correa, Elizabeth	55,619	4.63%	58,195
Bora, Katherine E	55,619	4.63%	58,195
Gardner, Stacie N	55,619	4.63%	58,195
Borgetti, Cayla M	55,619	4.63%	58,195
McKissic, Caryn M	55,619	4.63%	58,195
Zurales, Angela C	55,619	4.63%	58,195
Schindler, Teresa L	55,619	4.63%	58,195
Peters, Courtney G	88,175	4.63%	92,257
Verdier, Brenna R	88,175	4.63%	92,257
Benages, Kevin A	88,175	4.63%	92,257
Alltop, Jessica	88,175	4.63%	92,257
Majchrowski, Jason M	88,175	4.63%	92,257
Quinn, Anna T	88,175	4.63%	92,257
Smith, Ryan L	88,175	4.63%	92,257
Zamora, Veronica	88,175	4.63%	92,257
Colletti, Erin M	88,175	4.63%	92,257
Pate, Heather M	88,175	4.63%	92,257

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Sheridan, Nancy	82,217	4.63%	86,022
Kowalkowski, Kristen L	82,217	4.63%	86,022
Ortmann, Bridget P	82,217	4.63%	86,022
Glowacki, Jennifer A	82,217	4.63%	86,022
Ditch, Gregory D	82,217	4.63%	86,022
Malik, Sarah E	88,320	4.63%	92,405
Becker, Karen M	88,320	4.63%	92,405
Johns, Ashley R	88,320	4.63%	92,405
Knott, Julie A	106,623	4.76%	111,699
Cuny, Jamie C	53,063	4.62%	55,514
Nalefski, Kevin E	53,063	4.62%	55,514
Clark, Jodi A	53,063	4.62%	55,514
Gallagher, Kara K	100,734	4.61%	105,376
Zeller, Elaine P	100,734	4.61%	105,376
Ebervein, Beth K	100,734	4.61%	105,376
Sayles, Lauren C	53,489	4.60%	55,949
Carlson, Keith R	101,374	4.59%	106,030
Epstein, Nikole M	101,374	4.59%	106,030
Ceresa, Andaree C	101,374	4.59%	106,030
Meyers, Sarah K	101,374	4.59%	106,030
Gatenby, Griffin R	101,656	4.59%	106,317
Plackett, Jeffrey T	101,656	4.59%	106,317
Silder, Scott M	101,656	4.59%	106,317
Terada, Brent M	101,656	4.59%	106,317
Gamez, Annamaria	101,656	4.59%	106,317
Johnson, Jennifer M	101,656	4.59%	106,317
Greulik, Sharyl E	101,656	4.59%	106,317
Bock, Lindsey M	101,727	4.58%	106,389
Danbom, Jeff	101,727	4.58%	106,389
DeBora, Ryan J	101,727	4.58%	106,389
Dill, Marcellina A	101,727	4.58%	106,389
Miller, April	101,727	4.58%	106,389
Gorey, James M	101,727	4.58%	106,389
Gray, Alison L	101,727	4.58%	106,389
Gebbie, Lisa M	101,727	4.58%	106,389
Jarvis, Michael D	101,727	4.58%	106,389
LaFleur, Mari Anne	101,727	4.58%	106,389
Shin, Alison S	101,727	4.58%	106,389
Michael, Janna L	101,727	4.58%	106,389
Sullivan, Stephanie	101,727	4.58%	106,389
Morenus, Theresa	101,727	4.58%	106,389
O'Dowd, Brian T	101,727	4.58%	106,389
O'Malley, Stephen C	101,727	4.58%	106,389
McCann, Erika	101,727	4.58%	106,389
Urban, Jennifer L	101,727	4.58%	106,389

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Eclavea, Sarah A	101,727	4.58%	106,389
Smith, Linda W	101,727	4.58%	106,389
Stumpenhorst, Joshua D	101,727	4.58%	106,389
Chesters, Katherine R	101,727	4.58%	106,389
Reid, Jason T	101,727	4.58%	106,389
Vivian, Susan J	101,727	4.58%	106,389
Chiu, Piling E	101,727	4.58%	106,389
Dahlstrom, Brian D	101,727	4.58%	106,389
Brown, Steven J	56,963	4.58%	59,574
Skrbec, Caitlin R	56,963	4.58%	59,574
Siambekos, Rebecca M	56,963	4.58%	59,574
Vollstedt, Taylor R	56,963	4.58%	59,574
Henaghan, Kaitlyn M	56,963	4.58%	59,574
Olsen, Morgan E	56,963	4.58%	59,574
Fiedler, Emily M	56,963	4.58%	59,574
Canty, Araceli	56,963	4.58%	59,574
Dahn, Eric	89,883	4.58%	93,997
Barrett, Andrea R	89,883	4.58%	93,997
Goletz, Steven	89,883	4.58%	93,997
Buttera, Kari A	89,883	4.58%	93,997
Nolten, Jennifer E	84,202	4.57%	88,054
Murray, Molly R	84,202	4.57%	88,054
Wilkerson, Mary E	90,305	4.57%	94,432
Mitchell, Kyle	90,305	4.57%	94,432
Hopkins, Megan E	90,305	4.57%	94,432
Zwickert, Letitia M	90,305	4.57%	94,432
Bradley, Charles H	90,305	4.57%	94,432
Berg, Joanna M	90,305	4.57%	94,432
Mrozinski, Debrah H	90,305	4.57%	94,432
Stevenson, Lindsey S	90,305	4.57%	94,432
Vargas, Misael	90,305	4.57%	94,432
Arseneau, Allison P	90,305	4.57%	94,432
Morrow, Alexandra J	84,206	4.57%	88,054
Pardungkiattisak, Tanya	84,206	4.57%	88,054
Veronico, Lisa M	84,206	4.57%	88,054
LaPorte, Brian P	84,206	4.57%	88,054
Georgacopoulos, Angelo L	84,206	4.57%	88,054
Bran, Cynthia	84,206	4.57%	88,054
Graske, Sarah L	84,206	4.57%	88,054
Boesso, Kiersten L	54,339	4.57%	56,821
Weis, Mallory A	54,339	4.57%	56,821
Filer, Christine L	54,339	4.57%	56,821
Horan, Matthew	90,449	4.57%	94,579
Sabo, Robert A	90,449	4.57%	94,579
Poro, Gerald M	90,449	4.57%	94,579

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Rubo, Justin R	57,321	4.56%	59,932
Stock, Sarah C	57,321	4.56%	59,932
Carrico, Shannon C	57,321	4.56%	59,932
Lombardo, Marissa C	57,321	4.56%	59,932
Schreiner, Mei-lin E	54,765	4.54%	57,252
Kinn, Terrence P	104,067	4.53%	108,781
Pignatelli, Jamie D	104,067	4.53%	108,781
Platt, Robert D	104,067	4.53%	108,781
Weigand, Jennifer M	104,067	4.53%	108,781
Anderson, Kristen C	104,067	4.53%	108,781
Loehmann, Laura L	104,067	4.53%	108,781
Hafer, Megan	104,067	4.53%	108,781
Ameri, Charity A	104,138	4.53%	108,853
Lafferty, Crystal L	104,138	4.53%	108,853
Kane, Christen	104,138	4.53%	108,853
Mueller, Tricia L	104,138	4.53%	108,853
Ewanic, Lauren A	104,138	4.53%	108,853
Nikkel, Breanne M	104,138	4.53%	108,853
Falk, Joshua R	104,138	4.53%	108,853
Kennel, Betty J	104,138	4.53%	108,853
Korntheuer, Stephanie S	104,138	4.53%	108,853
Pitts, Michelle E	104,138	4.53%	108,853
Liszka, David J	104,138	4.53%	108,853
Rizzo, Jannette K	104,138	4.53%	108,853
Contois, Amy R	104,138	4.53%	108,853
Rzepka, Nicole M	104,138	4.53%	108,853
Guimon-Warren, Maura E	104,138	4.53%	108,853
Bentley, Jeromy T	104,138	4.53%	108,853
LeRoy, Erin P	104,138	4.53%	108,853
Krenek, Kathleen J	104,138	4.53%	108,853
Konrad, Natasha D	104,138	4.53%	108,853
Girard, Erika L	104,138	4.53%	108,853
Cremins, Connie A	104,138	4.53%	108,853
Campbell, Kristine L	104,138	4.53%	108,853
Blanco, Colleen M	104,138	4.53%	108,853
DeAngelis, Kathryn	104,138	4.53%	108,853
Geraghty, Katherine	92,008	4.52%	96,170
Silvestri, Anthony	92,008	4.52%	96,170
Ashton, Cary D	92,008	4.52%	96,170
Searcy, Kathryn J	92,008	4.52%	96,170
Park, Susan M	92,008	4.52%	96,170
Folley, Corie E	92,008	4.52%	96,170
Mitchell, Meredith A	92,434	4.51%	96,606
Wilson, Michael T	92,434	4.51%	96,606
Adams, Kyle	92,434	4.51%	96,606

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Crannell, Cara	92,434	4.51%	96,606
Robbins, Suzanna S	92,434	4.51%	96,606
Schmit, Geoffrey C	92,434	4.51%	96,606
Franta, Jennie F	92,434	4.51%	96,606
Okarma, Jennifer L	92,434	4.51%	96,606
Bert, Amanda E	92,434	4.51%	96,606
Vinton, Stephanie M	92,434	4.51%	96,606
Szopinski, Samantha J	92,434	4.51%	96,606
Guerrero, Maribel	92,434	4.51%	96,606
Meehan-Browning, Erin E	92,434	4.51%	96,606
Stumpf, Catherine A	92,434	4.51%	96,606
Barrick, Sara L	92,434	4.51%	96,606
Seyring, Erin O	86,191	4.51%	90,081
Gallagher, Stephanie A	86,191	4.51%	90,081
Dawson, Lauren K	86,191	4.51%	90,081
Colletti, Anthony N	86,191	4.51%	90,081
Folsom, Nicole C	86,191	4.51%	90,081
Glasby, Colleen M	58,664	4.51%	61,312
Miller, Mary Z	58,664	4.51%	61,312
McIntosh, Justin D	58,664	4.51%	61,312
Watson, Barbara J	92,577	4.51%	96,753
Sanford, Tobey	92,577	4.51%	96,753
Schild, Heather L	92,577	4.51%	96,753
Gafrick, Fred S	92,577	4.51%	96,753
Louis, Jennifer A	92,577	4.51%	96,753
Liace, Margaret K	92,577	4.51%	96,753
Saar, Kristy L	92,577	4.51%	96,753
Dreisbach, Kimberly R	92,577	4.51%	96,753
Jessen, Karl A	56,040	4.50%	58,560
Lugiai, Robert S	56,040	4.50%	58,560
Smid, Alexander J	56,040	4.50%	58,560
Zehnal, Madeline R	56,040	4.50%	58,560
Malzone, Alyssa A	56,040	4.50%	58,560
Keuer, Leslie A	106,549	4.47%	111,316
Barth, Amy M	106,549	4.47%	111,316
Trowbridge, Kathryn S	106,549	4.47%	111,316
Brown, Timothy P	106,549	4.47%	111,316
Diorio, Rebecca L	106,549	4.47%	111,316
Groom, Renae D	106,549	4.47%	111,316
Meluch, Darla K	106,549	4.47%	111,316
Plackett, Megan A	106,549	4.47%	111,316
Lukawski, Kimberly	106,549	4.47%	111,316
Toczykowski, Sandy	106,549	4.47%	111,316
Gilbert, Sara M	106,549	4.47%	111,316
Vandenbergh, Elida J	106,549	4.47%	111,316

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Shambo, Ryan T	106,549	4.47%	111,316
Talaga, Kelly J	106,549	4.47%	111,316
Danbom, Deborah	106,549	4.47%	111,316
Manganello, Karyn E	106,549	4.47%	111,316
Warren, Maria A	106,549	4.47%	111,316
Biskup, Jamie L	106,549	4.47%	111,316
Damery, Brian K	106,549	4.47%	111,316
Spragg, Mary F	106,549	4.47%	111,316
O'Brien-Wolf, Jamie L	106,549	4.47%	111,316
Florence, Mark A	106,549	4.47%	111,316
Hervey, Jennifer M	106,549	4.47%	111,316
Velazquez, Gabriela D	106,549	4.47%	111,316
Casey, Candace F	94,562	4.46%	98,780
Richardson, Kristen A	94,562	4.46%	98,780
Howley, Gina A	94,562	4.46%	98,780
Chiappetta, James	94,562	4.46%	98,780
Newcomb, Sara	94,562	4.46%	98,780
Griffith, Crystal L	94,562	4.46%	98,780
Liszka, Emily A	94,562	4.46%	98,780
Lago, Nicholas	94,562	4.46%	98,780
Leo, Caitlin A	94,562	4.46%	98,780
Murphy, Andrea M	94,562	4.46%	98,780
Girup, Kyle J	94,562	4.46%	98,780
Oskroba, Melissa K	94,562	4.46%	98,780
Arnold, Lisette M	94,562	4.46%	98,780
Shammas, Noor Z	94,562	4.46%	98,780
Lulic, McKenna R	94,562	4.46%	98,780
Miller, Derek J	94,562	4.46%	98,780
Barbino, Eleanor	94,705	4.46%	98,928
Warriner, Christine D	94,705	4.46%	98,928
Martin, Leann D	94,705	4.46%	98,928
Mitchell, Amy A	94,705	4.46%	98,928
McGroarty, Kelly K	94,705	4.46%	98,928
Sjordal, Lisa S	94,705	4.46%	98,928
Degraff, Tricia M	96,690	4.41%	100,954
Aspan, Stephanie A	96,690	4.41%	100,954
Gebbie, Thomas J	96,690	4.41%	100,954
Kaisling, Eric R	96,690	4.41%	100,954
Konrad, Michelle E	96,690	4.41%	100,954
Figi, Nicole M	96,690	4.41%	100,954
McManis, Melisa	96,690	4.41%	100,954
Ramsay, Anne	96,690	4.41%	100,954
Smith, Debra L	96,690	4.41%	100,954
Widlacki, Ann M	96,690	4.41%	100,954
Pan, Yvonne Y	96,690	4.41%	100,954

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Berkley, Ross P	96,690	4.41%	100,954
Getting, Creighton L	96,690	4.41%	100,954
Thomson, Tracy S	96,690	4.41%	100,954
Heslinga, Heidi L	96,690	4.41%	100,954
Reitz, Hazel E	96,690	4.41%	100,954
Walsh, Katrina E	96,690	4.41%	100,954
Martinez, Jeanette E	96,690	4.41%	100,954
Bennett, Linda	96,690	4.41%	100,954
Rayborn, Lauren M	96,690	4.41%	100,954
John, Jessica L	96,690	4.41%	100,954
Volling, Sandra E	96,690	4.41%	100,954
Park, Janet S	96,690	4.41%	100,954
Boyens, Kathryn M	96,690	4.41%	100,954
Suman, Meghan O	96,690	4.41%	100,954
Nave Stawasz, Rosemary L	96,690	4.41%	100,954
Pusateri, Kathleen M	49,616	3.92%	51,559
Donahue, Emma M	49,616	3.92%	51,559
Kinder, Alexandria E	49,616	3.92%	51,559
Dille, Nathanael J	49,616	3.92%	51,559
Ciesla, Rebecca C	49,616	3.92%	51,559
Herron, Samantha L	49,616	3.92%	51,559
Maveus, Tyler J	49,616	3.92%	51,559
Croci, Lucas M	49,616	3.92%	51,559
Nunez, Yazmin	49,616	3.92%	51,559
Betthausser, Jennifer C	49,616	3.92%	51,559
Schaefer, Maria L	49,616	3.92%	51,559
Hernandez, Naneth	49,616	3.92%	51,559
Rohl, Nicholas R	49,616	3.92%	51,559
Rutkowski, Kayla M	49,616	3.92%	51,559
Estvander, Alyssa M	49,616	3.92%	51,559
Dolph, Margaret C	49,616	3.92%	51,559
Funk, Stacey E	49,616	3.92%	51,559
Rogalski, Cameron M	49,616	3.92%	51,559
Der, Tara C	49,616	3.92%	51,559
Nudera, Catherine E	49,616	3.92%	51,559
Wittstock, Kimberly J	49,616	3.92%	51,559
Hill, Rachel A	49,616	3.92%	51,559
Medlock, Elijah P	49,616	3.92%	51,559
Roth, Luke W	50,468	3.88%	52,427
Caldwell, Kelsey N	50,468	3.88%	52,427
Burns, Liza P	50,468	3.88%	52,427
Arnot, Sandra N	50,468	3.88%	52,427
Monyek, Haleigh K	50,468	3.88%	52,427
Doran, Liam J	50,468	3.88%	52,427
Morrison, Alexis K	50,468	3.88%	52,427

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Kolbe, Jacob S	50,468	3.88%	52,427
McCauley, Stephanie A	50,468	3.88%	52,427
Wisinski, Courtney S	50,468	3.88%	52,427
Moss, Nolan H	50,468	3.88%	52,427
Zoephel, Brenna E	50,468	3.88%	52,427
McGuire, Christina M	50,468	3.88%	52,427
Borre, Richard J	50,468	3.88%	52,427
McNamara, Kelly M	50,468	3.88%	52,427
Ross, Rodney E	50,468	3.88%	52,427
Pilmer, Matthew F	50,468	3.88%	52,427
Eriksen, Anna J	50,468	3.88%	52,427
Bhatia, Shraya A	50,468	3.88%	52,427
Chmielewski, Hanna R	50,468	3.88%	52,427
McNeill, Trista J	50,468	3.88%	52,427
Kirk, Brett E	51,318	3.86%	53,299
Jensen, Andrew J	51,318	3.86%	53,299
Klimczak, Caila L	51,318	3.86%	53,299
Fansler, Lindsey N	51,318	3.86%	53,299
Kielminski, Katie D	51,318	3.86%	53,299
Brodette, Elizabeth J	51,318	3.86%	53,299
Brown, Alexis N	51,318	3.86%	53,299
Fabbri, Allison P	51,318	3.86%	53,299
Willis, Kendall J	51,318	3.86%	53,299
Dumler, Sarah E	51,318	3.86%	53,299
Zeeb, Abigail L	51,318	3.86%	53,299
Dunlap, Remi E	51,318	3.86%	53,299
Cosgrove, Megan M	51,318	3.86%	53,299
Stanford, Kelli C	51,318	3.86%	53,299
Forrest, Megan M	51,318	3.86%	53,299
Stevens, Casandra M	51,318	3.86%	53,299
Laxton, Joan M	51,318	3.86%	53,299
Taamallah, Nisrine E	51,318	3.86%	53,299
Cooper, Megan J	51,318	3.86%	53,299
Miller, Jeffrey W	52,171	3.82%	54,164
McMahon, Ashley R	52,171	3.82%	54,164
Hoffmann, Jennifer A	52,171	3.82%	54,164
Witort, Teresa J	52,171	3.82%	54,164
Gargano, Alexandra N	52,171	3.82%	54,164
White, Colin T	52,171	3.82%	54,164
Carnrike, Amanda M	52,171	3.82%	54,164
Curtis, Hannah N	52,171	3.82%	54,164
MacDuff, Lauren A	52,171	3.82%	54,164
Rusenas, Viktor A	52,171	3.82%	54,164
Gilbert, Amy C	52,171	3.82%	54,164
Cherry, Samantha C	52,171	3.82%	54,164

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Staff placement and salary reflected as of July, 2021

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Dwyer, Mya C	52,171	3.82%	54,164
Kwon, Hye Won	52,171	3.82%	54,164
Roy, Madelynn J	52,171	3.82%	54,164
Wilson, Morgan E	52,171	3.82%	54,164
Paulson, Grace C	52,171	3.82%	54,164
Furgason, Kristen F	52,171	3.82%	54,164
Weston, Marie A	52,171	3.82%	54,164
Dugdale, Dylan A	52,171	3.82%	54,164
Stephanides, Nina K	52,171	3.82%	54,164
Krzak, Jennifer E	52,171	3.82%	54,164
Krzak, Eric M	52,171	3.82%	54,164
Lueken, Sara E	103,146	3.95%	107,219
Reich, Jane E	103,146	3.95%	107,219
Stebnicki, Lisa L	103,146	3.95%	107,219
Whildin, Thaddeus M	103,146	3.95%	107,219
Anderson, Stacy J	103,146	3.95%	107,219
Edge, Becky J	103,146	3.95%	107,219
Salerno, Patrice M	53,018	3.81%	55,037
Allen, Samantha A	53,018	3.81%	55,037
Blonn, Kathleen P	53,018	3.81%	55,037
Curry, Macey J	53,018	3.81%	55,037
Kelly, Bridget K	53,018	3.81%	55,037
Huston, Lisa M	53,018	3.81%	55,037
Mildice, Lauren A	53,018	3.81%	55,037
Marshall, Morgan K	53,018	3.81%	55,037
Sneyd, Sara J	53,018	3.81%	55,037
Jones, Nicole E	53,018	3.81%	55,037
Carrillo, Lilliana	53,018	3.81%	55,037
Wood, Michala M	53,018	3.81%	55,037
Cain, Kimberly A	53,018	3.81%	55,037
Cavlovic, Amy K	113,857	3.40%	117,732
Frost, Sandra L	113,857	3.40%	117,732
Gerwig, Matthew R	113,857	3.40%	117,732
Henricksen, Heather L	113,857	3.40%	117,732
Metoyer, Jennifer A	113,857	3.40%	117,732
Atseff, Laura E	113,857	3.40%	117,732
Matas, Janell R	113,857	3.40%	117,732
Mougette, Jessie L	113,857	3.40%	117,732
Robertson, Ann A	113,857	3.40%	117,732
Richards, Tracy K	113,857	3.40%	117,732
Curley, Michael E	72,820	3.21%	75,155
Conner, Phoebe C	72,820	3.21%	75,155
Ma, Anna	72,820	3.21%	75,155
Charvat, Stephanie M	72,820	3.21%	75,155
Ralph, Lauren N	72,820	3.21%	75,155

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Budzon, Gabrielle A	72,820	3.21%	75,155
Heffernan, Christopher P	111,163	3.32%	114,849
Nesci, Deanna L	111,163	3.32%	114,849
Quaid, Kevin M	111,163	3.32%	114,849
Abbott, Jean M	122,019	2.75%	125,375
Auld, Thomas W	122,019	2.75%	125,375
Bell, Elizabeth A	122,019	2.75%	125,375
Bilardello, John M	122,019	2.75%	125,375
Brady, Lori A	122,019	2.75%	125,375
Brindle, Kristin M	122,019	2.75%	125,375
Buckley, Michael D	122,019	2.75%	125,375
Burke, Jeffrey J	122,019	2.75%	125,375
Cabrera, Karen R	122,019	2.75%	125,375
Cannon-Ruffo, Colleen	122,019	2.75%	125,375
Carroll, David L	122,019	2.75%	125,375
Catalano, Lisa G	122,019	2.75%	125,375
Churchill, Keri L	122,019	2.75%	125,375
Clark, Lorraine M	122,019	2.75%	125,375
Connell, Lisa R	122,019	2.75%	125,375
Dalton, Lisa A	122,019	2.75%	125,375
Davis, David D	122,019	2.75%	125,375
Davis, Karyn	122,019	2.75%	125,375
Dethrow, Matthew W	122,019	2.75%	125,375
Dohm, Tina S	122,019	2.75%	125,375
Dore, Judith A	122,019	2.75%	125,375
Dycus, Jason W	122,019	2.75%	125,375
Ellberg, Michael W	122,019	2.75%	125,375
Eysturlid, Erica J	122,019	2.75%	125,375
Farrell, Kathleen M	122,019	2.75%	125,375
Farrell, Kevin J	122,019	2.75%	125,375
Fedderly, Kathleen R	122,019	2.75%	125,375
Flack, Suzy J	122,019	2.75%	125,375
Gardner, Lisa M	122,019	2.75%	125,375
Galdikas, Sara J	122,019	2.75%	125,375
Gamboa, Ignacio	122,019	2.75%	125,375
Gasser, Kathleen E	122,019	2.75%	125,375
Gedz, Susan G	122,019	2.75%	125,375
Greenfield, Jennie J	122,019	2.75%	125,375
Hannan, Karen S	122,019	2.75%	125,375
Havenaar, Jay J	122,019	2.75%	125,375
Heinson, Denise A	122,019	2.75%	125,375
Henz, Lynn A	122,019	2.75%	125,375
Herrmann, Beth Ann	122,019	2.75%	125,375
Hodonicky, Jennifer L	122,019	2.75%	125,375
Holmberg, Todd A	122,019	2.75%	125,375

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Horwath, Rebecca A	122,019	2.75%	125,375
Reed, Kristyn M	122,019	2.75%	125,375
Hunt, Robin R	122,019	2.75%	125,375
Iverson, Laura B	122,019	2.75%	125,375
Jansen, Jennifer K	122,019	2.75%	125,375
Johnson, Brian G	122,019	2.75%	125,375
Joyce, Edward A	122,019	2.75%	125,375
Kainrath, Kristen N	122,019	2.75%	125,375
Kane, Timothy T	122,019	2.75%	125,375
Kessler, Brian	122,019	2.75%	125,375
Klein-Collins, John J	122,019	2.75%	125,375
Konrad, Jay C	122,019	2.75%	125,375
Kramer, Peter J	122,019	2.75%	125,375
Labedz, Karen L	122,019	2.75%	125,375
Larucci, Frank V	122,019	2.75%	125,375
Madden, Jennifer S	122,019	2.75%	125,375
Madden, Timothy A	122,019	2.75%	125,375
McGrath, Thomas D	122,019	2.75%	125,375
McNeeley, Pamela L	122,019	2.75%	125,375
McWhirter, Andrew R	122,019	2.75%	125,375
Miller, Scott A	122,019	2.75%	125,375
Miller-Bucholz, Danis D	122,019	2.75%	125,375
Moore, Elizabeth T	122,019	2.75%	125,375
Moreau, Angela S	122,019	2.75%	125,375
Most, Karen L	122,019	2.75%	125,375
Myers, John C	122,019	2.75%	125,375
Nauman, Jean M	122,019	2.75%	125,375
Nekolny, Jennifer	122,019	2.75%	125,375
Nudera, Beth C	122,019	2.75%	125,375
Nudera, Jeffrey A	122,019	2.75%	125,375
Paladino, Cheryl N	122,019	2.75%	125,375
Pankow, Suzanne R	122,019	2.75%	125,375
Peller, Jeffrey J	122,019	2.75%	125,375
Pisarski, Tracey L	122,019	2.75%	125,375
Porter, Robert D	122,019	2.75%	125,375
Racey, David J	122,019	2.75%	125,375
Rader, Lori F	122,019	2.75%	125,375
Reagan, Kristine M	122,019	2.75%	125,375
Rester, Christopher A	122,019	2.75%	125,375
Tilt, Cindy M	122,019	2.75%	125,375
Cummings, Debra S	122,019	2.75%	125,375
Roesler, Mary Jane	122,019	2.75%	125,375
Rogers, Jennifer T	122,019	2.75%	125,375
Curless, Victoria M	122,019	2.75%	125,375
Roucka, Mark P	122,019	2.75%	125,375

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Salentine, William S	122,019	2.75%	125,375
Sardone, Jennifer L	122,019	2.75%	125,375
Schatz, Kimberly A	122,019	2.75%	125,375
Schoengrund, Kathleen S	122,019	2.75%	125,375
Scott, Allan C	122,019	2.75%	125,375
Seubold, Pamela J	122,019	2.75%	125,375
Skarr, Mark J	122,019	2.75%	125,375
Sladkey, David U	122,019	2.75%	125,375
Smith, Randall S	122,019	2.75%	125,375
Sniadecki, Matthew R	122,019	2.75%	125,375
Sommerville, Janet E	122,019	2.75%	125,375
Sundstrom, Amanda J	122,019	2.75%	125,375
Thompson, Brett A	122,019	2.75%	125,375
Watson, Edgar	122,019	2.75%	125,375
Johnson, Theresa J	122,019	2.75%	125,375
White, Allison K	122,019	2.75%	125,375
Williams, Robert E	122,019	2.75%	125,375
Winiecki, Adam M	122,019	2.75%	125,375
Wisinski, Lisa M	122,019	2.75%	125,375
Wood, Cynthia L	122,019	2.75%	125,375
Wukitsch, Lisa S	122,019	2.75%	125,375
Rampy, Susan K	122,019	2.75%	125,375
Kalat, Angelica L	122,019	2.75%	125,375
Seguino, Katherine M	122,019	2.75%	125,375
Bell, Christine L	122,019	2.75%	125,375
Sniadecki, Patricia A	122,019	2.75%	125,375
Tan Torres, Alma L	122,019	2.75%	125,375
Andrees, Lynn A	122,019	2.75%	125,375
Ortiz, Michael E	122,019	2.75%	125,375
Ryan, Jill	122,019	2.75%	125,375
Leonardo, Katherine P	122,019	2.75%	125,375
Rembrecht, Jennifer A	122,019	2.75%	125,375
Saucedo, Leticia T	122,019	2.75%	125,375
Cruz-Manrique, Diana E	122,019	2.75%	125,375
Newell, Laura	122,019	2.75%	125,375
Anderson, Maura B	122,019	2.75%	125,375
Alonso, Janet L	122,019	2.75%	125,375
Considine, Traci L	114,849	2.75%	118,007
Hegranes, Victoria L	114,849	2.75%	118,007
Iverson, Dan G	114,849	2.75%	118,007
Rivera, Melana A	114,849	2.75%	118,007
Rivera, Irisbelsy	114,849	2.75%	118,007
Robinson, Sheryl L	114,849	2.75%	118,007
Shumate, Dena M	114,849	2.75%	118,007
Arizaga, Sylvia L	114,849	2.75%	118,007

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Fleck, Amanda C	114,849	2.75%	118,007
Ekis, Christine M	114,849	2.75%	118,007
Benyo, Christopher A	122,228	2.75%	125,589
Giese, Terry E	122,228	2.75%	125,589
Wills, Curtis R	122,228	2.75%	125,589
Crockett, Jeanine M	123,104	2.75%	126,489
Nussbaum, Andrew J	123,104	2.75%	126,489
Schmidt, Jayne A	123,104	2.75%	126,489
Champion, Thomas W	117,732	2.75%	120,970
Chidley, Carin S	117,732	2.75%	120,970
Engler, Tami R	117,732	2.75%	120,970
Hayman, Christine A	117,732	2.75%	120,970
Hoff, Charles J	117,732	2.75%	120,970
Hollander, David L	117,732	2.75%	120,970
Johnson, Timothy A	117,732	2.75%	120,970
Kreiling, Janelle L	117,732	2.75%	120,970
Nicoski, Cheryl A	117,732	2.75%	120,970
Benyo, Jacqueline	117,732	2.75%	120,970
Sacher, Robert E	117,732	2.75%	120,970
Fiduccia, Rose Marie	117,732	2.75%	120,970
Tarson, Susan L	117,732	2.75%	120,970
Mitchler, Deborah L	117,732	2.75%	120,970
Wheeler, Dawn T	117,732	2.75%	120,970
Wilks, Tracy M	117,732	2.75%	120,970
Williams, Tana L	117,732	2.75%	120,970
Denny-Northrup, Rochelle M	117,732	2.75%	120,970
Barry, Kathleen	117,732	2.75%	120,970
Stec, Ann M	117,732	2.75%	120,970
Papafotopoulos, Tiffany	117,732	2.75%	120,970
Day, Christine M	111,699	2.75%	114,771
Hayward, John M	111,699	2.75%	114,771
Madsen, David J	111,699	2.75%	114,771
Matteson, Angela J	111,699	2.75%	114,771
Gamboa, Tracey A	111,699	2.75%	114,771
Reeves, Michelle	111,699	2.75%	114,771
Roy, Christine M	111,699	2.75%	114,771
Stanicek, Christian F	111,699	2.75%	114,771
Sturgeon, Juliann M	111,699	2.75%	114,771
Wright, John O	111,699	2.75%	114,771
Bukusi, Wanjugu W	111,699	2.75%	114,771
Lehmann, Donna	111,699	2.75%	114,771
Bochenski, Michael A	107,219	2.75%	110,168
Fiore, John B	107,219	2.75%	110,168
Howard, Corbett W	107,219	2.75%	110,168
Loan, Jane A	107,219	2.75%	110,168

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EMPLOYEE	2020-21 Salary	2021-22 % Increase	2021-22 Salary
Mulholland, Virginia C	107,219	2.75%	110,168
Olson, Diane M	107,219	2.75%	110,168
Polites, James W	107,219	2.75%	110,168
Reilly, Marybeth	107,219	2.75%	110,168
Tomek-Erdman, Anne Marie	107,219	2.75%	110,168
Warren, Laura L	107,219	2.75%	110,168
McCormick, Rosa X	107,219	2.75%	110,168
Riddle, Jason E	107,219	2.75%	110,168
Atwater, Susan L	55,291	2.16%	56,486
Pradel, Anne M	55,291	2.16%	56,486
Dickerson, Amy M	55,291	2.16%	56,486
Dostal, Laura J	55,291	2.16%	56,486
Jacobucci, Jillian M	55,291	2.16%	56,486
Serchuk, Melisa F	55,291	2.16%	56,486
Mielcarz, Kelly S	55,291	2.16%	56,486
Rivera, Kelly N	55,291	2.16%	56,486
Getzin, Shelby B	55,291	2.16%	56,486
Smith, Joan E	55,291	2.16%	56,486
Brunski, Marti A	55,291	2.16%	56,486
Golz, Hannah C	55,291	2.16%	56,486
Yager, Angela S	55,291	2.16%	56,486
Indelicato, Kelsey M	55,291	2.16%	56,486
Blazek, Adam R	55,291	2.16%	56,486
Splendoria, Suzanne	86,123	2.16%	87,985
Campise, Gino	86,123	2.16%	87,985
Canty, Karen	86,123	2.16%	87,985
Cole, John S	86,123	2.16%	87,985
Duncan, Neil M	86,123	2.16%	87,985
Alberts, Sarah I	86,123	2.16%	87,985
Gresk, Matthew W	86,123	2.16%	87,985
Christenson, Lynette P	86,123	2.16%	87,985
Higgins, Carol M	86,123	2.16%	87,985
Jankowski, Melissa M	86,123	2.16%	87,985
Kirincich, Ann M	86,123	2.16%	87,985
Munro, Denise D	86,123	2.16%	87,985
Oberbeck, Jennifer A	86,123	2.16%	87,985
Pajor, Jacquelyn A	86,123	2.16%	87,985
Hagenbaumer, Kristina J	86,123	2.16%	87,985
Dinon, Lisa M	86,123	2.16%	87,985
Jachim, Kimberly E	86,123	2.16%	87,985
Petrovic, Julie A	86,123	2.16%	87,985
Shaner, Amber C	86,123	2.16%	87,985
Van Harlingen, Jeffrey A	86,123	2.16%	87,985
Eilers, Connie J	86,123	2.16%	87,985
Weigel, John P	86,123	2.16%	87,985

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Williams, Greta C	86,123	2.16%	87,985
Winborne, Kerry A	86,123	2.16%	87,985
Furbee, Traci C	86,123	2.16%	87,985
Norgaard, Jennifer R	86,123	2.16%	87,985
Reible, Jennifer	86,123	2.16%	87,985
Hanley, Lynne E	86,123	2.16%	87,985
South, Sarah N	86,123	2.16%	87,985
Jacobs, Paulina R	86,123	2.16%	87,985
Valaitis, Emily R	86,123	2.16%	87,985
Liabo, Kathryn J	86,123	2.16%	87,985
Bontkowski, Holly A	86,123	2.16%	87,985
Englishharden, Angela B	86,123	2.16%	87,985
Sturgeon, Jeffrey M	86,123	2.16%	87,985
Bornancin, Rachel F	86,123	2.16%	87,985
Cabrera, Jennifer J	86,123	2.16%	87,985
Vine, Joanne	97,470	2.16%	99,577
Burke, Kimberly	61,007	2.16%	62,326
Piraino, Laura A	58,313	2.16%	59,574
Parks, Katelyn	58,313	2.16%	59,574
Haack, Katelyn J	58,313	2.16%	59,574
Noffke, Jaime N	58,313	2.16%	59,574
Stablein, Erin M	58,313	2.16%	59,574
Shabel, Elizabeth A	58,313	2.16%	59,574
Bennington, Ann T	58,313	2.16%	59,574
Rzeszutko, Todd J	58,313	2.16%	59,574
Ingram, Dawn D	58,313	2.16%	59,574
Hall, Eileen M	58,313	2.16%	59,574
Casey, Kathleen M	58,313	2.16%	59,574
Werve, Christopher P	58,313	2.16%	59,574
Vicicondi, Nina V	58,313	2.16%	59,574
Anderson, Noel K	104,277	2.16%	106,531
Hamann, Robert C	104,277	2.16%	106,531
Hayes, Kevin T	104,277	2.16%	106,531
Meehan, Kevin R	104,277	2.16%	106,531
Schmecht, Diane M	104,277	2.16%	106,531
Olisar, Noreen	67,750	2.16%	69,215
Kim, Jong Ho	67,750	2.16%	69,215
Grier, Lindsay A	67,750	2.16%	69,215
Hayes, Julie T	60,014	2.16%	61,312
Peterson, Brian J	60,014	2.16%	61,312
Cone, Eva	60,014	2.16%	61,312
Sass, Heidi S	60,014	2.16%	61,312
Berghoff, Kayla M	60,014	2.16%	61,312
Padgett, Gregory S	60,014	2.16%	61,312
Mask, Carrie A	60,014	2.16%	61,312

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Kralovic, Michael D	60,014	2.16%	61,312
Jaime, Olivia C	60,014	2.16%	61,312
Hansen, Adam M	60,014	2.16%	61,312
Harris, Samantha L	60,014	2.16%	61,312
Quinn, Kelly C	65,669	2.16%	67,089

Board Package Proposal

Compensation

Combined Step and Base:

Contract Year	Base Increase	Combined Step and Base
2021-2022	1.38% (60% CPI)	3.51%
2022-2023	0.84% (60% CPI)	2.85%
2023-2024	55% CPI**	3.09% (original estimate of CPI of 2%)** 4.37% (year to date actual CPI of 4.3%)**
2024-2025	55% CPI**	TBD

** CPI according to the Property Tax Extension Limitation Law CPI as reported by the Illinois Department of Revenue for December of the applicable year identified in the chart below.

Calendar Year CPI for 2019: (2.3%)	FY 2021-22 Salary Schedule
Calendar Year CPI for 2020: (1.4%)	FY 2022-23 Salary Schedule
Calendar Year CPI for 2021 (TBD)	FY 2023-24 Salary Schedule
Calendar Year CPI for 2022 (TBD)	FY 2024-25 Salary Schedule

Step 22 and Step 23

- Teachers on Step 22 during the 2020-2021 school year move to Step 23 (increase of 100% CPI from Step 22) for year 1 (2.3% increase). Step 22 is held flat from its current value in year 1 to help offset the ski slope.
- After year 1, any teacher on Step 23 in the previous year will receive an additional annual longevity of up to \$900 but no more than 100% CPI** for each year worked that is added to the salary on Step 23.

Section 6.6 (Hospitalization, Major Medical and Dental Insurance)

- Maintain premium cost at 85% employer contribution and 15% employee contribution.

Section 6.14(A) (Retirement and Retirement Insurance Coverage)

- Maintain (maximum of \$48,000 or for the actual premiums for up to ten (10) years immediately subsequent to retirement) with only the following revisions:

A. Teacher Retirement Insurance Program (TRIP). An employee who, after twelve (12) years (full-time equivalent) service to the District, retires to receive a retirement annuity from the Illinois Teachers' Retirement System (TRS) under the regular retirement option and who has participated in the District's medical,

hospital, and dental insurance plans for at least the nine ~~and one half~~ (9.5) years immediately prior to retirement, shall be reimbursed, upon verification of such payments by the Board. This amount shall be paid up to a maximum of \$48,000 or for the actual premiums for up to ten (10) years immediately subsequent to retirement, whichever shall first occur, for premiums paid for participation in the TRS health insurance program (or for the Retirement System's Medicare supplement program, if the employee is eligible for that program upon retirement or becomes eligible during the specified period) and for participation in the District's group dental insurance program. The reimbursement shall be for individual or dependent coverage, dependent upon whichever coverage was in effect for that employee in the 9.5 years immediately prior to retirement. An employee wishing to qualify under this provision shall notify the Human Resources Office by February 1 of the year of retirement, which shall be effective at the end of the school year.

The amount of the benefit shall be linked to the number of years prior to retirement that an employee notifies the District of his or her intent to retire. In order to receive the benefit, an employee must file an irrevocable notice of retirement with the District, in writing, as described below.

In order to receive the full \$48,000 benefit, an employee must provide the irrevocable notice of retirement by February 1 of the year prior to the employee's final four years of employment prior to retirement. In order to receive a \$36,000 benefit, an employee must provide the irrevocable notice of retirement by February 1 of the year prior the employee's final three years of employment prior to retirement. In order to receive a \$24,000 benefit, an employee must provide the irrevocable notice of retirement by February 1 of the year prior to the employee's final two years of employment prior to retirement. In order to receive a \$12,000 benefit, an employee must provide an irrevocable notice of retirement by February 1 of the year prior to the employee's final year of employment prior to retirement. An employee providing less than the notice stated above shall not be eligible for the above referenced benefit. Any employee who provides notice between July 1, 2019 and February 1, 2020 under this Section shall receive a 3% increase for the 2019-2020 school year.

Any employee who provides notice under this Section shall not be eligible to receive an increase in TRS creditable earnings that may subject the Board to TRS penalties or additional payments to TRS in excess of what is normally paid for TRS creditable earnings. At the time of this writing, the limit for such earnings is 3% in the years used to calculate the TRS pension. In the event the limit is increased, the contractual limit on earnings for this section shall increase to the statutory limit, but will not exceed 6%.

The irrevocable notice may be revoked subject to the following:

- a. Death of spouse or child;

- b. Life threatening illness of educator, spouse, or child as certified by physician;
- c. Other unforeseen circumstances subject to the sole discretion of the Board. The decision of the Board involving unforeseen circumstances is not subject to the grievance process.

Strike Section 6.14 (B). Sections 6.14 (C) and (D) become Sections 6.14 (B) and (C).

B. Furthermore, as a condition of receipt of these retirement benefits and prior to the receipt of such retirement benefits, the employee must sign a waiver allowing the TRS to release to the District information about the employee's service credit with TRS or the employee may, at his or her option, provide that information directly to the District. The employee must provide the District with all information relevant to the benefits provided by the District, but is not required to provide any other information.

C. No employee may combine these or any other negotiated retirement incentive with any retirement program or incentive provided by Federal or State statute or regulation which was not in effect on January 1, 1996.

Section 7.1 (A) (Sick Leave and Long Term Disability)

- Maintain with the following revisions:

All employees shall be granted fifteen (15) days of sick leave each year; except that during the 2021-2022 school year only, all employees shall be granted twenty (20) days of sick leave. Employee sick leave days shall be accumulative to 360-365 days, provided that employees employed after the beginning of the school year are granted a pro rata share of the annual allowance based upon one and one-half days for each month or major fraction of the month worked between the day of employment and the end of the school year.

7.3 Parental Leave

An employee shall be eligible for maternity/child-rearingparental leave without pay or other benefits subject to the following conditions:
(As used herein, "Employee" means a full-time employee who will have completed four (4) years of full-time service.)

In the case of an employee completing his/her fourth probationary year, a decision by the Board not to renew such employee's contract will cancel any previously approved leave.

- A. The employee shall advise the Superintendent or designee of her- the employee's pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she the employee shall provide a written statement from her- the employee's

obstetrician or physician, where applicable, indicating the expected date of delivery. Application for a maternity/child-rearingparental leave shall be made in writing to the Superintendent or designee at least one hundred twenty (120) calendar days prior to the anticipated birth of the child.

- B. After consultation with the employee, the Superintendent or designee shall prepare for the commencement and termination dates of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school term in which it commences and one (1) additional school term. Such leave shall commence upon the date agreed upon by the Superintendent or designee and the employee. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term. In addition to the 30 days of paid sick leave available for the employee's use because of the birth of a child under Section 24-6 of the Illinois School Code, the employee may apply additional accumulated sick days during the leave period for a maximum of five (5) workdays for birth that is not dependent on the need to recover from childbirth. -During such leave the employee shall be able to apply accumulated sick leave as provided under Section 7.1(C) to any workdays on which she is incapacitated due to pregnancy, childbirth or recovery therefrom. If the employee is participating in the District's health/major medical insurance program, the Board's contribution thereto shall continue at the same rate during the period of utilization of sick leave.

Employees who are partners of a person who has given birth are also entitled to apply a maximum of five (5) sick days that is not dependent on the need to recover from birth to the 30 days of paid sick leave available for the employee's use because of the birth of a child under Section 24-6 of the Illinois School Code.

Such leaves which commence during the summer recess shall begin no later than July 1st.

The Superintendent or designee may waive any of the provisions of this section in his/her sole discretion, and any such waiver shall not be precedential in any respect.

- ~~C. Sick leave shall not be applicable during the period of the maternity/child-rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the employee upon return to employment in the District.~~ This subsection shall not be construed as to deny any employee any rights which are applicable under the Federal Pregnancy Disability statute or other pertinent legislative enactments or regulations thereunde state or federal law.

~~D.C.~~ Any employee desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon initiation of such adoption proceedings. Leave shall be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applicant to keep the Superintendent or designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child. This section shall not be applicable if the adoptive child is attending school (except kindergarten).

~~E.D.~~ Nothing in this policy shall be construed as requiring any employee to apply for a ~~maternity/child-rearing~~ parental leave. An employee not eligible for or not desiring ~~maternity~~ parental leave may utilize accumulated sick leave during any period of disability related to ~~her~~ pregnancy and/or to the delivery of the child. If such employee shall have exhausted accumulated sick leave, ~~she the employee~~ shall be granted a leave of absence without pay or other benefits during such period of disability. Such employee shall return to employment immediately following the termination of actual disability.

~~F. A male employee shall be entitled to a childrearing leave of absence. Such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements as set forth in this policy. Eligibility for such leave shall arise upon the anticipated birth of a child, which the teacher has fathered or upon his planned adoption of a child.~~

~~This subsection shall not be construed as to deny any employee any rights which are applicable under the Federal Pregnancy Disability statute or other pertinent legislative enactments or regulations thereunder.~~

7.10 ~~Part Time~~ Leaves of Absence

Other provisions of this agreement to the contrary notwithstanding, the Board may grant a tenured teacher a part-time or full-time leave of absence. Such ~~part-time~~ leave shall not affect the tenure (contractual continued service) status of the teacher, ~~but if the leave is part-time,~~ such teacher shall be treated as a part-time teacher for all other purposes. The Board has the discretion to not grant any requests for such leaves and any action taken upon any request shall not be precedential regarding any other requests. Full-time and part-time leaves may be granted for up to two (2) years within a five (5) year period of time, at which time, and at the Board's discretion and without precedential effect, may be extended on a case by case basis.

Section 6.2 (B) (Learning Behavior Specialist)

- New Language

Because of the unique and specialized needs for some Learning Behavior Specialists to be performed prior to the first day of student attendance, each Learning Behavior Specialist and Related Services may request up to a total of 12 hours for time sheeted summer work paid at the rate identified in Appendix B, Section B.3. It is understood that this section applies also to teachers in Early Childhood classrooms. The request must specify the duties and is subject to administrator approval. Any pay granted under this provision may not result in the Learning Behavior Specialists receiving more than an annual 6% pay increase.

Economic Reopener

- New Language:

In the event of a legislative, regulatory, or economic change to the following, the Board will have the right to demand that the Association bargain the impact of such change with the Board. After notice has been given for reopening the contract, the Board and the Association will convene a negotiating committee to make recommendations with respect to any or all economic items. This negotiating committee's recommendation(s) will be made to the entire Board and Association no later than 90 days following the first meeting of the negotiating committee.

1. The State of Illinois shifts a portion of the Teachers' Retirement System (TRS) pension costs it pays to local school districts;
2. The State of Illinois imposes changes on the District's property tax extension authority;
3. A change to federal or state law regarding health insurance that causes the Board to be required to pay avoidable penalties or additional monies, including but not limited to what has been referred to as the "Cadillac Tax"; or
4. The District voters successfully petition for a referendum proposition reducing the amount extended by the Board for educational purposes for the levy year

Appendix B (Supplemental Compensation)

B.0 Computation - All indices in this Appendix are based on the Stipend Base of BAO Step 0 for each year of the contract as indicated in Appendix A. To determine the current amount, multiply the current base by the appropriate index. The hourly rates of pay listed in sections B3 and B4 do not include board paid TRS contributions which are calculated as for salary.

* * *

B.3 Teachers' Summer School, Curriculum Development, and Supervision Pay

- A. ~~Beginning in the Summer of 2017 the~~ The rate of pay for certified teaching staff for teaching summer school shall be ~~\$35.00~~ \$40.00 per hour ~~plus TRS contribution.~~
- B. ~~Beginning in the Summer of 2017, the~~ The rate of pay for curriculum and program development work that does not constitute Career 203 work shall be ~~\$27.00~~ \$31.00 per hour ~~plus TRS contributions.~~
- C. ~~Beginning in the Summer of 2017, the~~ The rate of pay for non-teaching summer school work shall be ~~\$25.00~~ \$29.00 per hour ~~plus TRS contributions.~~

B.4 Extra Pay for Extra Work - It is agreed that the Board will recognize several situations which require extra pay for extra work. These categories are as follows:

- A. **Extra Period Assignment**— In the event that a teacher is requested to teach an additional period for an entire school year, the rate is established at one-sixth of the teacher's base pay.
- B. **Internal Substitution**—Occasionally, teachers are requested to serve as internal substitutes because a regular, qualified substitute is not available. In these situations, the rate will be ~~\$29.00~~ \$25.00 per hour or period, whichever is applicable, ~~plus TRS contributions.~~
- C. **Lunchroom Supervision**—~~\$29.00~~ \$25.00 per hour ~~plus TRS contributions~~—or the rate established by the Board for non-bargaining unit members, whichever is greater. Teachers have the option of not being assigned more than one-half hour.
- D. **Saturday Morning Detention Period**—Teachers who choose to supervise a Saturday morning detention assignment shall be paid at the rate of ~~\$29.00~~ \$25.00 per hour ~~plus TRS contributions.~~

* * *

Section 3.2(D) Elementary Schools

Elementary school teachers, including all day kindergarten teachers, with classroom instructional responsibilities shall have an average of not more than twenty-six and one-quarter (26 1/4) hours per week of instructional time, except that half-day kindergarten teachers shall have an average of not more than twenty-five (25) hours of instructional time each week. Such employees shall typically have one hundred fifty (150) minutes of preparation time per

week during the normal student day provided preparation time for half-day kindergarten teachers may be outside of the normal student day, in which event it shall be in lieu of the same amount of supervisory time. Weekly preparation time provided under this Section 3.2(D) shall be scheduled for at least (20) consecutive minute intervals. Employees may be required to supervise students before and after the normal student day up to one hundred twenty (120) minutes per week. Recess supervision shall be deemed instructional time.

Administration-called grade-level meetings will be limited to no more than one within the student attendance day per week and shall not exceed 45 minutes. There shall be a limitation of no more than 105 minutes per week of administration-called meeting time held outside the student attendance day. The following meetings are not included within the limitations of this paragraph: (1) special education meetings as required by law and regulations; (2) meetings requested by a student's parent/guardian; (3) individual student planning meetings; (4) teacher evaluation meetings; and (5) teacher-called and teacher-directed team planning meetings.

Section 3.2(C) Early Childhood Center (ECC)

~~Employees of the ECC shall be granted preparation time in the same manner as provided kindergarten teachers. The "five day rotation" used in elementary buildings will also apply to the EC site.~~ Preparation time will be provided between the morning dismissal of students and the afternoon arrival of students. EC teachers in the Extended Day program may have some preparation time occur after the dismissal of students in the Extended Day program. ~~All EC teachers are expected to receive the same amount of music, physical education and art time as kindergarten teachers. The EC teacher may not be required to remain with their students during the art, music or physical education sections.~~ In no case shall an EC teacher receive less than one hundred fifty (150) minutes of preparation time per week. When such plan time occurs, it shall consist of no fewer than twenty (20) consecutive minutes exclusive of lunch and travel time.

All EC teachers are entitled to and will be provided at least a forty (40) consecutive minute duty free lunch each day.

Employees of the ECC shall be given first right of refusal to volunteer for summer diagnostic work. Preference shall be given to those employees who regularly engage in such diagnostic work for the EC Program. If summer diagnostic work is still available after EC employees have had an opportunity to volunteer, the work shall then be offered to any bargaining unit member qualified to do the work. Once current bargaining unit members have had an opportunity to volunteer for summer diagnostic work, the Board may offer the

work to any person of their choosing. Summer diagnostic work cannot be required of members of the bargaining unit.

In the event a bargaining unit member is selected to do summer diagnostic work, such work must be done at the school site, unless approved by the supervisor to be accomplished "off site". All bargaining unit members participating in summer diagnostic work shall be compensated at the rate of ~~\$40.00~~\$45.00 per hour ~~plus Board paid TRS contributions.~~

~~In all cases where there is a question as to the expected hours of work of an EC teacher, the standards applied to Kindergarten teachers shall apply to EC teachers. A duty free lunch of no less than forty (40) minutes will be provided each EC employee each work day.~~ Teachers working in a capacity of supporting parents as teachers shall either use their personal cell phone for business purposes or choose to be provided a district owned cell phone. The employee may choose between a district phone or use their personal phone for their job. If they use their personal phone, they may submit a request for reimbursement for the actual use. If they use a district provided phone, they will pay the district the monthly amount that the administrators are expected to pay for personal use of that phone, if they wish to use it as their personal phone also.

~~The teachers working in their capacity need to follow the same guidelines for evening meetings as kindergarten teachers (orientation, 2 conference evenings, and open house). EC teachers will attend orientation, district parent/teacher conference dates, and open house.~~ If those teachers do not need to be in attendance on those evenings, they may check with their administrator to determine a different evening they will work.

Section 3.3 Employee Lunch Period

Each employee shall have a duty-free lunch period equal to that of the students or a minimum of one-half (1/2) hour. Elementary school employees shall have a forty (40) consecutive minute duty free lunch.

Modification to Section 3.2 (A) and (B) of 1/21/20 Board Proposal:

A. High Schools

Employees will be assigned 1250 minutes of instructional time per week and 125 minutes of supervision time per week divided into no more than 9 equal class periods with no more than 5 instructional periods per day, and up to two homeroom or intervention periods per week. Employees will have one (1) preparation period daily equal to a student class period. Employees will have one (1) lunch period daily equal to a student class period. ~~Employees will have an eight (8) period day with~~

~~five (5) assigned periods, one (1) lunch period, one (1) preparation period and one (1) period which may be assigned by the administration (of which one half may be designated for supervision).~~

Employees may elect with Board approval to be assigned 250 minutes of supervision time per week during one semester of the school year and zero minutes of supervision time per week during the other semester of the same school year. It is expressly understood that "supervision" may include student interaction and/or instructional assistance but shall not require formal instruction, ~~formal~~ lesson preparation or ~~formal~~ assessment.

~~The Association and the Board agree to consider, without any implication of any obligation for acceptance of, any alternative plans for student supervision proposed by the High School Design Teams during the period of effect of the negotiated agreement.~~

A teacher may voluntarily accept a "zero hour" assignment. If such assignment is made, said teacher's schedule will be adjusted to provide the same length workday.

Administration may implement an adjusted schedule to include an intervention or homeroom period up to two days per week. Intervention will consist of the following: support for students not meeting essential standards, extension for students already meeting standards, reassessment of students' ability to meet or exceed essential standards as identified through the PLC or course team process applicable to that teacher's assigned courses. Homeroom minutes will be used to support students in developing non-academic skills as assigned by administration. For days that include an intervention or homeroom period, the regularly scheduled periods will be reduced by an equal number of minutes per period. Intervention and homeroom shall count as instructional minutes toward the assigned 1250 weekly amount. The length of an intervention period or homeroom period shall be no more than the length of the regularly scheduled periods in the adjusted schedule.

In the interest of transparency and collaboration between administration and staff, the Association and the Board will establish a High School Workday Committee at each high school comprised of 4 administrators and 4 Association members. The High School Workday Committee shall meet at least once each school year prior to May 1. At this meeting, the members of the High School Workday Committee may disclose any concerns or recommendations regarding the high school workday/daily bell schedule.

The Association and the Board agree to consider, without any implication of any obligation for acceptance of, any alternative plans for student supervision proposed by the High School Design Teams during the period of effect of the negotiated agreement.

B. Junior High Schools

The junior high student day consists of nine periods. Math, Language Arts, Science, and Social Science teachers will have five (5) assigned periods, one (1) supervision period, two (2) preparation periods, and one (1) lunch period. Beginning the 2022-2023 school year, World Classical Language, Math, Language Arts, Science, and Social Science teachers will have five (5) assigned periods, one (1) supervision period, two (2) preparation periods, and one (1) lunch period. Upon agreement between the building principal and the employee, an employee may elect to have an additional assigned period and no supervision period. All junior high employees who do not teach the above - named subjects during the applicable school years will have six (6) assigned periods, two (2) preparation periods, and one (1) lunch period. A supervision period may include a supervised study period or support of classroom instruction. Supervised study is defined as a period of support, which may include homework completion, explaining, remediation, and skill enhancement as agreed upon between the teacher and the building principal.— may include based on student need: differentiated reteaching focused on meeting standards, providing retakes for assessments, social-emotional and executive functioning support, and delivering of targeted supports and extensions. Support of classroom instruction could include support under the direction of a specialist, pushing into classrooms to provide targeted instruction, and provide flexible support for students in various content areas. Supervision shall not require formal lesson preparation or grading beyond the core curriculum and formal assessment. ~~not require formal lesson preparation or grading beyond the core curriculum~~ Employees shall also be responsible for a reasonable amount of student supervision between classes and before and after school—, except traveling junior high teachers will not be responsible for before or after school student supervision at their assigned junior high schools.

Contingent on NUEA acceptance of Section 3.9 (A) and (B) in 1/21/20 Board Proposal:

A. High Schools

If the average student/teacher load for students enrolled during instructional time in any high school department (excluding typing, physical education, driver's education and music) shall exceed one hundred sixty (160), such department shall be provided with a clerical aide for at least four (4) hours each teacher employment day. The average student/teacher load

shall be computed as provided in subsection D below. Employees who teach less than five classes in a department will be counted pro-rata in computing student/teacher load.

B. Junior High Schools

If a teacher in the junior high school who is assigned to teach reading, mathematics, language arts, science, social studies, Art, PLTW, Foreign Languages, and Family and Consumer Science has more than one hundred sixty (160) students enrolled during the teacher's instructional time per day, thirty (30) minutes plus five (5) minutes per student in excess of one hundred sixty-seven (167) of aide time will be allotted. The total allotted aide time in each building will be assigned by the building principal to the appropriate team. If there are any problems with the allocation of aide time, the teacher or teachers affected may discuss the matter with the building principal. Full-time traveling teachers in Art, PLTW, Foreign Languages, and Family and Consumer Science shall be entitled to thirty (30) minutes of aide time per day.

Contingent on:

- NUEA withdrawal of the following outstanding language proposals*:
 - 2 Workday Late Arrivals
 - 3 Workday 1 PLC/Week
 - 8 Open House
 - 11 Travel Time
 - 14 New Language, Class Size
 - 20 Vision Health Insurance
 - 27 Internal Applications
 - 29 Stipend Committee
 - 30 IPC Committee
 - 31 Interest-Free Loans
 - 1/14/21 Emergency Days Proposal
- NUEA acceptance of the following outstanding language proposals*:
 - Section 2.12 Membership Dues
 - Section 6.6 PT Health Insurance
 - Section 9.2 Notice of Student Assignments
 - Section 12.3 Stipend Committee
 - Appendix C Interest-Free Loans
 - Appendix A.3 Cafeteria Plan

* Assumes NUEA and BOE packages address the following proposals and reject/withdraw remaining language:

- NUEA Proposals:
 - 4 High School Workday
 - 5 Junior High Workday

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- 6 ECC Plan Time, Open House, Release Time
- 7 Elementary Plan Time, PLC, Case Load, Passing Periods
- 9 Lunch Periods: 40 Consecutive Minutes
- 12 Elementary Meetings Outside Workday
- 19 Summer Work & New Language, Learning Behavior Specialists
- 22 Sick Leave
- 23 Personal Leave
- 25 New Language, Professional Leave
- BOE Proposals:
 - Section 3.2 Workday Assignments
 - Section 3.9 Aide Time
 - Section 6.14 Retirement
 - Economic Reopener

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